

TENURE REQUIREMENTS FOR POST DOC, TENURE TRACK POSITION:

SUPPLEMENTARY PROVISIONS FOR SAI

Tenure evaluation: supplementary provisions, SAI

The candidate must demonstrate excellence in i) research ii) teaching iii) academic citizenship, including a strong potential for contributing to further development of the department's teaching and research portfolio.

Evaluation committees

The evaluation process will be threefold and all committees will be appointed by the board of the Department of Social anthropology.

- 1) Six months after employment, the candidate should meet with a committee consisting of three researchers from the Department of Social anthropology. Based on the candidate's ongoing research, need for language training, and pedagogical qualifications, the committee will develop a binding individualized plan for publications. The plan should build on the below stipulated *minimum* requirements for research. Minutes from the meeting will be made available for comments from the candidate and provided for the mid-term committee and the committee for the final tenure evaluation.
- 2) The mid-term evaluation committee must consist of four members, where three are from recognized academic institutions. The process is outlined in the supplementary provisions for the mid-term evaluation procedure at the Department of Social Anthropology, University of Oslo. *[this will be linked to the included document]*
- 3) The tenure evaluation committee should commence at the end of the sixth year. The committee must consist of five members, where four are from renown international academic institutions. The committee's evaluation will be based on the documentation from the above committees and abide by the following process:

Research

- 1) In order to be considered for a tenured position the candidate must satisfy the minimum requirement for publications *initiated* during the tenure period. The candidate must satisfy the publication contract set by the first committee which commence after six months. This contract should build on the following minimum criteria:
 - i. Three points is granted for a monograph published (or in print) with a reputable academic publisher.
 - ii. One point is granted for co-authored and two points are granted for a single-author article published in a general top-ranked anthropological journal or a top-ranked journal within other relevant fields. Qualifying journals are Level 2 as rated by [Norsk publiseringsindikator](#) (NPI) at the time of publication.
 - a. Articles published in other journals may after specific consideration also grant points if the article is judged to hold a standard equivalent to typical articles at Level 2.
 - b. A strong Revise and Resubmit in Level 2 journals may after specific consideration also grant points. The article needs to have a clear path to publication.
 - iii. One point is granted for publications in relevant Level 1 journals.

- 2) Candidates satisfying the above minimum requirements will be evaluated by the tenure committee.
 - i. The committee is asked to evaluate whether:
 - a. The candidate can be ranked as a potentially leading researchers of his or her field.
 - b. The candidate is deemed competitive for a relevant ERC Grant.
 - ii. For candidates to a tenure-track associate professorship position, the committee must also evaluate if the candidate qualifies to be

appointed to a professorship according to the [regulations at the University of Oslo](#).

- iii. If the committee's assessment is positive, the candidate must be considered as meeting the requirements for a permanent appointment.

Teaching and academic citizenship

The evaluation of the candidates' teaching, academic citizenship and language proficiency will be conducted by the Department of Social anthropology at UiO. The evaluation may use input from the Head of Department.

Teaching

By the mid-term evaluation the candidate should have completed or be enrolled in UiO's pedagogical course [Teaching and Learning in Higher Education](#). The teaching should be of high quality and the candidate is also expected to contribute by renewing courses or developing a course related to her / his ongoing research interests. The students' course evaluations and evaluations of the candidate as a lecturer should be satisfactory.

Academic citizenship

The candidate is expected to live in Oslo and actively contribute in matters of importance to the department. This includes activities such as recruitment of new faculty, regular participation in seminar series, committees, active participation in the development of the department's teaching portfolio, and research dissemination.

Language proficiency

For candidates that do not master a Scandinavian language, the UiO Norwegian course level 1-3 need to be passed by the end of the second year. At the end of the sixth year the candidate must have acquired the language proficiency needed to conduct administrative responsibilities including active

participation in board meetings, drafting short documents, evaluate and conduct written and oral examinations in Norwegian.