

## TENURE REQUIREMENTS FOR POST DOC, TENURE TRACK POSITION:

### SUPPLEMENTARY PROVISIONS FOR SAI

The candidate must demonstrate excellence in i) research, ii) teaching, and iii) academic citizenship, including a strong potential for contributing to the further development of the department's teaching and research portfolio.

#### **Evaluation committees**

The evaluation process will consist of a mid-term evaluation and a final assessment which will take place at the ~~end of the sixth year~~ **beginning of the seventh year**.

- 1) The mid-term evaluation committee consists of four members, of which one, the administrator of the committee is internal and three are from renowned international academic institutions. The process is outlined in the supplementary provisions for the mid-term evaluation procedure at the Department of Social Anthropology, University of Oslo. [*Link to SAI's supplementary provisions for the mid-term evaluation*]
- 2) The final assessment is made by the adjudication committee which starts its work at the beginning of the seventh year. The committee consists of five members, of which four are from renowned international academic institutions and at least one took part in the mid-term evaluation. The adjudication committee's assessment is based on the report from the mid-term committee and abides by the process outlined in detail below.

Both committees are appointed by ~~the Board of the Department of Social Anthropology~~ **the Dean following a proposal for the Head of Department of Social Anthropology**.

#### **Research**

1) In order to be considered eligible for a tenured position, the candidate must satisfy the following requirement for publications during the tenure period:

By the end of the sixth year, the candidate must have published the equivalent of:

- i) One research monograph published by a reputable academic publisher.
- ii) Three single-authored articles in level 2 journals as rated by [Norsk publiseringsindikator](#) (NPI), or comparable, equally reputed journals, at the time of publication. (One of the three can be a revise and resubmit with a clear path to publication, the others have to be published. One of the three articles can be replaced by *either* two co-authored articles in level 2 journals; two single-authored articles in level 1 journals; *or* an edited, or co-edited, book or special issue in which the candidate has authored or co-authored the introductory chapter / the introductory article. These need to be published in reputed journals or Academic presses comparable to level 2).

2) A candidate who satisfies the above minimum requirements is evaluated by the tenure committee. The committee is asked to evaluate whether:

- a. The candidate can be ranked as a potentially leading international researcher in her or his field.
- b. The candidate is deemed competitive for a relevant international grant (such as ERC, Wenner-Gren etc).
- ~~ii. For candidates to a tenure-track associate professorship position, the committee must also evaluate if the candidate qualifies to be appointed to a professorship according to the [regulations at the University of Oslo](#).~~
- iii. If the committee's assessment is positive, the candidate will be considered as meeting the research requirements for a permanent appointment.

## **Teaching and academic citizenship**

The evaluation of the candidate's teaching, academic citizenship and language proficiency is conducted by the Department of Social Anthropology and uses input from the Head of Department.

### Teaching

By the mid-term evaluation the candidate should have completed or be enrolled in the University of Oslo's pedagogical course [Teaching and Learning in Higher Education](#). The teaching should be of high quality and the candidate is expected to contribute by renewing courses or developing a course related to her or his ongoing research interests. The candidate should also be able to teach across the discipline of anthropology outside of their own areas of specialization. The candidate should present a teaching portfolio to the evaluation committee that includes teaching plans. Members of the committee should be able to witness a lecture or listen to a recorded lecture as part of their evaluation. Student evaluations can be taken into account with the caveat that these are sometimes unbalanced.

### Academic citizenship

The committee should evaluate the candidate's ability to contribute to a positive working environment and to building a strong anthropology department. Different candidates will be able to contribute differently depending on their backgrounds and the skills that they come in with, so the particular contributions that they might be expected to make might include some of the following.

- Contribution to student recruitment, development and retention – this can include successful supervision of Bachelor and Master students and involvement in activities such as Open Days or student-organised events.
- Dissemination and public outreach – building the department's profile nationally and internationally through publications or appearances in media outlets.

- Helping to build anthropological communities nationally and internationally – involvement in international or national associations, such as EASA, AAA and NAF/NAT.
- Involvement in joint staff activities – staff meetings, department seminars, joint applications for funding, workshops etc.

The candidate is expected to be physically present at the Department of Social Anthropology in Oslo, except during fieldwork and research leave, and to actively contribute in matters of importance to the department. This includes activities such as recruitment of new faculty, regular participation in seminar series, committees, active participation in the development of the department's teaching portfolio, social and intellectual milieu, and research dissemination.

#### Language proficiency

For candidates that do not master a Scandinavian language, the University of Oslo's Norwegian course level 1-3 need to be passed by the end of the second year. At the end of the third year the candidate must have acquired the language proficiency needed to conduct administrative responsibilities including active participation in board meetings, drafting short documents, evaluate and conduct written and oral examinations in Norwegian. The time spent on language training will replace required hours for teaching, and count towards a reduction in the teaching load as stipulated under "other work" in the [Work duty account for academic employees at the Faculty of Social Sciences](#).