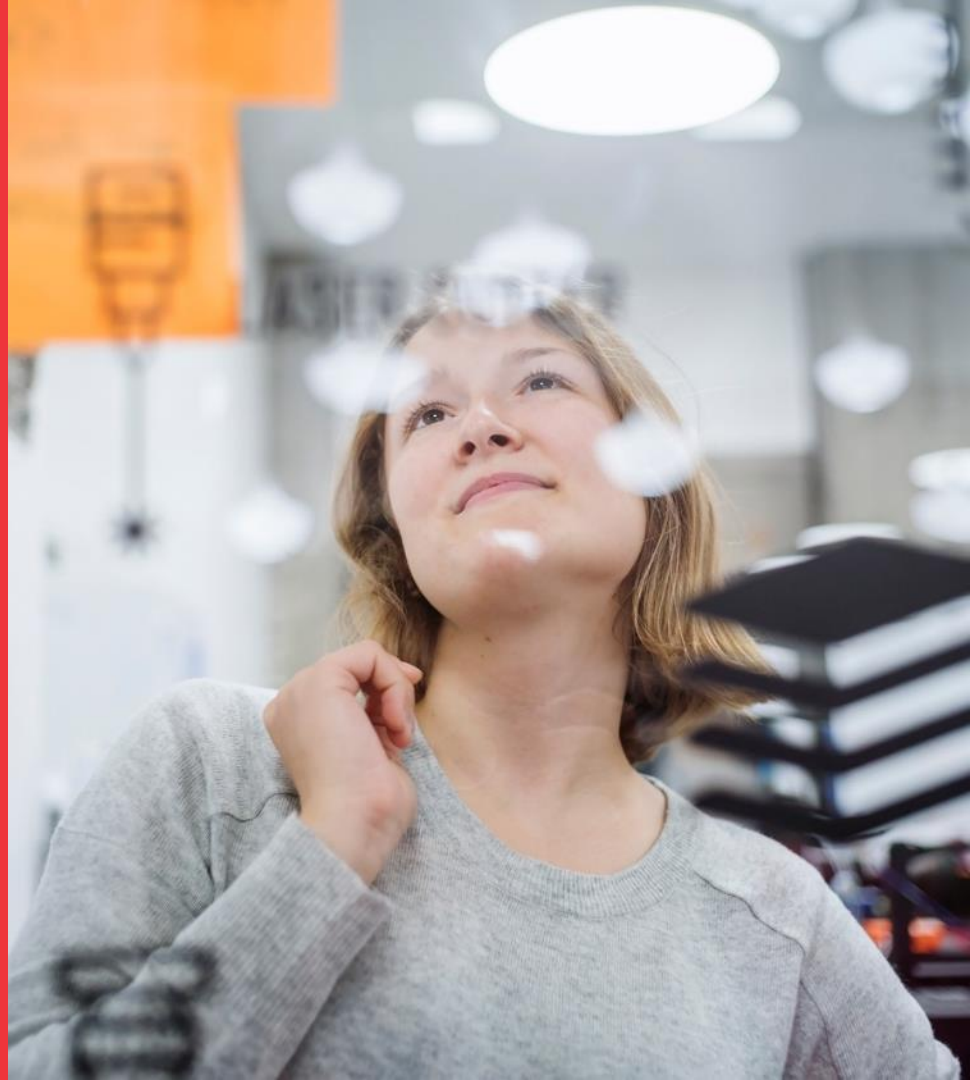


Aalto University

—
Shaping the future

Dr Erja Ämmälähti
17.12.2020

A?
Aalto University



Merger of three leading Finnish universities

1849

Helsinki University of Technology

1871

University of Art and Design Helsinki

1911

Helsinki School of Economics

Aalto
University
2010



Aalto University

A diverse community

In 2019, our students graduated with

235 doctoral degrees

1 960 master's degrees

1 340 bachelor's degrees

374 graduates from the MBA and EMBA programmes



12 000

full-time equivalent degree students

A staff of about 4 000, of which nearly 400 are professors.
Share of international academic faculty is 40%.

Talent pool

Tenure track system for professors has been the key investment in the implementation of Aalto strategy.

Clear internationally known predictable academic career system, where also more junior researchers can compete.



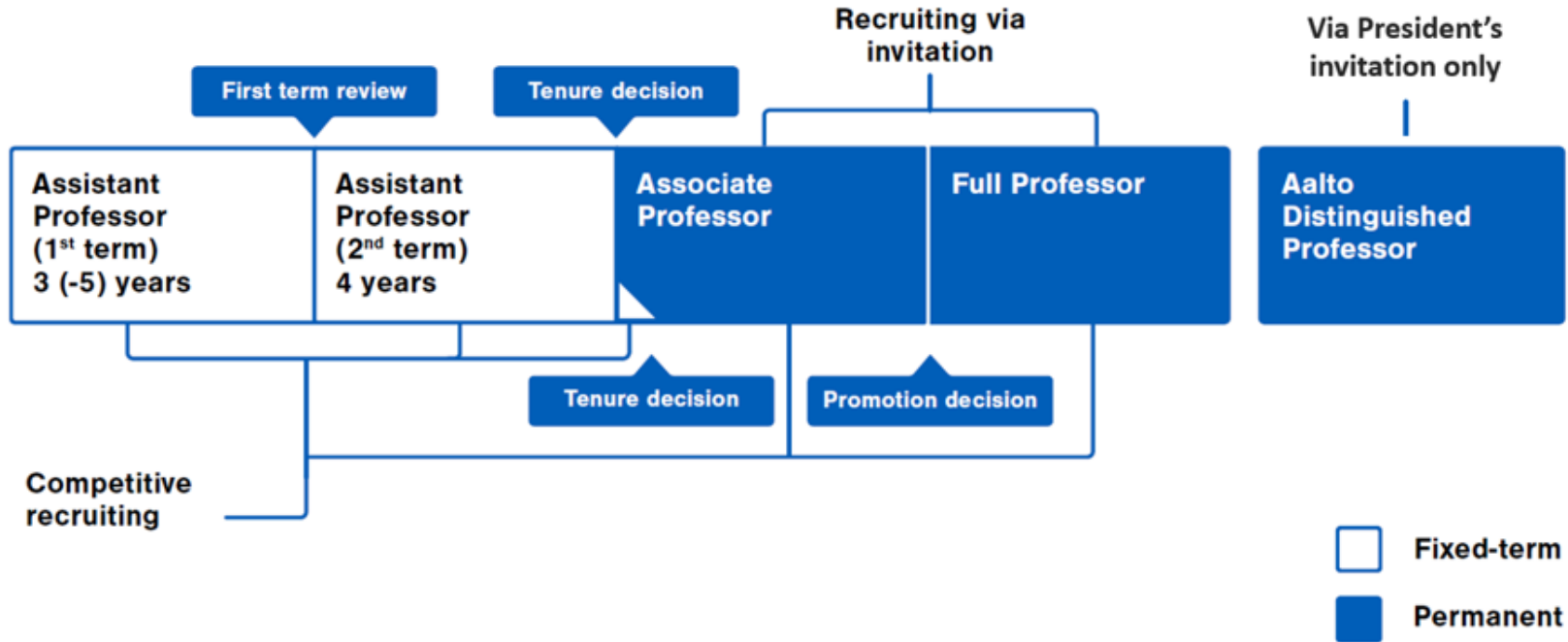
280

tenure track
recruitments
since 2010

70% of

the applicants
are from outside
Finland

Aalto tenure track system



Criteria in Aalto tenure track

Research

- The quality and impact of scientific publications and/or artistic work
- Ability to conduct independent work
- Capability of raising external funding

Teaching

- Teaching competence as outlined in separate guidelines
- Supervision of students at all levels

Service and impact

- Activity in the scientific community
- Academic leadership
- Societal interaction

Holistic peer evaluation of three components, assessing whether there is sufficient positive evidence of excellence in research/artistic work and/or teaching.

To get a tenured position, one needs excellence in research/artistic work, high quality in teaching or high quality in research/artistic work, excellence in teaching.

In addition, outside Aalto experience is generally required.

Generic time allocation for tenure track levels

	Assistant Professor (1)	Assistant Professor (2)	Associate Professor	Full Professor	Aalto Distinguished Professor
Research/ artistic/ professional work	65% +/-10%	60% +/-10%	50% +/-10%	40% +/-15%	Negotiable
Teaching	30% +/-10%	30% +/-10%	30% +/-10%	30% +/-15%	30% +/-15%
Service	5% +5%	10% +/-5%	20% +/-10%	30% +/-15%	Negotiable

Aalto tenure track is a holistic peer-evaluation process with checks and balances



“The big picture” related to professorships (number and field) agreed in annual leadership dialogues.

- 5-7 professors in the departmental committee, who manage the call
- A minimum of 4 external reviewers from peer universities to evaluate the top candidates
- The top candidates are invited to a site visit to give a public teaching demonstration and to be interviewed
- Teaching competence is assessed by a dedicated committee.
- The departmental committee prepares a justified proposal
- The dean decides on non-permanent posts after hearing the school’s tenure track committee.
- For the tenured positions, the president makes the decision based on the dean’s proposal after hearing the Aalto tenure track committee.

A blurred landscape scene viewed through an oval mirror on a brick wall. The scene shows a body of water in the foreground, a grassy field in the middle ground, and buildings in the background under a bright sky. The text "The impact of tenure track" is overlaid in white on the left side of the mirror.

The impact of tenure track

Professors

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
All professors	230	239	293	329	369	388	386	386	389	390
International	4%	6%	12%	15%	17%	18%	20%	22%	24%	24%
Women	10%	11%	13%	16%	17%	20%	19%	20%	20%	21%

New professors*	0	18	83	131	185	216	228	243	268	278
International	--	28%	29%	31%	29%	28%	30%	31%	33%	32%
Women	--	17%	19%	23%	24%	27%	25%	26%	26%	26%

* New professors refer to professors appointed to the Aalto University tenure track career system, implemented in 2010.

The tenure track career system is the university's most important strategic investment.

71% of all professors in 2019 are recruited after 2010.

Research performance

From 2010:

+300%

ERC-funded
researchers

From 2010:

+61%

international peer-
reviewed articles in
scientific journals

From 2010:

+28%

doctoral degrees

From 2010:

+111%

international
faculty

Outside the box

Top young universities

9th

best young university in the world

Top 50 under 50, QS 2021

Top social and economic impact

47th

based on the Sustainable Development Goals of the United Nations

THE University Impact Rankings 2020

Top most international universities

37th

most international university in the world

THE 2020

A blurred oval-shaped mirror is mounted on a brick wall. The mirror's reflection shows a landscape with a large body of water in the foreground, a grassy area, and several buildings in the background under a bright sky. The text "Additional career path issues" is overlaid in white on the mirror's reflection.

Additional career path issues

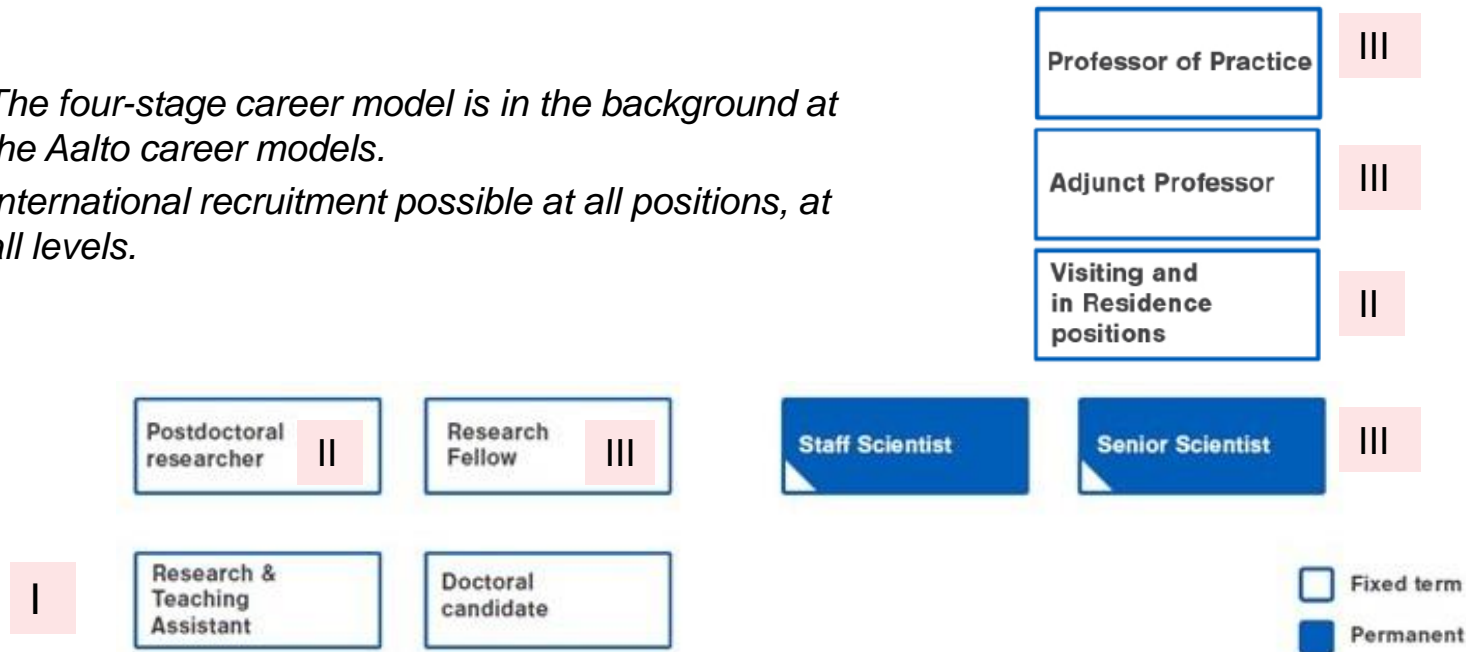
Lecturer career system



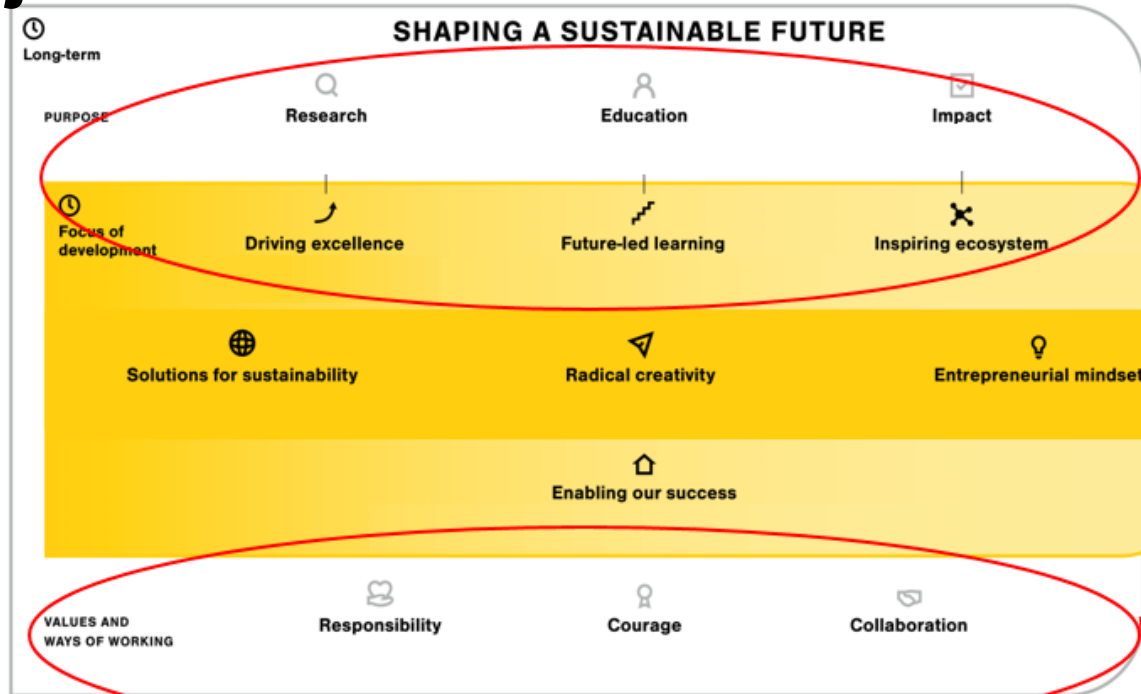
Other academic positions

The four-stage career model is in the background at the Aalto career models.

International recruitment possible at all positions, at all levels.



Career systems aligned with strategic objectives



Career systems and personal objectives need to be aligned with strategic objectives and Aalto values

Towards a better world.



aalto.fi