**Guidelines for personal promotion to researcher 1183 based on competence, set out in the State Personnel Handbook, section 10.3.2 and the Regulations concerning appointment and promotion to teaching and research posts (Regulations No 129 of 9 February 2006)**

**For Chapter 2 Section 2-1 (5) Assessment shall be conducted on the basis of documented academic or artistic competence**

Oslo and Akershus University College of Applied Sciences wants promotions to researcher 1183 to be based on the same quality standards and minimum requirements as promotions to professor, as set out in Section 2-1 of the Regulations concerning appointment and promotion to teaching and research posts 9 February 2006, except for the teaching and teaching qualification requirements.

* In the overall recommendation, it shall be considered whether the *scientific production* is of the quality and standard that is required to be qualified for a professorship.
* The requirements for documented teaching experience and supervising of Ph.D students that apply to professorial qualification assessments are *not* included in the assessment.

The main difference between the competence requirements for researcher 1183 and researcher 1109 is not in the number of academic publications, but higher quality and more breadth is required, as is normal pursuant to national and international standards.

Pursuant to subsection (12) in Section 2-1, 'the assessment committee shall take into consideration the criteria for appointment as a professor provided in Section 1-2'. For social sciences, this means that the requirement for a researcher 1183 position is:

An academic level conforming to established international or national standards.

**Academic competence**

Significant academic production is required of researchers in senior positions/professorial level beyond that required for a doctoral degree. The research must be of a high quality and show both breadth and depth. The production must reflect an independent research profile and show the ability to raise new issues. Continuous research activity is a prerequisite.

The following requirements should be met:

* Scope

What comprises an academic production of significant scope must be assessed in relation to the discipline's traditions, and specifically with regard to the content of the works and effort put into them. As a guideline, the academic production (including the doctoral degree) should be equivalent to eight to twelve full-length journal articles or two to three books of high quality and with a variety of content, but up to 15 works can be submitted. The applicant must have significantly contributed to all of the works and had the main responsibility for research work and presentation of the majority (two-thirds) of the works. In the case of more extensive co-authorship, a higher number of works can be required.

* Quality

The results shall be well supported and clearly expressed, as is required for publication in recognised scientific journals or by recognised publishers for academic books. Emphasis is placed on whether the works have or can be of significance for development of, or practice in, the field. The originality of the research question, method and sources of data are also emphasised. The requirements for originality and significance are clearly higher than for a doctoral degree, but it is sufficient that some of the works meet these higher requirements.

* Breadth

Breadth requirements are intended to help to ensure that the applicant's production encompasses several classes of issues, topics and research methods. The applicant must show an ability to place his/her own works in a greater perspective.

* Independence and cooperation

The applicant must have documented that he or she is able to independently carry out all central aspects of a high-quality research project. This can be documented through work in which the applicant is the sole author (alternatively main author, in disciplines where this signals chief responsibility for the work), by declarations from co-authors and by experience of project management. Research cooperation and project management are also positive factors.

* Visibility

The works should have been published (or accepted for publication) in channels with sufficient quality control where they can reach other researchers that will build on or criticise the results. This normally means publication via international channels, but in the case of certain topics, publication in national channels is acceptable. Emphasis is placed on what is regarded as good publication practice in the field at the time of publication.

* Topicality

The works should be related to the forefront of research at the time of publication. Some of the works should have been produced during the last five years.

When assessing scope and breadth, the whole publication list can be emphasised, including works that have not been submitted.

The expert committee’s report must always explicitly state whether the declaration of competence is unanimous and indubitable.

The competence must be within the field of the position for promotion to be granted. Works in other fields can be included, but are emphasised based on their significance for competence to conduct research and research projects in the relevant field. At least two-thirds of the requirements for scope defined above should be met by works that are clearly within the position's subject area, and some of these works should have been produced within the last five years. If the field is a narrow specialist area, it is accepted that a somewhat larger part is outside the area.

Other competences cannot compensate for shortcomings in academic competence.