

11.9.2023

GUIDELINES FOR APPLYING FOR THE TITLE OF DOCENT FACULTY OF EDUCATION AND CULTURE

Title of docent

Under Article 89 of the Universities Act (558/2009), the university may grant the title of docent to an applicant who has comprehensive expertise in their field, the ability to independently conduct research or artistic work as demonstrated by publications or by other means, and good pedagogical skills.

The president of Tampere University may grant the title of docent to an applicant with a doctoral degree and comprehensive expertise in their field, the ability to independently conduct research or artistic work as demonstrated by publications or by other means, and good pedagogical skills (president's decree February 12, 2019).

The holders of the title of docent of the Faculty of Education and Culture are expected to have potential for collaboration with the Faculty's research and teaching staff.

Requirements for the title of docent

Tampere University has outlined the following academic requirements for the title of docent:

- a doctoral degree or equivalent artistic achievements
- comprehensive expertise in one's field
- the ability to independently conduct scientific research or artistic work as demonstrated by publications or by other means
- a significant scientific or artistic body of work, primarily after doctoral thesis (it is not advised to apply for the title of docent at a very early stage of one's career)
- good teaching skills

For a justified reason, the title of docent may be granted to a Tampere University employee who meets the requirements.

When reviewing applications, the Faculty of Education and Culture also considers the relevance of the field of the title of docent and the collaboration potential with regard to the research and teaching of the Faculty as well as how the applicant's scientific activities fit the Faculty's research profile.

Applying for the title of docent

It is required that before applying for the title of docent, the applicant contacts the Faculty's Vice Dean for Research. It is also advised that the applicant discusses future potential collaboration with Faculty members.

The applicant submits a free-form application letter to the president of Tampere University. The application should clearly state the field of the applied title of docent.

The application letter should include the following attachments:

- a CV which complies with the guidelines of the Finnish National Board of Research Integrity (<https://tenk.fi/en/advice-and-materials/template-researchers-curriculum-vitae>)
- a copy of doctoral degree certificate
- a list of publications which complies with the guidelines of the Academy of Finland (<https://www.aka.fi/en/research-funding/apply-for-funding/how-to-apply-for-funding/az-index-of-application-guidelines2/list-of-publications/>).
On the list, mark the publications that are a part of your dissertation.
- a written statement on the applicant's main achievements and activities relevant to the applied title of docent after their doctoral degree and their ability to independently conduct research, an estimation of the necessity and relevance of the field of the title of docent to the Faculty's research and other activities as well as plans for potential collaborations with the Faculty
- a teaching portfolio (5 pages maximum) drafted according to the document *Evaluation of teaching competence and guidelines for teaching demonstration*, including descriptions of the applicant's pedagogical thinking, pedagogical competences, teaching and guidance experience, teaching and guidance competence development, and the co-development of teaching. In addition, the teaching portfolio must include the applicant's previous teaching competence evaluations and other pedagogical achievements.
- copy of a previous teaching competence evaluation report, if the applicant has been evaluated in the past two years
- a maximum of 10 publications which the applicant wishes to be considered in the evaluation of their scientific competence for the title of docent
- a list of the aforementioned publications and short descriptions for each publication's contribution to the applied field of the title of docent (write the description in English if the publication is in Finnish)

The attachments are named according to the last name and the name of the attachment (e.g. Lastname_CV). The application and its attachments will be submitted **electronically** to edu-docents.tau@tuni.fi. We request publications in PDF format, scanned if necessary. Publications available only in print should be sent in two copies to the following address: Tampere University, Faculty of Education and Culture, PL 700 (Åkerlundinkatu 5), 33014 Tampere University.

Further information:

Vice Dean for Research, contact information on the [website of the Faculty of Education and Culture](#)

Team handling the applications for the title of docent: edu-docents.tau@tuni.fi

Granting the title of docent:

- The applicant contacts the Vice Dean for Research and discusses applying for the title of docent, the language of the application, the field and the necessity with regard to the Faculty. The applicant also contacts the Faculty's staff in order to map out collaboration potential.
- The applicant submits the application to the Faculty.
- The Vice Dean for Research decides who provides the Faculty's internal necessity statement and consults the Working Group on Research Development if necessary. The provider of the necessity statement proposes expert candidates for the expert evaluation.
- The Working Group on Research Development evaluates the application and significance of the applied title of docent for the Faculty's research and other activities as well as the possible need to specify the field of the title of docent based on the application and the necessity statement. If necessary, the Working Group on Research Development may refine and specify the field of the title of docent; the possible change will be approved by the applicant.
- If the Working Group on Research Development considers the title of docent necessary and deems the field relevant to Faculty activities, it will propose at least two internationally renowned experts to the Dean. The Dean will decide the experts. The external experts must meet the eligibility requirements set out in Section 28 of the Finnish Administrative Procedure Act (434/2003). The applicant will be given the opportunity to comment on any conflicts of interest regarding the experts under the Administrative Procedure Act (434/2003).
- If the experts have provided clearly favourable statements on the applicant's scientific competence for the title of docent, the applicant's teaching and guidance competence will be evaluated. The applicant will provide a teaching demonstration, unless under specific conditions it is considered unnecessary. The teaching demonstration is public and is evaluated by the Working Group on Research Development, which may invite additional experts to the evaluation. The applicant is deemed to possess the good teaching skills required from a holder of title of docent if the applicant's teaching skills are evaluated as good based on the teaching demonstration and other teaching merits.
- Upon the proposal of the Working Group on Research Development, the applicant may be exempted from the teaching demonstration by the Dean if the applicant's teaching skills can be confirmed to be good based on their teaching merits.

- If the Working Group on Research Development, based on the application documents and expert statements as well as the demonstration of teaching competence, deems that the applicant is scientifically competent for the title of docent, the Working Group will make a proposal to the Dean for granting the title of docent. The committee must provide specific reasons for granting the title of docent if the applicant is a Faculty employee.
- The Dean will make a proposal to the Provost on granting the title of docent, and the President will grant the title of docent upon the proposal of the Provost.
- The decision will be communicated to the applicant.
- The Faculty Council will be informed of the decision to grant the title of docent.

The expert statements

Granting the title of docent requires clearly favourable statements from two experts in the relevant field who are external to the Faculty. Expert statements can be requested from both Finnish and international experts. If the field of the title of the docent requires an international evaluation, the application documents will be requested in English, if necessary.

When evaluating the applicant's scientific competence, a general requirement is that the applicant has, in addition to their doctoral dissertation, published research which demonstrates their ability to independently conduct research. This means publications which at a minimum correspond to the requirements and scope of a doctoral dissertation, including international publications. The publications must significantly expand on or deepen the research area of the applicant's doctoral dissertation or the applicant's scientific research activities.

When evaluating the competence of an applicant for the title of docent, experts must consider the field of research and the possible specification of the field of the title of docent. Experts may focus on the applicant's main activities and body of work and briefly evaluate other publications and/or works in their statements. The recommended length of the statement is 2–5 pages.

The experts must also note that [Tampere University adheres to the national recommendation for the responsible evaluation of a researcher \(Good practice in researcher evaluation\)](#). For example, the evaluation of scientific publications is based on their quality and not on publication metrics.