

12 April 2022

Faculty of Management and Business

GUIDELINES FOR TEACHING DEMONSTRATION FOR APPLICANTS OF THE TITLE OF DOCENT

Giving the teaching demonstration

As docents are expected to possess strong teaching skills, you will be invited to deliver a teaching demonstration unless it is considered unnecessary for a justified reason. The Docent Committee will grade your teaching demonstration on a scale of satisfactory, good, and excellent. A candidate may receive a failing grade for a failed or missed teaching demonstration. You will be considered to possess the required teaching skills after you have successfully delivered a teaching demonstration and a) the Docent Committee awards you at least the grade “good” for the teaching demonstration, or b) the Docent Committee awards you the grade “satisfactory” for the teaching demonstration, but the other merits presented in your teaching portfolio compensate for any weaknesses in the teaching demonstration. These other merits include teaching experience, pedagogical training, ability to produce teaching materials and other teaching merits. A candidate who receives the grade “fail” or “satisfactory” for the teaching demonstration will have the opportunity to deliver a new teaching demonstration. A failed teaching demonstration cannot be compensated by other teaching merits.

The Docent Committee may exempt you from the requirement to deliver a teaching demonstration if you have previously given a teaching demonstration in a field connected to your proposed docentship when applying for an academic teaching position at the University and received the grade good or higher. You may also be exempted from delivering a teaching demonstration if you are indisputably deemed to possess strong teaching skills based on the provided documents. If you are seeking an exemption from the requirement to deliver a teaching demonstration, you must attach your application for the title of docent with a request for exemption and documents demonstrating your previous teaching demonstration (extract of the minutes of the meeting where the teaching demonstration was evaluated) and other teaching merits.

The teaching demonstration must be related to the field of your proposed docentship. The duration of the teaching demonstration is 20 minutes. The oral presentation may be given in Finnish or English. The teaching demonstration is public, after which the audience can ask questions from the candidate.

A teaching demonstration is an academic teaching situation in which the candidate demonstrates their teaching skills. In a teaching demonstration, the candidate may apply the teaching methods of their own choosing.

The candidate should submit the topic of the teaching demonstration to the Secretary of the Docent Committee well in advance of the date of the teaching demonstration.

When preparing your teaching demonstration, please pay attention to the points

concerning the assessment of your teaching demonstration, as detailed below.

Assessment of the teaching demonstration

The assessment of the teaching demonstration focuses on, among other things:

- **The background and structure of the teaching demonstration**
 - the course for which the teaching demonstration is prepared for (level of the course, nature of the course, learning objectives, target group, assessment of learning during the course, course materials and the activation of students)
 - the structure and the framing of the presentation
- **The topic and content of the teaching demonstration**
 - command of the topic
 - topicality of the topic
 - making the topic understandable for the audience (e.g., contextualising the topic, defining key concepts, opening up theories)
 - linkage between the topic and the candidate's own research
 - utilization of the latest research knowledge
 - linkage between theory and practise
 - argumentation and criticality
- **Teaching methods**
 - use of teaching methods and their appropriateness
 - use of teaching materials and their appropriateness
 - manner of presentation
 - time management
- **Interaction**
 - activation of students' thinking and participation
 - interaction with the audience

With questions, please contact:

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