



## LUNDS UNIVERSITET

Lunds Tekniska Högskola

LTH Faculty Office, Human Resources  
Kerstin Torfgård, Senior Personnel Officer

### **Procedure for appointment as reader (“docent”) at the Faculty of Engineering, Lund University**

#### Introduction

A readership may be granted at the Faculty of Engineering – LTH – if it is of benefit for research and tuition. This is taken to signify research and research tuition within the subject area, as well as basic education linked to research. Those qualified to be appointed as readers are those who have been awarded a doctor’s degree or have corresponding scientific competence and in addition has acquired advanced scientific skills as well as educational skills. A readership is a proof of competence and not an employment title at LTH.

A reader is qualified to act as main supervisor for research students – provided he/she also holds a *teacher position* at the faculty and has undertaken a compulsory supervision course. In cases where the main supervisor has a time-limited position qualifying for a permanent position, at least one of the assistant supervisors must have a permanent position at Lund University (Regulations of 12 November, 2012, LTH 2012/1667). A reader at LTH will be expected to participate as a member of an examination board for doctoral thesis, to act as an opponent in the oral defence of a doctoral thesis, as well as to accept assignment as expert in the assessment of applicants in employment or promotion matters. An extramural applicant may also be appointed as a reader provided he/she is prepared to accept appointment in accordance with the above mentioned and otherwise satisfies the requirements for such appointments.

Readership applications within LTH are processed and decided by an Academic Appointments Board. A readership is normally granted only in one of the already established research disciplines at LTH.

#### The requirements of scientific, educational and other skills at LTH

LTH places high demands on scientific competence held by applicants for appointment as reader in a given subject. The applicant should have been scientifically active and have developed his/her scientific competence after the doctorate, implying that a readership application should not normally be considered until at the earliest two years after the award of a doctor’s degree. Taking into consideration that a reader will be expected also to contribute to research tuition and basic education linked to research, the applicant should also present the relevant educational skills.

To be granted a readership the applicant should have conducted independent research after his/her doctor's degree and should have acquired a holistic view on the ongoing research within the field and the research problems linked to it. The applicant should be in a position to demonstrate research conducted under his/her own responsibility and on the basis of his/her own ideas. It should be made clear what role the applicant has had in the works or projects cited. Independency after the doctor's degree can be evidenced in various ways, e.g. by renewal of research profile, by accounting for applied and successful research grants, by the establishment of a research group, by national and international recognition. In the assessment of the readership applications importance will be placed not only on already acquired qualifications but also on the applicant's ability to present plans for future development. Consequently, a research plan should be included in the application. Such a plan should relate to the activities within the receiving department and should also present visions on the tuition of doctoral students.

The applicant should be able to account for an academic production that quantitatively and qualitatively constitute a substantial addition of the order of magnitude of a further doctoral thesis, implying both depth and broadening of the research area. It should be made clear what work was included in the doctoral thesis. Academic papers should have been published according to prevalent traditions within the discipline, i.e. in internationally renowned periodicals or at conferences, with peer-review systems, or in a way that will guarantee the applicant's independent contribution to the development of the subject. Importance will also be placed upon the applicant's ability to take active part in the scientific community and the scientific debate by presenting articles in technical or scientific periodicals, by giving presentations at conferences or at seminars, e.t.c.

In the assessment of the application, attention will also be paid to educational skills and documented educational experience. This is principally to relate to an active participation in the basic and post-graduate research education of LTH, in particular with regard to the guidance of master thesis works and doctoral thesis works. Such experience should preferably be completed with name of people supervised, name of projects, courses, level of responsibility, e.t.c.

Documented ability to cooperate with companies and other extramural activities that will open up for and support mutual understanding for research and development is an important aspect to consider in the assessment of readership applications.

Before being granted a readership, the applicant should have participated in the joint readership course at LTH. This course also includes a section on doctoral supervision which is a prerequisite to act as a main supervisor.

## Applications and procedure

### **Application**

All parties involved in the assessment process should always consider grounds for partiality, according to the legislation.

The application is to be submitted to the Academic Appointments Board of LTH and be drawn up according to the instructions (see enclosure).

### **Statement from Department**

The Head of Department should state whether he/she believe it to be of benefit for research and tuition in the subject/Department that the applicant be appointed as reader. The statement should also touch upon the applicant's qualifications within the different assessment criteria. In case the subject of readership should differ from the established research disciplines at LTH, this statement should also comment upon the subject title. The Head of Department is also expected to propose a suitable external evaluator.

#### **External expert evaluator**

In the assessment of the applicant's competence, an official pronouncement from at least one expert should be obtained. The expert should state whether the applicant satisfies the requirements within the different assessment criteria; both strengths and weaknesses should be commented upon. The external expert is appointed by the chairman of the Academic Appointments Board. The report should be as hand within six weeks. The expert will receive an honorarium (presently 5,000 SEK).

#### **Personal meeting with the applicant**

The Academic Appointments Board is recommended to conduct a personal meeting with the applicant as part of the assessment process. At this meeting the applicant may present his/her activities and visions on research and tuition and there will be possibilities for discussions in connection with this presentation.

In addition, the receiving Department may arrange a readership seminar – this is outside of the assessment process however.

#### **Decision and new salary**

The Academic Appointments Board decides on appointment as reader in the subject/research tuition subject. The decision will be sent to the applicant as well as to the Department in question and to the Personnel Department. A reader who holds a position at LTH will also be granted a raise of salary (presently 2,000 SEK).

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A decision in this matter was reached by the undersigned Faculty Dean in the presence of Head of LTH Administration Per Göran Nilsson and after presentation by Kerstin Torfgård, Senior Personnel Officer at LTH.

Gunilla Jönson

Kerstin Torfgård