

SUPPLEMENTARY PROVISIONS FOR THE MID-TERM EVALUATION
PROCEDURE FOR POST DOC, TENURE TRACK POSITION AT THE
DEPARTMENT OF SOCIAL ANTHROPOLOGY, UNIVERSITY OF OSLO

- The Department of Social anthropology will arrange a mid-term evaluation at the beginning of the fourth year of the tenure-track period, adjusted for leave of absence the candidate is entitled to by law or collective agreement.
- Six months prior to the mid-term evaluation, the head of department will give a deadline to the candidate for submission of the basis for the mid-term evaluation.
- The mid-term evaluation is carried out by a committee of four recognized researchers within the candidate's field. Three of the researchers must be from international academic institutions and one from the Department of Social anthropology. The internal researcher will act as the committee coordinator.
- The four members of the committee must write individual reports in which they evaluate the candidate's progression. The evaluation of progression is based on reaching the minimum requirements of four publication points as stipulated in the tenure requirements for post doc, tenure track position, supplementary provisions for the Department of Social Anthropology, University of Oslo the mid-term evaluation [[hyper linked](#)], and the binding publication contract set by the academic assessment committee. The mid-term committee must take into account that the progression may be uneven. The report shall also provide feedback that may help the candidate meet the requirements for the final evaluation.

Each individual report should end in a **tentative conclusion that the candidate can be placed within one of the four following categories.**

1. The candidate is well placed to meet the requirements for the final evaluation
2. Given that the current progression is continued, it is likely that the candidate will meet the requirements for the final evaluation
3. The candidate has done made progress, but should improve his or her progression in order to reach the requirements for the final evaluation
4. The candidate is far behind a reasonable course to be able to reach the requirements for the final evaluation

The reports are sent to the committee coordinator.

If all committee members conclude with categories 1, 2, or 3, the candidate is considered to have satisfied the academic requirements to continue in the tenure track.

The committee coordinator submits the four reports to the Department of Social anthropology, which then submits the verdict to the candidate for comment. The reports form the basis for further follow-up of the candidate at the Department.

If one or more members of the committee tentatively conclude that the candidate is in category 4 (far behind a reasonable course), the committee shall write a joint evaluation of whether the candidate meets the academic conditions needed to continue in the tenure track.

The committee coordinator submits the evaluation to the Department of Social anthropology, which sends the evaluation to the candidate. The candidate is given a period of two weeks to comment on the evaluation in writing.

The evaluation, the candidate's written comments, and the head of Department's recommendation are sent to the faculty.