Åbo Akademi University is an internationally acclaimed research university with a wide-ranging responsibility to provide education in Swedish in Finland. With its international research community and its strong Nordic ties, Åbo Akademi University has an acclaimed and recognized position within research and education both nationally and internationally.

APPOINTMENT PLAN FOR AN ASSISTANT/ASSOCIATE PROFESSOR IN LOGOPEDICS (TENURE TRACK)

The study programme in logopedics is as of January 1st 2015 a part of the Faculty of Arts, Psychology and Theology. In addition to logopedics (speech-language pathology), the faculty also offers academic programmes in culture, history and philosophy, languages, theology and psychology. The subject of logopedics has a responsibility for the education of speech-language pathologists for the Swedish-speaking and bilingual population in Finland. In addition to the education of undergraduate and graduate students in logopedics, internationally acclaimed research within the subject field is conducted.

The Faculty of Arts, Psychology and Theology invites applications for a position as Assistant (post-doctoral researcher) or Associate Professor in logopedics within the tenure track career system. A tenure track position offers the appointee an opportunity to obtain a tenured position and advancement to a full professorship, i.e. the highest level of the tenure track system.

The faculty board has decided that, depending on his or her experience and competence, the person who is employed can be appointed to level one or two of the tenure track system: Assistant Professor (level one) or Associate Professor (level two). In the evaluation of the applicants, the Faculty Board will give its evaluation of the level to which the person is appointed based on the assessment of an appointment committee appointed by the Dean of the Faculty.

1. THE FIELD OF ACTIVITY

Logopedics (speech-language pathology) is a scientific discipline that investigates different voice-, speech-, language-, communication-, eating-, and swallowing functions. Research in the area focuses on the disorders in these functions, and on the nature and effect of speech-language therapy for clients with these disorders. The area of research also aims at discovering the possible reasons for and prevention of these disorders. The logopedics curriculum combines the theoretical and the clinical content of different areas of logopedics. The content of the curriculum covers scientific research in logopedics (speech-language pathology), the diagnosis and evaluation of different disorders, and therapy methods for the disorders. The appointee should conduct scientific research within the field of logopedics and provide education based on research.

The study programme in logopedics leads to a Master of Arts degree. After completing the MA degree, the graduate can apply for the certification to work as a speech-language pathologist.
2. EMPLOYMENT

Åbo Akademi University agrees to offer the tenure track employed Assistant/Associate Professor the opportunity to advance to the next level by setting clearly defined goals for each stage. In order for a person employed within the tenure track system to be able to evaluate and plan his or her career, the terms for any decision concerning a potential advancement to the next level will be agreed on in advance. The evaluation prior to advancement is a minimum of one year before the fixed-term contract of employment ends. The Dean decides on the general and specific targets for each stage of the tenure track within two months from the beginning of the employment.

At the beginning of an employment as Associate Professor or Assistant Professor, the preliminary criteria for successful work performance shall be reviewed. The goals to be reached are stated in a separate appendix to the contract of employment. The criteria shall be taken into consideration at the assessment carried out before a decision about continuation of the employment is made. In the assessment of advancement, attention is paid to the scientific research carried out during the period of employment, the ability to lead research projects and obtain research funding. Additionally, experience of teaching and supervision, pedagogical education as well as international assignments is assessed. If applicable, Swedish skills will be included in the assessment.

A person holding a tenure track position on level one or two is employed on a fixed-term contract. An appointee for the level of Assistant Professor will be employed for a fixed-term period of three years. Upon successful evaluation, an Assistant Professor will advance to the next level. Alternatively, the employment can be extended by two years.

Associate professors will be employed for a fixed-term period of four years. Successful evaluation and undeniably established competence as professor facilitate advancement to the next level. Alternatively, the employment can be extended by two years.

More information about the tenure track career system at ÅAU can be found in the PERSONNEL GUIDELINE FOR ÅBO AKADEMI UNIVERSITY, approved by the Åbo Akademi University Board December 12 2014.

Åbo Akademi University applies individual salaries in accordance with the national salary system for universities in Finland. The demand level of the employment depends on the appointee’s academic qualifications and merits. In addition, a salary component based on personal work performance is added to the salary.

Teachers and researchers have a total working time of 1,624 hours per year. The work tasks are defined in an annual work plan.

An appointment committee has been appointed by the Dean to support the decision-makers, i.e. the Dean and the Faculty Board, in all stages of the recruitment process. The duties and constellation of an appointment committee are stated in the Personnel Guidelines § 12 (12.12.2014).
3. QUALIFICATION REQUIREMENTS FOR THE TENURE TRACK POSITION AS ASSISTANT / ASSOCIATE PROFESSOR

For an assistant professorship a doctoral degree, research experience and pedagogical competence are required. Eligible candidates should have completed a doctoral degree within the past four years.

For an associate professorship a doctoral degree is required. An appointee to the associate professorship should demonstrate considerable research experience, potential for leading research groups, and obtaining research funding, experience of international research and pedagogical competence. Eligible candidates must have completed a doctoral degree within the past ten years.

As evidence of the person’s knowledge of the clinical practice within the discipline, a speech-language pathologist certification or equivalent legitimation is required for both an appointment as Assistant Professor or as Associate Professor.

4. EVALUATION CRITERIA FOR THE TENURE TRACK POSITION AS ASSISTANT / ASSOCIATE PROFESSOR

Scientific competence, 60 %
In the evaluation of scientific qualifications, the quality of the applicant’s scientific publications and other research results, the ability to manage research projects as well as experience of international research collaboration or international assignments will be taken into consideration.

Special attention will be paid to the applicant’s international publications and the progress of the applicant’s publication activity in recent years. Participation in postgraduate education and supervision of doctoral candidates will be assessed.

Pedagogical competence, 30 %
In the evaluation of the teaching skills pedagogical education, acquired practical teaching experience especially through supervision of doctoral and master’s theses, the ability to produce teaching material, and other merits in teaching will be taken into account in accordance with Rector’s decision on pedagogical skills (20.6.2012).

Interactive competence, 10 %
When assessing interactive competence, attention is paid to the ability to co-operate, administrative experience and experience of societal collaboration as well as international collaboration within the field. The evaluation is based on a review of submitted written materials and conducted interviews in association with the recruitment process.

In weighing the qualifications for the positions, the scientific merits account for 60 % of the evaluation, whilst pedagogical skills account for 30 % and interactive skills account for 10 % of the evaluation. When assessing the scientific and pedagogical skills, leaves of absences such as parental leaves, sick leaves, leaves due to military or non-military service or other substantial leaves will be considered.

An appointment will be based on an overall evaluation of the applicant’s potential for development and competences in relation to the necessary qualities to successfully carry out the tasks of the position.
Language skills
The administrative language of Åbo Akademi University is Swedish. Language requirements at Åbo Akademi University are defined in 78 § of the University Act (558/2009) and in the Åbo Akademi University internal language instructions (accepted by the University Board 25 February 2010). To be eligible for a teaching appointment it is possible for an applicant to demonstrate the required language skills after the set application deadline has passed, if this will not delay the recruitment process.

Requirements for native Finnish citizens
For teaching and research positions at Åbo Akademi University the appointee is required to demonstrate excellent knowledge of Swedish and sufficient knowledge of Finnish. Excellent knowledge of Swedish is proved if

1) The appointee has received his/her school education in Swedish and has passed a written exam as part of a Bachelor’s or Master’s degree
2) The appointee has passed the Åbo Akademi University test in Swedish
3) The appointee has passed the national language test in Swedish with the mark excellent oral and written knowledge of Swedish, in accordance with the regulations for assessment of the required knowledge of Finnish and Swedish within the public administration, as defined by the law (481/2003).

If the appointee has passed a national Swedish-language test at level 6, the language skills must be proven in an additional language test in Swedish arranged by the Language Board of Åbo Akademi University.

Oral and written knowledge of English is also necessary for managing the duties of the tenure track position successfully.

Requirements for foreigners and non-native Finnish citizens
Language requirements for foreigners and non-native Finnish citizens are decided on by the university. Foreigners and non-native Finnish citizens are exempt from the requirement to have knowledge of Swedish and Finnish and will be eligible for the tenure track position as Assistant/Associate Professor in logopedics (speech-language pathology). However, as the administrative and teaching language of the university is primarily Swedish, the person appointed should acquire such knowledge of Swedish during his or her employment, that he or she will be able to participate successfully in teaching and administrative tasks in Swedish in the future. When assessing knowledge of Swedish, the Faculty together with the Language Board of Åbo Akademi University will decide whether the knowledge is sufficient.

Oral and written knowledge of English is also necessary for managing the duties of the tenure track position successfully.

4. APPLICATION

A written application for the tenure track position is required and should be addressed to the Rector of Åbo Akademi University. Details about the application deadline and the address to which the application should be sent are available in a separate advertisement.
The application should include the following enclosures (in English):

1) An academic portfolio principally following the instructions on the university website:
   or
   http://web.abo.fi/personal/academic_portfolio.pdf (in English)
   The Academic portfolio can exceed the recommended size. To the university portfolio should be added enclosures, a list of publications, certified copies of degree diplomas, copies of certificates of other merits and qualifications.

2) A maximum of five publications in proof of the applicant’s competence. The chosen publications should be marked in the list of publications.

3) Documentation of the applicant’s ability to lead research and other activities, obtain research-funding, as well as experience of doctoral education, including supervision of doctoral theses.

4) A research plan (max. 12 pages)

5) A description of the applicant’s view on the position applied for and how the applicant plans to carry out the duties of the position successfully. The description should also include a reflection on the development of the subject (max. 3 pages).

6) Contact details of the applicant.

7) Contact details of three references, who may be contacted by the appointment committee.

5. THE EXPERT EVALUATORS AND THEIR TASKS

The Faculty Board will upon a proposal of the appointment committee select three expert evaluators to give a written assessment about the applicants and their qualifications and merits. In the choice of experts, the different schools within the subject field represented by the applicants will be taken into account. Also in other respects, an objective evaluation will be observed.

Before the expert evaluators are appointed, the applicants will be given an opportunity to comment on any legal challenges with regard to the expert evaluators’ eligibility. The comments must be submitted within 14 days from the time the possibility to comment has been offered the applicant. The possibility of legal restrictions on eligibility is stated in law (434/2003) in 27-29 §.

The expert evaluators will submit separate statements. The statements should be submitted within two months after the expert evaluators have been appointed, unless special circumstances justify that the statement is delayed. The evaluations provided by the expert evaluators should be systematic and motivated for the applicants they find to be most qualified for the position. The experts will give statements concerning the applicants for all levels requested by the appointment committee in accordance with the written directions. Within each level, the experts shall place the applicants in ranking order. The expert evaluators must not participate in the further handling of the recruitment process after they have submitted their statements.

6. PROOF OF TEACHING SKILLS

After the expert evaluation has been carried out, the applicants who by the appointment committee are considered most qualified for the position can be offered the possibility to give proof of their
teaching skills. Information about a possible pedagogical test will be given later. Separately or in connection with a pedagogical test, an interview will also be arranged.

7. APPOINTMENT PROCESS, DECISIONS ON APPOINTMENT OR DISCONTINUATION

After receiving the statements from the expert evaluators, the appointment committee will decide on which applicants to invite for interviews and pedagogical tests. On the basis of the written statement given by the appointment committee, the Faculty Board will decide on who can be considered qualified for the position, and to which level the appointment should be made. The Faculty Board makes a proposal of appointment to the Rector, or if none of the candidates is found to be qualified, proposes that the process is discontinued.

A decision regarding qualifications and a proposal for appointment can also be made even if not all of the expert evaluators have submitted their statement, if

– the deadline for submitting the statement has passed
– statements have been received from at least two expert evaluators
– it is found that the remaining statement can be omitted without compromising an objective evaluation of the applicants.

The appointment plan accepted 13 December 2016

Rector  Mikko Hupa