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Institutionen för informationsteknologi

Board Decision 160421

Career Development Programme for associate senior lecturers at the Department of Information Technology

For the university, recruitment of an associate senior lecturer is a long-term investment in the future. Our hope is that the new recruit will succeed well over four years as an associate senior lecturer and thus qualify for promotion to senior lecturer. It is therefore important that a new associate senior lecturer has a clear picture of what is needed for promotion and can plan accordingly.

The Career Development Programme for associate senior lecturers at the Department of Information Technology includes such planning and also various activities and follow-up procedures designed to support associate senior lecturers in their efforts to qualify for promotion.

Responsibility

The relevant head of division has the overall responsibility for the Career Development Programme for associate senior lecturers within the division. The director of programme (programansvarig professor), director of PhD studies, head of research and head of education also have responsibility for different components of the Career Development Programme as set out below.

Every associate senior lecturer is responsible for planning and making good use of the opportunities for support offered by the Career Development Programme.

Components of the Career Development Programme

The Career Development Programme has six components:

1. *Individual development plan* intended to qualify the subject for promotion to senior lecturer. The head of division is to offer every newly employed associate senior lecturer support in drawing up an individual development plan. This offer of support requires that the director of studies, director of programme and head of division make themselves available for discussions regarding suitable contents for such a plan. It is the associate senior lecturer's responsibility to make contact with these people, to draw up the plan and to keep notes regarding the plan. The plan should include both the research qualifications and teaching qualifications (including formal university teacher training, tutor training, etc.) needed for promotion to senior lecturer. Leadership training should also be part of the plan. In addition, any planning should include a discussion regarding applications for external finance.



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2. *University teacher training, tutor training* (according to the individual development plan)
3. *Leadership training* (according to the individual development plan)
4. *Seminar series* covering relevant themes, such as research finance, strategic research planning, pedagogical development, higher education/research regulations, collaboration, etc. The seminar series is to be organised jointly by the head of research and head of education.
5. *Support in formulating applications for external financing.* The associate senior lecturer is to be offered support in improving his/her ability to formulate competitive applications for external grants. The director of programme is to ensure that such support is offered.
6. *Follow-up.* The head of division is to provide follow-up in connection with staff discussions. The director of programme and the director of studies are to regularly follow-up research and educational qualifications and provide feedback. Half-way through the period of employment, the associate senior lecturer is to also be offered a follow-up discussion with the head of research and head of education.