

# **Regulations concerning appointment and promotion to teaching and research posts**

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**Statutory basis:** Laid down by the Ministry of Education and Research 9 February 2006 pursuant to section 6-3, sixth paragraph, of the Act of 1 April 2005 No. 15 relating to universities and university colleges.

**Relevant EEA directives:** EEA Agreement Annex VII (Directive 89/48/EEC amended by Directive 2001/19/EC)

**Revisions:** Revised by regulations no. 686 of 20 June 2007, no. 907 of 13 July 2007, no. 1136 of 23 July 2010, no. 341 of 24 March 2015, no. 963 of 17 August 2015 and no. 867 of 1 July 2016.

**Corrections:** 16/09/2015 (Section 2-2)

## **Chapter 1: Criteria for appointment to teaching and research posts**

### *Section 1-1 General provisions*

(1) These regulations provide general criteria for appointment to teaching and research posts at institutions under the Act relating to universities and university colleges. Institutions may specify additional requirements for each type of post for the whole institution or parts of it. When advertising individual posts, more specific requirements may be stated. The appointing authority may require that the appointee shall undertake to undergo specific training within a given time limit.

(2) These regulations shall apply both to posts based on academic qualifications and to posts based on artistic qualifications. Subject areas with teaching personnel recruited on the basis of artistic qualifications are as follows:

- a) Music performance and creative music
- b) Theatre
- c) Opera
- d) Ballet
- e) Art, Applied Art and Design
- f) Literature (Writers' workshops)
- g) Architecture
- h) Film and TV
- i) Subjects in teacher education:
  - Dance
  - Drama/Theatre
  - Music
  - Art, Craft and Design

0 Revised by Regulation no. 963 of 17 August 2015 (came into force 15 September 2015).

### *Section 1-2 Criteria for appointment as a professor*

(1) Academic level conforming to established international or national standards

or

(2) Extensive artistic activities at the highest level conforming to international standards and relevant breadth and specialization at the highest level of the subject or discipline

and

(3) Documented competence in relevant educational theory and practice based on training or on teaching and supervision

### *Section 1-3 Criteria for appointment as a 'dosent' (professor)*

(1)

- a) Extensive documented research and development work at a high level within the professional field concerned
- b) Documented extensive educational development work and other educational activities of high quality
- c) In addition to the above, high qualifications within one or more of the following areas:
  - Management of research and development projects
  - Interdisciplinary cooperation and network building
  - Extensive cooperation with industry and with civil society on the development of educational provision and research and development activities
  - Extensive cooperation with cultural institutions on the development of educational provision and research and development activities
  - Professional experience of a particular nature and relevance from industry and civil society
  - Professional experience of a particular nature and relevance from cultural institutions
  - Development of scientific collections

and

- (2) Documented competence in relevant educational theory and practice based on training or on teaching and supervision

Revised by Regulation no. 907 of 13 July 2007

Section 1-4 *Criteria for appointment as a 'førstemanuensis' (associate professor)*

- (1) Norwegian doctoral degree in the subject area concerned or a corresponding foreign doctoral degree recognized as equivalent to a Norwegian doctoral degree or competence at a corresponding level documented by academic work of the same scope and quality

or

- (2) Completed recognized programme of artistic development in the subject area concerned or documented artistic activities or development work at a high international level and with a specialization relevant for the subject area or discipline

and

- (3) Documented competence in relevant educational theory and practice based on training or on teaching and supervision

Section 1-5 *Criteria for appointment as a 'førstelektor' (associate professor)*

- (1) Documented extensive research and development work corresponding in quality and scope to the workload and level of a doctoral thesis

or

(2) Documented extensive artistic development work corresponding in quality and scope to the workload and level of a doctoral thesis

and

(3) Considerable importance shall be attached to specific qualifications within teaching or other educational activities

and

(4) Documented competence in relevant educational theory and practice based on training or on teaching and supervision

*Section 1-6 Criteria for appointment as a 'høyskolelektor' (assistant professor at a university college) or 'universitetslektor' (assistant professor at a university)*

(1)

a) Higher (master's) degree from a university, university college or the equivalent

b) Relevant research qualifications above the level of a higher degree and/or relevant professional practice

or

(2)

a) Documented recognized artistic activities or development work of a certain scope

b) Education at the highest level in a field of art from Norway or equivalent education from abroad or equivalent documented knowledge

and

(3) Documented competence in relevant educational theory and practice based on training or on teaching and supervision

*Section 1-7 Criteria for appointment as a høyskolelærer (university college lecturer)*

(1)

a) Four years of higher education, of which at least two years within the subject area in which the person concerned is to teach

b) Relevant professional practice

or

(2) Three to four years of higher education with a certain specialization in an area of the arts or equivalent documented knowledge

and

(3) Documented competence in relevant educational theory and practice based on training or on teaching and supervision

## Chapter 2: Procedure and criteria for promotion to teaching and research posts

### Section 2-1 *General*

Applicants may only apply for promotion at the institution where they are employed and applications shall be sent to that institution. For promotions, the requirements pursuant to sections 1-1 to 1-7 apply. An institution may decide that its decisions on whether to grant promotions can be based on the assessments of expert committees established by other institutions.

0 Added by Regulation no. 963 of 17 August 2015 (came into force 15 September 2015).

### Section 2-2 *Procedure and criteria for promotion from the positions of 'førsteamanuensis' or 'høyskoledosent' to professor*

(1) *Førsteamanuenser* (associate professors) and *høyskoledosenter* (university college readers) who have taken up permanent posts or fixed-term posts at state universities, specialized university institutions and university colleges subject to the Act relating to universities and university colleges may apply for promotion to professor on the basis of a declaration of competence pursuant to the provisions of these regulations. At private institutions subject to the Act relating to universities and university colleges, the board shall decide whether associate professors who have been engaged in permanent posts or fixed-term posts, may apply for promotion to professor on the basis of a declaration of competence pursuant to the provisions of these regulations. Associate professors and university college readers holding at least 50 per cent posts shall fall under this arrangement. Promotion pursuant to these provisions is personal and has no consequences for the duties of the holder of the post. A *førsteamanuensis* with a fixed-term post on a tenure-track basis is not entitled to apply for promotion.

(2) Promotion may only be applied for within the subject in which the applicant is employed. By subject is here meant the subjects and disciplines that may be included in the degrees that may be awarded by the institutions, cf. section 3-3 (1) and (2) of the Act relating to universities and university colleges.

(3) It is not permitted to apply for promotion to professor in connection with an application for a teaching and research post at a lower level.

(4) The application including any enclosures shall be submitted in five copies.

a) Academic works shall be submitted in five copies, cf. (5) (a).

b) Reproductions of artistic works shall be submitted in five copies provided that this does not reduce the quality of the material submitted. The applicant himself shall decide whether parts of the documentation can only be submitted in a single copy. Original works shall be presented to the assessment committee by agreement.

If an institution has set an application deadline, no documentation may be submitted after the expiry of the deadline. If an institution has not set an application deadline, no documentation may be submitted after the submission of the original application.

(5) The assessment shall be conducted on the basis of documented academic or artistic competence.