

TENURE REQUIREMENTS FOR POST DOC, TENURE TRACK POSITION:

SUPPLEMENTARY PROVISIONS FOR SAI

To the board:

Please read this carefully together with the supplementary provisions for the mid-term evaluation and the template for the work contract.

The supplementary provisions need to be approved by the Faculty board. Their next meeting is March 19th. I will forward it to the Faculty by March 10th at the latest.

Please take a look at [UiO's regulations for tenure track appointments](#) before the meeting.

Tenure evaluation: supplementary provisions, SAI

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

Research

Six months after employment, the candidate should meet with a committee consisting of four researchers from the Department of Social anthropology, including HoD and at least one additional member of the board of the department. Based on the candidate's ongoing research, need for language training and pedagogical qualifications, develop a binding individualized plan for publications. Minutes from the meeting will be made available for comments from the candidate and provided for the evaluation committees. The plan should build on the following minimum requirements.

1. In order to be considered for a tenured position the candidate must satisfy the minimum requirement for publications initiated during the

tenure period. The candidate must have collected at least four publishing points under the following rules:

- i. Three points is granted for a monograph published (or in print) with a peer reviewed University Press.
- ii. One point is granted for co-authored and two points are granted for a single-author article published in a general top-ranked anthropological journal or a top-ranked journal within other relevant fields. Qualifying journals are Level 2 as rated by [Norsk publiseringsindikator](#) (NPI) at the time of publication.
 - a. Articles published in other journals may after specific consideration also grant points if the article is judged to hold a standard equivalent to typical articles at Level 2.
 - b. A strong Revise and Resubmit in Level 2 journals may after specific consideration also grant points. The article needs to have a clear path to publication.
- iii. One point is granted for international publications in relevant Level 1 journals.

2) Candidates satisfying the above minimum requirements will be evaluated by a committee of at least three members, where at least two belong to international universities.

- i. The committee is asked to evaluate whether:
 - a. The candidate can be ranked as a potentially leading researchers of his or her field.
 - b. The candidate is deemed competitive for a relevant ERC Grant.
- 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 must be considered as meeting the requirements for a permanent appointment.

Teaching and academic citizenship

The evaluation of the candidates' teaching and citizenship will be conducted by the Department of Social anthropology at UiO. The evaluation may use input from the Head of Department.

Teaching:

By the mid-term evaluation the candidate should have completed or be enrolled in UiO's pedagogical course [Teaching and Learning in Higher Education](#). The teaching should be of high quality and the candidate is also expected to contribute by renewing courses or developing a course related to her / his ongoing research interests. The students' course evaluations and evaluations of the candidate as a lecturer should be satisfactory.

Academic citizenship:

The candidate is expected to live in Oslo and actively contribute in matters of importance to the department. This includes activities such as recruitment of new faculty, regular participation in seminar series, committees, and research dissemination.

Language proficiency:

For candidates that do not master a Scandinavian language, the UiO Norwegian course level 1-3 need to be passed as part of the midterm evaluation. At the end of the sixth 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.