



19 December 2022

University of Turku Rules of Procedure, 1 August 2022

Recruiting professors (Rector's Stipulation, 1 September 2014)

Granting the title of Adjunct Professor/Docent at the University of Turku (Rector's Statement 13 June 2013)

Demonstration and assessment of teaching skills for recruitment

A Teaching Skills Committee appointed by the Dean of the Faculty of Education is responsible for assessment of teaching demonstrations and teaching skills in the faculty's departments. The Committee's mandate is to assess all the teaching demonstrations related to adjunct professorships and positions in the Department of Teacher Education and the Department of Education. Additionally, the Committee assesses teaching on a broader spectrum as part of the staff recruitment process (excluding professorships and associate professorships) according to the Faculty's assessment criteria for teaching skills that the Committee has compiled. If necessary, the Committee will invite field-related experts to take part in the assessment. The administrators in HR Services function as the secretaries in the Committee.

Demonstrations for teaching positions in the teacher training schools are organized and assessed in the teacher training schools.

Professor and assistant/associate professor

A person selected for the post of professor must possess the ability to provide high-quality teaching based on research and to supervise theses and dissertations. When assessing the merits of an applicant, teaching experience and teacher training, ability to produce study materials, other teaching merits and a teaching demonstration as well as participation in doctoral training will be taken into account.

A person selected for the post of assistant or associate professor must have the ability to provide high-quality teaching based on research and to supervise theses and dissertations.

The Faculty provides the top applicants with the opportunity to demonstrate their teaching skills. The Faculty's Teaching Skills Committee assesses applicants' teaching demonstration. A preparatory group, designated to support recruitment, is present at the teaching demonstration and is responsible for the more comprehensive assessment of the teaching skills.

Docent

Docents are required to have good teaching skills. When assessing these skills, special emphasis is placed on training and the experience acquired in teaching, as well as teaching-related feedback, quality of teaching material the applicant has created, and the teaching demonstration given at the University of Turku. The applicant's teaching skill is based on an overall assessment.

The Faculty may require that applicants for docent give a public teaching demonstration. The Faculty's Teaching Skills Committee assesses applicants' teaching skills and the associated teaching demonstration.

University lecturer and university teacher

The ability to provide high-quality teaching based on research and to supervise theses are required of persons selected for the post of university lecturer. When assessing the merits of the applicants for the post of university lecturer, teaching experience and teacher training, ability to produce study materials, other teaching merits, and a teaching demonstration will be taken into account.



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A person selected for the post of university teacher is required to have good teaching skills. When assessing the merits of the applicants, extensive competence in the field in question, teacher training, the ability to produce study materials and the ability to provide multifaceted teaching as well as a teaching demonstration will be taken into account.

The Faculty's Teaching Skills Committee assesses the teaching skills and the associated teaching demonstration for the positions of university lecturer and university teacher.

University research fellow, senior researcher and postdoctoral researcher

As professionals in the third phase of the career path for teaching and research staff, university research fellows are expected to have necessary teaching skills. Researchers in the second or third phase (senior researchers), and those in the second phase (postdoctoral researchers) of the career path must also have necessary teaching skills as required for the positions.

The respective Head of Department decides whether a teaching demonstration is necessary. If necessary, the Faculty's Teaching Skills Committee assesses the teaching demonstration to determine whether an applicant has the teaching skills required for the position.

General instructions for the teaching demonstration

The teaching demonstration is in the form of a lecture unless otherwise specified. It lasts a maximum of 20 minutes. The demonstration may be included in the degree teaching. Applicants may also do the demonstration remotely.

The topic of the demonstration must be related to the field of the position. If necessary, applicants may be given the topic.

The attached assessment criteria, which have been approved by the Faculty, are applied when assessing teaching skills and the teaching demonstration.

At the beginning of the demonstration, the applicant announces the intended target group of the lecture. Applicants are allowed to use notes and teaching aids during the lecture.

All teaching demonstrations are public. However, applicants for the same position may not be present during each other's demonstrations.

The teaching demonstration is a part of the overall assessment, and it is assessed on a scale of 0–5 (0 = fail, 1 = adequate, 2 = satisfactory, 3 = good, 4 = very good, 5 = excellent). The Teaching Skills Committee assesses the overall teaching skills; the demonstration is one part of it.

Applicants may not use other teaching merits to compensate for a failed teaching demonstration. Applicants who failed the teaching demonstration may be granted a new attempt.

If an applicant has given a teaching demonstration for a position in the same phase, or higher, of the teaching and research career path in the same discipline at the University of Turku within the past four years, he or she may request that it be taken into consideration in filling the position in question.

This decision repeals the Dean's previous Instructions for Teaching Demonstrations given on 17 February 2020.



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Dean

Jukka Husu

Head of Administration

Ulla Kiviaho

APPEDIX Assessment Criteria for Teaching Skills at the Faculty of Education