Scientific Qualification Requirements for Promotion to Professor

Personal promotion to professor on the basis of competence is regulated by Section 2-2 of “Regulations concerning appointment and promotion to teaching and research posts” (hereafter the Regulations), laid down by the Ministry of Education and Research on February 9, 2006 and last amended September 18, 2015 (available at https://lovdata.no/dokument/SF/forskrift/2006-02-09-129). The University of Oslo has developed a set of general guidelines in relation to these regulations (available at http://www.uio.no/om/regelverk/personal/vitenskapelig/stillingstrvit-uio.html). An English version of these guidelines, entitled “Guidance for applicants and members of selection committees concerning documentation, evaluation and weighting of qualifications for appointment to/promotion in permanent academic posts at the University of Oslo” is available at http://www.uio.no/english/about/regulations/personnel/academic/guidance-academic-posts.html.

The present guidelines complement the Regulations and University of Oslo guidelines with respect to scientific requirements and, as such, represent minimum requirements. Individual departments within the Faculty may decide to complement these guidelines with further or more restrictive requirements. Any such requirements would have to be submitted for approval by the Faculty of Social Sciences.

**General**

These guidelines apply to assessment of qualifications for promotion from associate professor (“førsteamanuensis”) to professor (Regulations, Section 2-2). The Regulations apply the same minimum standards for promotion as for awarding competence as professor to applicants for an open position (Regulations, Section 1-2). The difference in qualification requirements for associate professor and professor does not primarily lie in the quantity of scientific output; higher quality and wider scope are also required, in accordance with established national and international standards (NCFSS Guidelines).

Assessment of scientific qualifications shall be undertaken by a committee with at least three members. At least two members should be selected from other institutions of high international reputation; at least one of these should be from outside the Nordic region.

The assessment committees shall, according to Part (10) in Section 2-1 of the Regulations, “take into consideration the criteria for appointment as a professor...
provided in Section 1-2". This means that the requirements for becoming a professor are “(1) Academic level conforming to established international or national standards [...] and (3) Documented competence in relevant educational theory and practice based on training or on teaching and supervision.”

Scientific qualifications
Assessment for promotion “shall be conducted on the basis of documented academic ... competence” (Regulations, Section 2-2, Part (5)). The number of pieces of work that may be submitted for assessment is limited to 15.

In order to qualify as a professor, the applicant’s research shall be of high quality and show both breadth and depth. The applicant must have remained active and produced output also over the most recent 5-year period. The following requirements should be met:

1. **Quantity**: The applicant’s quantity of output must be judged in relation to international traditions within the discipline and on the basis of the substance of the work and the effort it represents. As a general rule, the quantity should correspond to three doctoral dissertations. This normally means at least 12 full-length journal articles or three books or combinations thereof. The applicant must have contributed substantially to all publications included in the application for promotion, in accordance with general scientific principles and traditions within the subject area. In disciplines that practice first authorship, the applicant must have been first author of at least eight articles. In disciplines that do not practice first authorship, when weighted by number of authors the number of articles should as a general rule sum to at least six, the number of books to two. In cases of very high quality, promotion may be awarded on the basis of less output than this, however only in exceptional circumstances may the required output correspond to less than two thirds of the numbers stated above.

2. **Quality**: Quality should be measured by the extent to which the work has contributed to, or may contribute to, the development of the discipline or practice within the field. Emphasis should also be put on originality of approach and formulation of problems, method and data sources. A significant part of the work submitted for assessment should have been published, or accepted for publication, in Level 2 journals, as defined by The Norwegian Association of Higher Education Institutions (available at http://www.uhr.no/rad_og_utvalg/utvalg/publiseringsutvalget/) or in outlets of similar quality.

3. **Scope**: The applicant should be qualified for teaching and supervision at an advanced level within more than one speciality. The scientific output should comprise at least three different classes of problems, themes or research methods. The applicant must have shown ability to position their own work within a wider context.

4. **Independence and cooperation**: The applicant must have proved that s/he can perform all central parts of a research task alone and with high quality. This can be documented for example through work where the applicant is the sole author, through declarations from co-authors, or through experience from
project management. In addition, credit shall be given to research cooperation.

4. **Impact**: When assessing the quantity of output as described in 1. above, only output published, or accepted for publication, by well-respected international outlets with high impact in the relevant research community, or other outlets of a similar status, should be taken into account. Output in national outlets may be taken into account when their quality and impact correspond to that of the above-mentioned international outlets. Only in rare circumstances, and then due to the unusually high quality of the work in question, should publications in marginal outlets or unpublished work be taken into account.

5. **Currentness**: The output should be related to the research frontier of the discipline at the time of publication. Some of the submitted output should have been produced in the last five years.

6. **Visibility**: The applicant should have established a certain visibility within the international academic community. Measures of such visibility include citations, refereeing for top journals, invitations to give seminars at good universities, invitations as keynote speaker at seminars and conferences and membership of editorial boards of well-respected journals.

To qualify for promotion, the competence must be within the discipline in which the applicant is employed. Work within other disciplines should be considered and taken into account when it is relevant for performing research and teaching within the relevant discipline.

**Reporting**

In order to qualify for promotion, the fulfilment of the criterion of scientific competence must be indisputable (Regulations, Section 2-2, Part (10)). This implies that the committee does not need to undertake a thorough and detailed assessment of candidates that clearly either are, or are not, qualified. It is only when the conclusion is not immediately obvious that the committee needs to undertake a more thorough and detailed assessment and justify their conclusion accordingly.

While the committee is expected to consider all relevant criteria, the committee does not have to spell out all of their considerations in detail. In particular, it is not necessary to report on the content and quality of individual publications; only when the quality deviates from what would be expected given the outlet in which the output is, or will be, published, and this impacts on the overall conclusion with respect to the candidate’s qualifications, should a detailed account of an article be reported.