

Applying for the Title of Docent at Tampere University (Faculty of Social Sciences)

What Is the Title of Docent?

According to Finnish law (Universities Act, Section 89), the title of docent can be awarded to someone who:

- Has comprehensive knowledge of their academic field,
- Has shown the ability to conduct independent research or artistic work, and
- Has good teaching skills.

Tampere University follows these legal requirements and additional internal guidelines. Applicants are encouraged to apply only when they have gained sufficient academic and teaching experience. In some cases, the title may be awarded to a person already employed by the university.

Before You Apply

Before submitting your application, you must:

- Contact a professor or the Head of the Field of Study to discuss:
 - Whether the title of docent is needed in the field,
 - The proposed field and name of the docentship (it should not be too narrow in scope).

How to Apply

Send your application as one single PDF file by email to: soc-docents.tau@tuni.fi

Your application must be addressed to the President of Tampere University and include the following documents in this order, with the titles clearly marked:

1. APPLICATION LETTER

A short (1–2 pages) informal letter with your contact details and email address.

2. CURRICULUM VITAE

Prepared according to the guidelines of the [Finnish National Board on Research Integrity](#) (TENK).

3. DIPLOMA

A copy of your doctoral degree certificate (and other relevant diplomas, if applicable).

4. MOST IMPORTANT MERITS AFTER DOCTORATE

A brief summary of your key achievements and activities since earning your doctorate, especially those related to independent research.

5. FULL LIST OF PUBLICATIONS

Compiled according to the guidelines of [the Research Council of Finland](#).

6. TEACHING PORTFOLIO

A 3–5 page document describing your teaching experience and philosophy, following Tampere University's guidelines (see below).

7. LIST OF 10 SELECTED PUBLICATIONS

A list of up to 10 publications that best demonstrate your ability to conduct independent research.

- Do not include publications that are part of your doctoral thesis.
- If a publication is accepted but not yet published, include confirmation from the publisher.
- Both external reviewers must be able to assess all selected publications (please consider language).
- Edited volumes without your own articles should be described in the "Most Important Merits" section.

You may be asked to submit the actual publications later in the process.

Evaluation Process

The Scientific Committee of the Faculty of Social Sciences will:

- Ask the Head of the Field of Study of your field to provide a statement on the relevance and importance of the docentship.
- Request two external experts to evaluate your academic qualifications.

- Review your teaching skills, including your teaching portfolio and a teaching demonstration.

You have the right to object to any expert if there is a conflict of interest (based on Section 28 of the Finnish Administrative Procedure Act).

The Committee will assess whether you meet the requirements for the title of docent and make a recommendation to the Dean. Finally, the President awards the title of docent, and the Faculty Council will be notified of the new docentship.

Inquiries:

soc-docents.tau@tuni.fi

Senior Specialist Henna Luoma-Halkola, Tel: +358 50 331 0734

Research Specialist Maija Ojala-Fulwood, Tel: +358 50 4733265

This Guideline is also available on Tampere University [website](#).

Teaching Competence Requirements

Your teaching skills will be evaluated based on:

- Your teaching portfolio (3–5 pages),
- A teaching demonstration (in-person or online).

The evaluation follows Tampere University's official guidelines. You can find more information on the university's website under [Assessment of Teaching Competence](#).

Guidelines for the teaching portfolio

The applicant should attach 3–5-page teaching portfolio to their application. Please see the guidelines below. You will also find the [assessment criteria for teaching competence](#) as well as the portfolio guidelines on our website.

Parts of the teaching portfolio, that should be included in the application are the following:

1. Pedagogical philosophy: Conception of learning and how it can be promoted through teaching.
2. Pedagogical training and activities to maintain pedagogical skills: Courses in (university) pedagogy and other pedagogical courses.
3. Experience of teaching and supervision:

- Courses taught, theses supervised, experience of serving as an academic tutor/instructing the preparation of students' personal study plans,
- experience of teaching and learning practices that promote students' learning and skills development.
- Utilisation of learning materials as well as physical/virtual learning environments and/or methods.

4. Development of teaching and instruction:

- Utilisation and development of teaching materials (such as presentations, videos, publications, textbooks and other teaching materials) and learning environments.
- Utilisation of teaching practices, feedback and research findings to develop teaching and supervision.
- Promoting the visibility of one's own development activities.

5. Teacher collaboration and the development of collaborative teaching:

- Collaborations with teachers, students, employers and other stakeholders,
- the development of collaborative learning processes (such as the development of courses and degree programmes, collaborative curriculum development),
- participation in various collaboration networks, interdisciplinary and international collaboration.

The teaching competence of an applicant for the title of docent is assessed in relation to the requirements and criteria for awarding the title of docent. The required good teaching skills are assessed based on what the applicant has presented in the teaching portfolio.

Guidelines for the Teaching Demonstration

If necessary, the applicant is requested to give a **teaching demonstration**. In such cases, the teaching demonstration must be graded at least with the grade **good** (corresponding to level 3 of the assessment criteria matrix). The teaching demonstration is a 20-minute lecture related to the field of the docentship. The applicant should inform the faculty well in advance about the title of the demonstration lecture and the study module it is related to. The lecture is a public event open to the members of the scientific committee, staff, students, and others. The lecture can be given in Finnish or English.

A demonstration lecture may be conducted virtually via Teams in the following cases:

- The applicant permanently resides abroad.
- The university is only offering virtual teaching due to exceptional circumstances.
- There is another valid reason for holding the lecture online.

If the lecture is held online, it will be assessed as an online teaching demonstration. Applicants should take this into account when preparing their lecture.

Applicants are allowed to use notes, teaching aids, and distribute materials as they see fit. However, reading the lecture directly from notes is not permitted. The audience will have the opportunity to ask questions after the lecture.

Exemptions from the Teaching Demonstration

In some cases, you may not need to give a teaching demonstration. This applies if:

- You have already given a similar demonstration (in Finnish, Swedish, or English) for a teaching position or the title of docent at Tampere University or another Finnish university in recent years.
- Your teaching qualifications are already strong enough to be evaluated without a new demonstration.

How Your Teaching Skills Are Evaluated

The university will assess your overall teaching competence based on:

- Your experience in teaching and supervising students.
- Your knowledge of university-level teaching methods (university pedagogy).
- Any formal training or studies in education.
- Your involvement in developing teaching practices or materials.

If your teaching skills are not initially considered sufficient, you may be given a second chance to deliver the demonstration lecture.

In the evaluation the [TAU assessment criteria for teaching competence](#) will be applied.