



Teaching Skills Assessment at the Faculty of Law

At the Faculty of Law, a teaching skills assessment is conducted for those applying for the title of docent as well as any position including teaching. The assessment is managed by the Teaching Skills Evaluation Committee appointed by the Dean.

The Teaching Skills Evaluation Committee conducts a justifiable evaluation of the applicant's teaching merits and may provide the applicant with an opportunity to give a teaching demonstration. When applying for a position including teaching, the evaluation is conducted only for the applicants prioritized for the position.

The evaluation includes a statement as to whether the applicant is qualified for the position in terms of these skills.

Applicants must attach their CV and academic portfolio to the application (cf. the Faculty instructions for application documents) in addition to any other documents contributing to the assessment of the applicant's teaching skills. The documents should indicate the applicant's prior experience in teaching, education in university pedagogy, production of teaching material, participation in doctoral education as well as any other merits implying qualification in teaching (cf. principles of teaching merits assessment below). Additionally, it is essential to point out any prior teaching demonstrations given by the applicant for the same purpose. The applicant is accountable for presenting sufficiently detailed information about their merits relevant to the assessment process. The evaluation is conducted on the basis of presented documents, a possible teaching demonstration and a discussion session following it.

Qualification requirements for positions including teaching

Professors are expected to be able to provide high-quality, research-based teaching as well as instruct in the thesis writing process. The assessment considers the applicant's teaching experience and pedagogical education, ability to produce teaching material, teaching demonstration and any other educational merits as well as participation in doctoral education. The same criteria are applied for assistant and associate professors.

Senior lecturers are expected to be able to provide high-quality, research-based teaching as well as instruct in the thesis writing process. The assessment considers the applicant's teaching experience and pedagogical education, ability to produce teaching material, teaching demonstration and any other educational merits.

Researcher are expected to possess teaching skills required for the position.

Lecturers are expected to possess good teaching skills. The assessment considers the applicant's pedagogical education, ability to produce teaching material and provide diverse teaching as well as teaching demonstration.

Postdoctoral researchers are expected to possess teaching skills required for the position.

Senior researchers are expected to possess teaching skills required for the position.

Docents are expected to possess good teaching skills.



Principles and objects of teaching skills assessment

The teaching skills of those applying for teaching positions and the title of docent are evaluated globally.

In general, teaching skills comprise of the ability to provide academic teaching and instruction in thesis writing, teaching experience and pedagogical education, ability to produce teaching material, other teaching-related merits as well as teaching demonstration. Additionally, participation in doctoral education is considered in the application process.

The examination of these individual qualities aims at informing the applicants about the criteria used when comparing the applicants in the assessment process.

The Evaluation Committee may also benefit from this type of analysis. Nevertheless, the evaluation in general is based on the applicants' individual assessment, and the value of each individual quality may vary between similar positions. In all the positions mentioned above, however, teaching skills are part of the qualification requirements and thus irreplaceable by any other merits.

The individual qualities and their main content in teaching skills assessment:

1. Practical experience in academic or other higher education teaching and individual development in teaching
 - the amount and kind of teaching
 - target groups in teaching
 - personal development and evaluation of teaching: teaching methods, feedback and assessment principles
 - teaching in different languages (esp. Finnish, Swedish and English)
 - the use of ICT in teaching
 - all other experience in teaching and instruction
2. Instruction experience
 - instruction in thesis writing: level, field, amount
 - experience gained in various situations involving instruction (e.g. younger researchers)
3. Pedagogical thinking and education or other merits in teaching
 - educational thinking and approach
 - the applicant's pedagogical education (university pedagogy in particular) or any other activity promoting personal development in teaching skills (in documented form showing the extent and kind of education, its main content as well as the organizer)
4. Production of teaching material
 - publications by the applicant exploited in higher education teaching and other educational material
5. Any other educational merits relevant to the position such as
 - cooperation and network in teaching
 - participation in development and quality work in teaching, activity especially in organs aiming at developing academic education or any other experience in planning and development concerning teaching
 - expert positions
 - pedagogical research
 - awards and acknowledgements



6. Teaching demonstration

Teaching demonstration

Teaching demonstration is a public educational session pertaining to the field of the applied position. The demonstration may comprise of a lecture, seminar meeting or any other educational session or a hybrid of them and may be given through telecommunications as well.

At the beginning of the session, the applicant reports the target audience of the teaching itself. The session duration is 20 minutes maximum, and the applicant may have approximately five minutes to make preparations as needed before the session starts.

The applicant chooses a subject and informs the Faculty Services Manager about it when applying for the title of docent or professorship or the position responsible as for any other positions one week before the teaching demonstration at the latest. Simultaneously, the applicant must indicate any possible teaching equipment needed for the session.

When choosing the subject, the assessment criteria for teaching demonstration are worth considering.

The assessment focuses on the demonstration content, its relevance in terms of the field and academic research represented in the position, reported content, presentation disposition and manner as well as the exploitation of ICT.

Furthermore, the demonstration assessment considers the applicant's

- ability to restructure the subject in an understandable manner for the audience
- ability to justify their thoughts and statements
- ability to exploit the latest research in the field
- ability to structure the teaching session
- ability to teach in an inspiring and thought-provoking manner
- ability to utilize teaching equipment
- presentation skills

The Dean or the Preparatory Group Chair may limit the teaching demonstration to concern only those who are, based on the application documents, possible expert opinions and other contributing factors, most likely to be chosen for the position. The Teaching Skills Evaluation Committee may also provide those applying for the title of docent with an opportunity to give a teaching demonstration if necessary in terms of the assessment process. Additionally, the Dean or the Board may require a teaching demonstration from applicants for the title of docent.

As for those applying for a professorship, the teaching demonstration is given in the presence of the established Preparatory Group by order of the Rector (September 1st 2014, registration no. 320/002/2014). The Teaching Skills Evaluation Committee conducts an assessment for these applicants based on the demonstration as part of other teaching skills assessment. Demonstrations by the applicants for the positions of senior lecturer, lecturer and docent are assessed by the Teaching Skills Evaluation Committee as part of other teaching skills assessment. The time of the demonstration is determined by the Teaching Skills Evaluation Committee Chair.



The teaching demonstration is graded either pass or fail, and the applicant may be given an opportunity to retake a failed demonstration. The demonstration assessment is proposed in a report given by the Teaching Skills Evaluation Committee Chair.

Despite the demonstrations being public, the applicants for the same position cannot participate in each other's sessions.

When planning the teaching demonstration, the applicant should pay attention to the content to be learned during the session. Additionally, e.g. the relevance of the subject to research by the applicant as well as the field in question, activation of the students and the exploitation of any possible supplementary material are worth being carefully considered. The teaching session is implemented corresponding to the applicant's perception of good academic teaching.

Following the demonstration, it is possible for the Teaching Skills Evaluation Committee and anyone else present to discuss the session as well as any matters affecting the assessment with the applicant.