

Rules for Docent at Karolinska Institutet

Dnr 1-1016/2019

From 2020-07-01



**Karolinska
Institutet**



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NOTE: This is a translation of the Swedish version (Föreskrifter för docentur vid Karolinska Institutet). In the event of any discrepancy between the versions, the Swedish version constitutes the official decision and the Swedish wording will prevail.

Content

1.	Introduction.....	1
2.	Eligibility and assessment.....	1
3.	Research expertise.....	2
4.	Teaching expertise	3
5.	Leadership, development and collaboration skills	4
6.	Transfer of docent	4
7.	Affiliation of docent to KI	4

Reference number: 1-1016/2019	Ref. no. of previous version: 1-621/2014	Decision date: 2020-03-12	Period of validity: From 2020-07-01 and until further notice
Decision: Faculty board		Document type: Rules	
Processed by Department/Unit: HR Office		Prepared with: Docent Committee	
Revised with regard to:			

1. Introduction

The title of "Docent" is well known nationally and has long been a recognized expression of scientific and pedagogical competence but is today not centrally regulated in higher education in Sweden. The title provides by tradition 'venia docendi', that is 'the right to teach' and supervise at all levels at universities and university colleges, as well as to evaluate research and education. Through the docent title, individuals working outside Karolinska Institutet (KI) can also be more clearly associated with KI.

A docent at KI must have a doctoral degree and in addition considerably broadened and deepened her/his research and teaching expertise, as well as her/his leadership, development and collaboration skills. Furthermore, broad and deep knowledge and understanding within the subject area is required. The subject of the docent title should reflect the main scientific and pedagogical direction, and be named in accordance with the Swedish standard for classifying research subjects. Docents can be accepted in subject areas within which education is provided.

A docent should have a clear connection to and be of benefit to KI by conducting both teaching and research. The docent title thus gives the holder legitimacy and is an important driving force as an academic merit. A docent is also expected to take on other assignments, such as educational assignments, supervision, member of thesis committees, expert assignments, assignments as faculty opponent, administrative assignments, and collaboration with the surrounding society.

These rules for docent are accompanied by special instructions decided by the docent committee.

2. Eligibility and assessment

Eligible to be accepted as a docent, is anyone who, in addition to a doctoral degree or equivalent, is regionally established and has achieved certain international recognition in her/his field of study. The applicant shall demonstrate sufficient expertise in four areas of assessment (with specific eligibility requirements and assessment criteria): 1) research, 2) teaching, 3) leadership, development and collaboration, and 4) expertise in the subject area. Furthermore, a formal affiliation to the KI is required in accordance with the Rules and instructions for affiliation to the KI and that the applicant is of clear benefit to the KI.

When assessing a docent application, an overall evaluation is made of the four assessment areas. Within the framework of such an assessment, an applicant may have a somewhat more pronounced focus on research or education.

The eligibility requirements specify the individual requirements that are needed to become a docent and should here be understood as the degree of expertise required to be accepted as a docent. The requirements written in *italics* below should normally be fulfilled.

The assessment criteria are a list of types of expertise that form the basis for the overall assessment. All areas of assessment must be taken into account, but (apart from the above) are not individually a requirement. As a rule, most of these should, in the overall assessment, be evaluated for the most part as good within the respective area of assessment. A special assessment matrix – graded with insufficient, good and excellent – can be used by the appointed experts and others to provide a visual overview of the expertise for the various assessment criteria.

The area of assessment 'expertise in the subject area' (point 4 above) is especially assessed by the appointed experts and here specialized and broadened knowledge and understanding is required after the completion of the doctoral degree.

3. Research expertise

Eligibility requirements

- Good research expertise with significant scientific production.
- Good scientific independence where the own contributions have been significant.
- A research plan of high quality and with clear potential for the future.

Normally, 15 original publications are required and the majority should be based on research that has been carried out after the doctoral education. Of these, at least two must be as first or last author, of which at least one as last author, performed after the doctoral education and without any of the doctoral supervisors as co-authors.

Assessment criteria

- Scientific original publications, their quality and quantity, with special consideration after the doctoral education.
- Scientific independent ability demonstrated through leading and senior authorships.
- Review articles and other scientific publications.
- Presentations and scientific assignments at international congresses.
- Research grants received in regional, national and international competition.
- National and international research collaborations.
- Research responsibility as supervisor for second cycle degree project, doctoral student and postdoc.
- Reviewer and evaluator of the scientific work of others.
- Research experience from a research group other than where the doctoral education was conducted.
- Development of one's own research profile within the subject area.
- Plan for future research based on current science.

Application

- A special assessment of the number of original publications is done if the doctoral dissertation is a monograph.
- Systematic review articles are considered original publications.
- Accepted but not yet published articles are credited.
- Shared authorship as first or last author is usually credited as undivided.

4. Teaching expertise

Eligibility requirements

- Extensive and current teaching experience at university or university college.
- Good teaching expertise where the own contributions have been broad and of high quality.
- Good formal higher education teaching competence.
- A clear plan for continued work in teaching and learning, of good quality.

Normally at least 120 hours of teaching are required, of which: 1) at least 60 during the last 6 years, 2) at least 60 at first or second cycle courses or doctoral courses at university or university college level, 3) a maximum of 30 hours may consist of supervision of degree projects. A broad experience is required and should include a variety of types of instruction.

A minimum of five weeks of professional training in higher education teaching is required, with learning objectives in accordance with recommendations for teaching qualifications required for employment as academic teacher by the Association of Swedish Higher Education.

Assessment criteria

- Teaching experience with special consideration of the last 6 years.
- Teaching breadth and expertise, and experience from various types of instruction and education cycles, including continuing professional development.
- Educational independence with responsibility for planning, implementation and evaluation, of education and examination.
- Supervision of degree project, doctoral student and postdoc.
- Educational assignments at the course, program and management level.
- International teaching experience.
- Formal higher education teaching competence.
- Educational evaluation, development and research that has been published, or presented publicly.
- Grants and awards for educational development and research.
- Plan for future educational activities at KI, based on science and own experience.

Application

- Supervision of a degree project is valued as 10 hours of teaching for the scope of 15 higher education credits, and 20 hours for 30 higher education credits.
- Supervision of doctoral student and postdoc is not counted as teaching hours.

5. Leadership, development and collaboration skills

Eligibility requirements

- Experience of leadership, development and collaboration.
- Good leadership skills.

Assessment criteria

- Formal education in leadership, development and collaboration.
- Experience of management of research and education activities as well as clinical activities.
- Assignments on boards, councils, committees and other management bodies.
- Experience from development work and administrative assignments.
- Experience of collaboration projects locally, regionally and nationally.
- Organization of congresses.
- Experience of collaboration with society, innovation and entrepreneurship

6. Transfer of docent

Applicants who are docents at another Swedish higher education institution and wish to have the docent title transferred must meet KI's criteria for docent in order for a transfer to be approved. In assessing such applications, rules for docent are used where applicable.

7. Affiliation of docent to KI

A docent is approved without any time restrictions and cannot apply to the docent committee for the extension of the docent title. Docent at the KI is the person who has been accepted and who is employed by or affiliated with the KI.