

Rules for Acceptance Regarding the Academic Rank of Unpaid Docent (Associate Professor /US/), or Docenture, at the University of Borås

These rules are a local regulation guiding the acceptance of applications for the academic rank of unpaid docent (associate professor /US/), or docenture, and are determined by the Vice-Chancellor based on the proposal of the Research and Education Board and the Artistic Research and Education Board (Chapter 5, Section 7 of the Board's Organisational and Decision-making Regulations, or SOB, after its Swedish name Styrelsens organisations- och beslutsordning).

1 Introduction

Anyone who has a doctorate or equivalent and considers themselves to fulfill the following requirements may apply to be accepted to the academic rank of unpaid docent (associate professor /US/), hereafter referred to as docenture. Both rights and obligations follow docenture. Those having docenture are to work for good research environments and be of benefit to the work at the University of Borås. No special resources automatically follow receiving docenture. The University of Borås expects those having docenture to carry out continued research, participate in teaching at all levels and actively seek research funding. Furthermore, those having docenture are expected to undertake other assignments, such as supervisorship, membership of the grading committees, and expert assignments. Having docenture gives those who do not hold a teaching position at the University of Borås a natural connection to the university.

1.2 Benefits for research and education at the University of Borås as a condition

The University of Borås examines applications for docenture only if they are deemed to be of benefit to the university's research and education. Thus, an applicant has no right to be admitted for docenture, even when having the necessary competence.

2 Eligibility and assessment grounds

When assessing docent competence, both scientific/artistic and pedagogical qualifications are evaluated.

2.1 Eligibility

For docenture, both scientific/artistic and educational skills are required. The scientific/artistic skill must be substantiated by a doctoral degree (or equivalent), as well as additional research that is considerably more extensive than what is required for a doctoral degree.

The applicant must demonstrate a good ability to select and use research methods and demonstrate a good familiarity with those theories relevant to the relevant field. The applicant must also demonstrate clear independence as a researcher and have published in accordance with the international publication tradition for the subject.

The applicant must demonstrate an ability to choose and execute adequate teaching practices and examination forms as well as teaching experience at an advanced level. The applicant must be judged to have good ability to supervise doctoral students as the principal supervisor and must have undergone doctoral education and formal higher education training.

2.2 Basis of assessment

Assessments regarding whether an applicant meets the requirements for being accepted for docenture are based on:

- Breadth of research
- Depth of research
- Originality and independence in research/research and artistic work
- Contribution to the international development of the subject
- Contribution to the international research community
- Possibilities for obtaining research funding
- Received awards, grants or similar
- Scientific/artistic subject knowledge and didactic knowledge relevant to the subject area
- Experience of supervision at both Master's level and doctoral level. Consideration should be given to established practice in each subject area.
- Breadth in educational activities
- Depth in educational activities
- A scientifically well-founded approach to teaching and learning in higher education
- Experience of pedagogical competence development and pedagogical development work
- Educational leadership and organising ability

It is the assessment grounds that must determine whether or not eligibility has been achieved, for example assessment of breadth and depth, originality and contribution in research, rather than quantitative scope of the applicant's publications.

3 Preparation of docenture applications

The Academic Appointment Committee and Research and Education Board after delegation from the Research and Education Committee or the Artistic Research and Education Board process the application. The board, or committee appointed by the board, takes a position on whether the application is complete and is therefore to be sent for expert review.

3.1 Application

The formal application is made via the university's website. To help with the review of merits, the university has prepared a merit portfolio guide, which is available on the university's website. The application is submitted to the Academic Appointment Committee's Research and Education Board or the Artistic Research and Education Board.

Applications for docenture acceptance must include:

- Cover sheet with the following content: "Application for the Academic Rank of Unpaid Docent (Associate Professor /US/), or Docenture, in (subject) at the University of Borås"
- Merit portfolio (including specification of pedagogical qualifications and research work as well as a brief account of the applicant's research efforts and pedagogical efforts) and any other information that the applicant wishes to emphasise.

- Statement by a professor at the relevant Faculty who approves the applicant's docenture competence and takes into account the benefit to the Faculty and the university of the applicant being accepted for docenture, and the signature of the Dean of Faculty who through signing the document gives consent to the application.
- Up to 10 publications.

The applicant may rely only on those publications published or accepted for publication. In the event that a document has been accepted for publication, attestation to this fact issued by the relevant editor must be enclosed with the application.

3.2 Subject name

If the applicant is employed at the University of Borås, the subject area for the docenture should normally be the same as in the basic employment. The subject area may be different in cases where this better reflects the applicant's research profile. In cases where applicants do not hold employment at the University of Borås, the applicant, in consultation with the appropriate professor at the university, shall propose a subject. A person who has docenture at another institution cannot receive docenture in the same subject at the University of Borås.

3.3 Experts

The board, or committee appointed by the board, on the proposal of the relevant Faculty, engages two external experts to assess the application who generally should be professors, or in exceptional cases have only docenture. It should be clear that there is no conflict of interest. If an assessment is obtained from two or more persons, both men and women must be represented if there are no special reasons otherwise. However, this does not apply if there are exceptional reasons.

HR ensures that the experts receive the following data:

- Application documents
- Rules for Acceptance Regarding Academic Rank of Unpaid Docent (Associate Professor /US/), or Docenture, at the University of Borås
- Instruction including proposals for the timetable for the expert procedure

Experts normally have two months to submit an opinion.

3.3.1 Expert statement

The statement prepared by the experts should, in its scope and thoroughness, be comparable to statements regarding employment matters and should result in a clear position on whether the applicant should be accepted for docenture or not. The assessment is based on eligibility and assessment grounds according to Section 2 above. It is essential that both strong and weak aspects of the applicant's merits are highlighted.

The statement is to provide a detailed account and critical examination of the main features of the applicant's research production with clear references to the submitted works and an overview of the applicant's research and how this has developed after the doctoral degree or equivalent was obtained. The most important results should be mentioned and their significance should be assessed in relation to international development in the subject and area. The statement is also to provide an overview of the applicant's pedagogical activities at the advanced level and at the level of doctoral education and how this has developed.

In cases where the expert does not find grounds for approving the application, it is important to clarify the shortcomings that form the basis for that position.

Experts send their statement to HR, which ensures that the statement is properly archived, takes care of the payment of fees according to local collective agreement, and ensures that the matter is forwarded to the relevant board for a decision. The relevant Faculty is responsible for the fees.

4 Decision on acceptance to docenture

The Research and Education Committee or the Artistic Research and Education Board take a position on the experts' statements and then make a decision on whether the applicant is to be accepted for docenture or not. In those cases where the committee does not find grounds for such an acceptance, it is important to make clear in the minutes from the meeting the deficiencies that form the basis of that position.

Certificates attesting to docenture status are issued by the secretary of the board and sent to applicants. Upon admission, regarding applicants who are employed at the University of Borås, the secretary of the board sends a protocol extract regarding decisions and a copy of the docenture certificate to HR, which then ensures that any salary changes are made according to the local collective agreement. The newly appointed recipient of docenture is expected to hold a lecture at the university; this is arranged by the relevant Faculty.

Decisions on acceptance for docenture cannot be appealed.

This decision has been made by the Vice-Chancellor on 27 May 2010 and from 1 July 2019 will apply going forward. This decision replaces a decision made on 18 December 2012 (Reg. 678-12-69)

Revisions:

2012-12-18 (Reg. 678-12-69) with effect from 1 January 2013.

2019-05-27 (Reg. 028-19) with effect from 1 July 2019.