

RECRUITMENT OF CAREER TEACHING STAFF

GUIDING PRINCIPLES

(approved in the Scientific Council in October 14, 2020)

Preamble

Assuming itself as a School of Excellence, with a clear mission to expand the limits of scientific and technological knowledge in the fields of the exact and natural sciences, transfer this knowledge to society and promote the education of its students through the practice of research and development of a culture of permanent learning, valuing critical thinking and intellectual autonomy, the Faculty of Sciences of the University of Lisbon (FCUL) needs to establish and/or consolidate a body of teaching staff capable of assuming effective leadership roles in R&D, and whose potential impact in terms of national and international recognition can be unequivocally demonstrable.

FCUL therefore expects its professors to carry out original research work, to provide teaching excellence, to contribute to the harmonious organization of the various dimensions of the university life and to have an activity with impact on society. As a result, FCUL expects a multifaceted activity from its teaching staff, which is capable of achieving levels of excellence, preferably in more than one of the previously mentioned, recognizing that scientific excellence, measured using the usual indicators in Science, constitutes an essential condition for hiring a Professor.

This document does not intend to override the role of juries in recruitment calls. Its primary objective is only to make known the profile of candidates that FCUL considers desirable for recruiting career teaching staff, in the categories of Assistant, Associate and Full Professor to the scientific community, internal and external to FCUL. This document also establishes the process of monitoring the activity developed by the Assistant Professor during the experimental period, which will determine the decision to grant, or not, to the candidate a contract for an indefinite period (article 25 of the ECDU).

1 — Recruitment of Assistant Professors

Candidates for Assistant Professor must demonstrate a high capacity to develop autonomous, original and high-quality research, the maturity to develop or consolidate a scientific and pedagogical area, to attract funding, to set up its own research and to contribute to FCUL's mission in its various dimensions.

In order to assess the capacity of the candidate for Assistant Professor, **in the competition phase for contracts in an experimental period**, the curricular elements that have already demonstrate good performance in the areas mentioned above should be valued. This valuation should focus on the **last 5 years of activity**, and it is expected that this will translate into the following indicators, preferably in a cumulative form:



- i. *Scientific production and autonomy*: publication, on average, of ≥ 3 articles/year¹ in international scientific journals, of which at least half are in Q1 journals of the SCIMAGO index or, in the field of computing, at CORE A/CORE A* conferences, as main author (such as applicable in each scientific area²), and without the participation of the PhD and/or post-doctoral advisor, if applicable;
- ii. *Mobility*: obtaining any of the degrees (bachelor's/master's/doctorate) and/or permanence in institutions external to FCUL as post-doctoral students or within the scope of internships;
- iii. *Scientific cooperation and internationalization*: demonstration of integration into a research team; level of international collaboration demonstrated by participation in scientific projects and for the contribution to co-authored scientific publications.
- iv. *Peer recognition*: participation in international scientific review systems and the awarding of prizes to their scientific performance and/or impact on society.
- v. *Other relevant contributions to the University's mission*: teaching experience, student guidance and/or management positions.

Candidates who the jury considers having not demonstrated a scientific production of excellence or autonomy will be rejected. Such decision requires a vote statement.

To assess FCUL's institutional interest in candidates whose performance indicators demonstrate high potential, and as such are approved on absolute merit, there may be room for an interview so that each candidate publicly exposes their scientific and pedagogical project and clarify any doubts the jury may have and how they intend to contribute to the level of excellence intended by FCUL, as well as for its institutional mission.

Hiring an Assistant Professor for an indefinite period depends on a positive evaluation of the five-year experimental period, but a progress review is recommended after 2.5 years after entering into functions, based on: i) a report that describes the scientific and pedagogical activities developed until then, with reference to the respective performance indicators, and ii) a public presentation to demonstrate the progress of the scientific and pedagogical project submitted in the application and identify (and justify) any deviations and new directions, if applicable. This intermediate assessment intends to ensure the compliance with excellence objectives and manage expectations created at the initial contracting stage. This monitoring will be carried out by the President of Department and by the Scientific Coordinator of the UI&D in which the professor is integrated, and a full or associate professor (or a researcher of equivalent category) in a related area designated by the Director, who must prepare a consensual statement resulting in an interim evaluation of the scientific and pedagogical performance of the person being evaluated and provides recommendations for the remaining experimental period.

Successful completion of the experimental period results in a career contract for an indefinite period, being its future performance assessed as defined in Order D/22/2014 (2nd republication).

¹ This number of publications considers the application of the specific weighting factor to harmonize the scientific areas, as defined in the Regulation for the Assessment of the Teaching Staff Performance (RAAD) of FCUL (Order no.13360/2016): Energy and Environmental Sciences, Life Sciences, Chemical Sciences and Technologies, Computer Science and Engineering, Physical Sciences and Engineering — 1.0; Earth Sciences — 1.4; Mathematical Sciences, History and Philosophy of Science and Technology —2.0.

² For scientific areas where the concept of main author is not clear, it will be up to the jury members to assess the relevance of the individual contribution.

2 – Recruitment of Associate Professors

Candidates for Associate Professor must demonstrate a proven performance record of high scientific quality, maturity and independence, and institutional commitment. It is still up to them demonstrate: i) potential to develop a scientific area, embodied in the presentation of a scientific project of innovative nature and ambition, ii) capacity to manage, in a sustained manner, an internationally competitive research team, iii) high quality teaching skills (if applicable), iv) success in mentoring students and training researchers, and v) participation in the institutional mission and/or management.

At the level of scientific and pedagogical performance indicators (if applicable) in the scientific field to which applies, it is expected that the candidate **in the last 5 years of activity** has achieved, preferably cumulatively, the following objectives:

- i. *Scientific production*: ≥ 10 articles¹ in international scientific journals, mostly Q1 of the index SCIMAGO or, in the field of computing, at CORE A/CORE A* conferences, as main author (as applicable in each scientific area²);
- ii. *Funding attraction for research*: funding secured through a research unit or within the scope of projects in competitive calls, of which preferably as PI and with a significant international component;
- iii. *Demonstration of scientific autonomy*: leadership of a research team with contributions to the development and management of the UI&D of which it is part; participation in academic juries and scientific evaluation committees; editor or associate editor of international journals; relevant activity related to scientific associations (e.g., coordination); relevant role (e.g., chair, member of the scientific committee) in international scientific events.
- iv. *Scientific mentoring*: supervision of ≥ 2 PhD thesis supervision and ≥ 2 MSc dissertations, successfully completed;
- v. *Pedagogical performance* (in the case of candidates with a previous teaching career): active and relevant participation in the definition and creation of new curricular units, with teaching courses in different cycles and demonstrating consistent positive evaluation ($\geq 60\%$) of the respective pedagogical performance;
- vi. *Participation in institutional management*: individual positions or in collective school bodies (e.g., Executive Committees of the Department or R&D Units, Coordination and co-coordination of Study Cycles, or equivalent positions in non-academic bodies).

3 – Recruitment of Full Professors

Candidates for Full Professor must demonstrate a history of scientific and pedagogical (if applicable) excellence in the scientific area to which they are applying, with international peer recognition, and institutional commitment. It is their responsibility to demonstrate: i) the development of original research of a high international level, embodied in the presentation of a scientific project that reveals critical thinking and an innovative nature and ambition, ii) the ability to establish and maintain a research group with international impact, including attracting/potentiating high-level scientific talent, iii) high pedagogical performance (if applicable), especially at postgraduate level, and capacity for innovation in teaching (e.g., creation of courses or curricular units of recognized relevance, new pedagogical practices), iv) success in

student mentoring and researchers training, and v) participation in the institutional mission and/or management.

In assessing FCUL's institutional interest in a candidate whose performance indicators demonstrate high potential, it is mandatory to conduct a public interview, to ascertain his/her strategic vision for the development of the scientific topic at FCUL and in the respective R&D unit, and to clarify the relevance of the scientific and/or pedagogical program proposed for a reasonable future period of 5 years, and how he/her will be capable of implementing it, given the FCUL's effective co-responsibility for its viability is guaranteed.

At the level of scientific and pedagogical performance indicators (if applicable) and in the scientific field to which applies, it is expected that the candidate has achieved, preferably cumulatively, the following objectives **during the last 10 years of activity**:

- i. *Scientific production*: ≥ 20 articles¹ in international scientific journals, mostly Q1 of the SCIMAGO index or, in the field of IT, in CORE A/CORE A* conferences, as main author (as applicable in each scientific area²);
- ii. *Funding attraction for research*: regular funding as PI, among which preferably a significant component on international competitive calls or through consultancy and/or service provision activities;
- iii. *Leadership capacity*: Coordination and sustained management of a research team with high scientific performance; participation in academic juries or scientific evaluation committees; editor or associate editor of an international journal; relevant activity in scientific associations (e.g., coordination); relevant role (e.g., chair, committee member) international scientific events;
- iv. *Scientific Mentoring*: supervision of ≥ 4 PhD theses, of which at least 2 completed successfully;
- v. *Capacity for innovation in teaching* (in the case of candidates with a previous career path on teaching): active and relevant participation in the definition and creation of new study cycles, and teaching in courses from different cycles, with the demonstration of a consistent positive evaluation ($\geq 60\%$) of the respective pedagogical performance;
- vi. *Contribution to the university's mission*: participation in institutional management top positions (individual or collective bodies) - Directorate, R&D Unit Coordination, Department Presidency, Scientific Council, Pedagogical Committee or equivalent positions in non-academic bodies.