

01.01.2025

Faculty of Built Environment

GUIDELINES FOR APPLYING FOR THE TITLE OF DOCENT

Title of docent

According to Section 89 of the Universities Act (558/2009), a university may, upon application, grant the title of docent to a person 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 teaching skills. At Tampere University, the President grants the title of docent upon the proposal of the Dean (President's Decision February 12, 2019).

Requirements for the title of docent:

- a doctoral degree
- 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
- good teaching skills

In the faculty, a docent is expected to participate, for example, in teaching related to the field of the docent's expertise, the faculty's research and publishing activities in collaboration with the faculty's researchers or as an affiliated researcher contributing to the faculty's research applications.

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

Applying for the Title of Docent

Before applying, the applicant must discuss the necessity and scope of the title of docent with a professor in the relevant scientific field. The applicant submits a free-form application letter addressed to the President. The application should clearly state the field of the applied title of docent and include justification for why the applicant has chosen to apply for the title at Tampere University.

The application must include the following attachments in Finnish or English:

1. A CV which complies with the guidelines of the Finnish National Board of Research Integrity ([Template for researcher's curriculum vitae | Finnish National Board on Research Integrity TENK](#)).
2. A copy of the doctoral degree certificate.
3. A list of publications which complies with the guidelines of the Academy of Finland ([List of publications - Research Council of Finland](#)).
4. A brief written statement of post-doctoral achievements, activities and ability to conduct independent research relevant to the title of docent. It is not recommended to apply for the title of docent too early in one's academic career.
5. A teaching portfolio describing the applicant's pedagogical qualifications, teaching and supervision experience and contributions to teaching development. The portfolio should also include the evaluations/appraisals of previous teaching demonstrations.
6. Up to 10 publications that the applicant wishes to be considered in the evaluation of scientific competence for the title of docent.
7. A list of the aforementioned publications.
8. A plan outlining how the docent's research interests align with the faculty's research or teaching activities.

Applications are processed by the faculty's Management group (academic leaders). The Management group requests a statement of necessity regarding the faculty from the professor of the field, explaining the significance of the title of docent and its support for the field's teaching and research. The professor also proposes two internationally renowned experts to evaluate the scientific competence of the applicant.

The Management group assesses the necessity of the title before sending the application for expert review. In evaluating the application, the group considers the general criteria for the title of docent and the relevance of the applicant's scientific work to the faculty's research profile.

If the Management group deems the title necessary and the applicant's competence sufficient, the faculty obtains statements on the applicant's scientific competence from at least two internationally renowned 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 potential conflicts of interest regarding the experts.

If the experts have provided clearly favorable statements on the applicant's scientific competence for the title of docent, the applicant's teaching competence will be evaluated. The current criteria for assessing teaching competence of the University is used in evaluating the teaching competence ([Assessment of teaching competence | Tampere universities](#)). The teaching competence is evaluated by the Management group. The applicant gives a public teaching demonstration as part of this evaluation.

If the Management group based on the application documents and expert evaluations as well as the evaluation of teaching competence deems that the applicant is scientifically competent for the title of docent, the Management group will make a proposal to the Dean for granting the title of docent.

The President will grant the title of docent upon the proposal of the Dean. The decision is communicated to the applicant and informed to the Faculty Council and Faculty community.

Expert Statements

Granting the title of docent requires clear favorable statements on the applicant's competence for the title of docent from at least two international experts. 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 scientific 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 field of the applicant's doctoral dissertation or the applicant's research activities. When evaluating the competence of an applicant, experts must consider the field of research and possible specification of the field of the title of docent. Experts may focus on the applicant's main activities and body of work, scientific production relevant to the title, providing brief commentary on other publications in their statements. Statements should be submitted within two months.

Evaluation of Teaching Competence

Good teaching skills are required for the title of docent. Teaching skills are evaluated based on the applicant's teaching portfolio and teaching demonstration. The Management group assesses the demonstration using grades of "satisfactory," "good," or "very good." An applicant can be deemed to have the good teaching skills required of a docent if the teaching demonstration has been successfully completed and: a) the Management group has evaluated the teaching skills as at least "good," or b) the teaching demonstration has been evaluated as "satisfactory," but other evidence provided in the applicant's teaching portfolio compensates for the deficiencies of the teaching demonstration. A teaching demonstration that has been graded as "satisfactory" or failed may be retaken. A failed teaching demonstration cannot be compensated by other teaching merits.

Further Information

Dean / Faculty Manager (contact details available on the faculty's website [Faculty of Built Environment | Tampere universities](#)).

Applications with attachments will be submitted to kirsi.aalto@tuni.fi