

Department of Economics -

Guidelines and routines for Associate professor/ assistant professor (7 year tenure track) Evaluation

Decided by the Board of the Department 4th December 2017.

Guidelines and routines for evaluation of performance in 7-year tenure track positions and for decisions about whether to offer a permanent position as assistant/associate professor at the department after the 7-year period. The routines apply to all 7-year tenure track positions whether financed by NHH or externally funded by a project or a centre.

1 Criteria for a successful evaluation for a tenured position.

The candidate must demonstrate excellence in research and teaching as well as citizenship and show a strong potential for contributing to further development of the department and the school.

1.1 Research and publishing

A successful candidate must have collected at least four publishing points under the following rules:

1.1.1 One point is granted for (co-)authorship of each article published in a general top ranked journal or in a top ranked field journal. Publications in the journals listed below (see 1.1.4) grant points.

- One additional point is granted for the article if the following three conditions are met:
 - The article is published in one of these five top ranking journals: *American Economic Review, Econometrica, Journal of Political Economy, Quarterly Journal of Economics, or Review of Economic Studies*;
 - The article has no more than four authors
 - None of the co-authors has been a PhD supervisor for the candidate.

- One additional point is also granted for the article if the following three conditions are met:
 - The article is published in one of the above-mentioned general or field journals
 - The article is single authored.
 - Only one article can qualify for an extra point according to this rule

1.1.2 One of the four publishing point must follow from an article published in a general top ranked journal

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1.1.3 Articles accepted for publishing according to the above rules during the 7-year tenure track period will give points.

1.1.4 Publications in the following journals grant points:

- General top journals: *American Economic Review, Econometrica, Journal of Political Economy, Quarterly Journal of Economics, Review of Economic Studies, Economic Journal, International Economic Review, Journal of the European Economic Association, and Review of Economic and Statistics*
- Top field journals: *American Economic Journal: Applied Economics, American Economic Journal: Economic Policy, American Economic Journal: Macroeconomics, American Economic Journal: Microeconomics, Journal of Development Economics, Journal of Econometrics, Journal of Economic Theory, Journal of Environmental Economics and Management, Journal of Finance, Journal of International Economics, Journal of Labor Economics, Management Science, Journal of Monetary Economics, Journal of Public Economics, RAND Journal of Economics, Theoretical Economics, Quantitative Economics*
- Articles published in top-tier journals of other disciplines, (e.g. *Science and Nature*) may after specific consideration qualify for points
- *Strong Revise&Resubmit to the above-mentioned journals, may after specific consideration also grant points. The article needs to have a clear path to publication.*

2 Evaluation;

Candidates with a minimum of four publishing points, will be evaluated.

2.1 The committee shall evaluate whether:

- The candidate can be ranked among the best researchers of his or her generation (that is, researchers with a doctoral degree completed around the same time as the candidate);
- The candidate would be considered for employment among the top 15 foremost Departments of Economics in Europe;
- The candidate qualifies for a relevant ERC Grant.

For candidates in a tenure-track associate professorship position, the committee must also evaluate whether the candidate qualify to be appointed to a professorship according to the Department's rules in "An interpretation of Qualification Requirements for Promotion to Professor in Economics" decided by the board at the Department 20130626 [\(add LINK\)](#)

If the committee's assessment is positive, the candidate must be considered as meeting the research requirements for a permanent appointment.

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2.2 Midway evaluation

There will be a midway evaluation. This evaluation shall be finalised by the end of the fourth year. The evaluation will be based on the employment contract. The aim of the midway evaluation is to secure that the assistant/associate professor is on the right track for tenure and that necessary resources for research and support are available.

For further information, see Guidelines for midway evaluation (forthcoming).

2.3 Final assessment by the Department

A final assessment of the candidate's research evaluation, teaching and citizenship will be conducted by the Department of Economics at the Norwegian School of Economics.

- Teaching

The candidate need to document high teaching quality and is expected to contribute by renewing courses or developing new courses offered by the department. The students' course satisfaction and evaluation of you as a lecturer should be satisfactory.

- Citizenship

The candidate is expected to actively get involved in matters of importance to the department, such as recruiting new faculty, the research seminar series, the brown bag seminars, and to take part in relevant committees etc.

3 The administrative process

The Department will arrange for an evaluation of the holder of a 7-year tenure track position in the last year of the engagement. The process is described in three stages.

3.1 Stage 1: The candidates submission of material for evaluation

The deadline for submitting material for evaluation is announced by the head of department and normally should be set no later than at the start of the seventh year of the contract period. The submitted documentation as well as references and other retrieved information shall be evaluated. Section 2 above specifies the criteria for the evaluation.

3.2 Stage 2: Evaluation committee, evaluation criteria, and the evaluation report

The board of the department proposes to the board of human resources at NHH an evaluation committee of at least three members belonging to prominent international universities. The composition of the committee shall meet the same requirements as committees for evaluating applicants for an ordinary associate professorship / a full professorship for holders of a 7-year tenure track position as assistant respectively associate professor.

The objective for the committee is to evaluate the candidate for a fixed position as associate / full professor and write a report on the candidate's scientific contribution based on the submitted documentation and additional retrieved information such as e.g. external evaluation letters. The committee shall submit their report to the department no later than 6 months

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after the candidate submitted the material. The candidate may submit acceptance or resubmission letters from journals until the committee finalises their report.

3.3 Stage 3: The board of the department and the board of human resources at NHH evaluation process

The evaluation report is presented to the board of the department. If the candidate fulfil the department's requirements for a successful tenure track period, the department will propose to the board of human resources at NHH that the candidate receives an offer for a tenured position as associate professor / full professor respectively.
