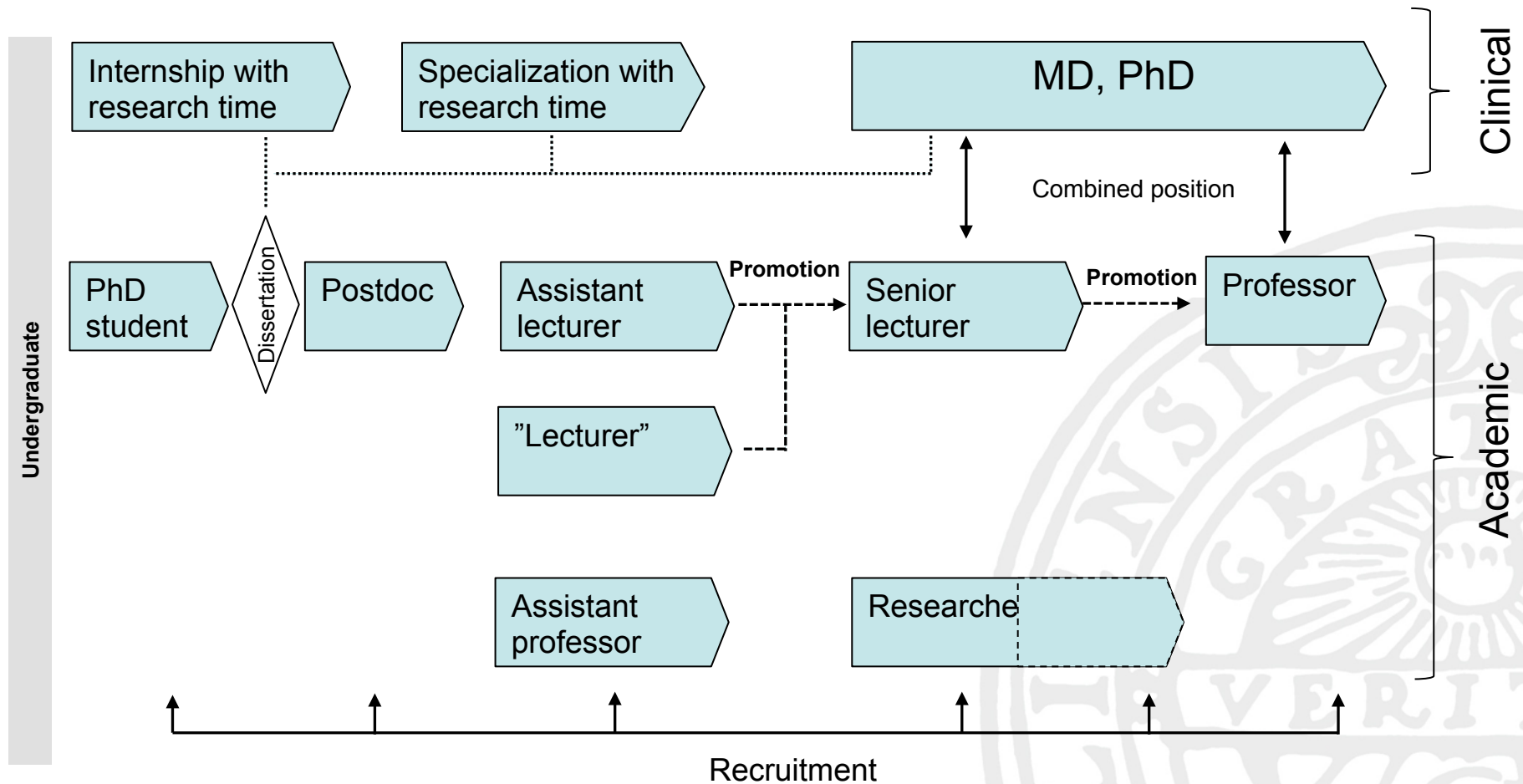


A Swedish Tenure-track system?

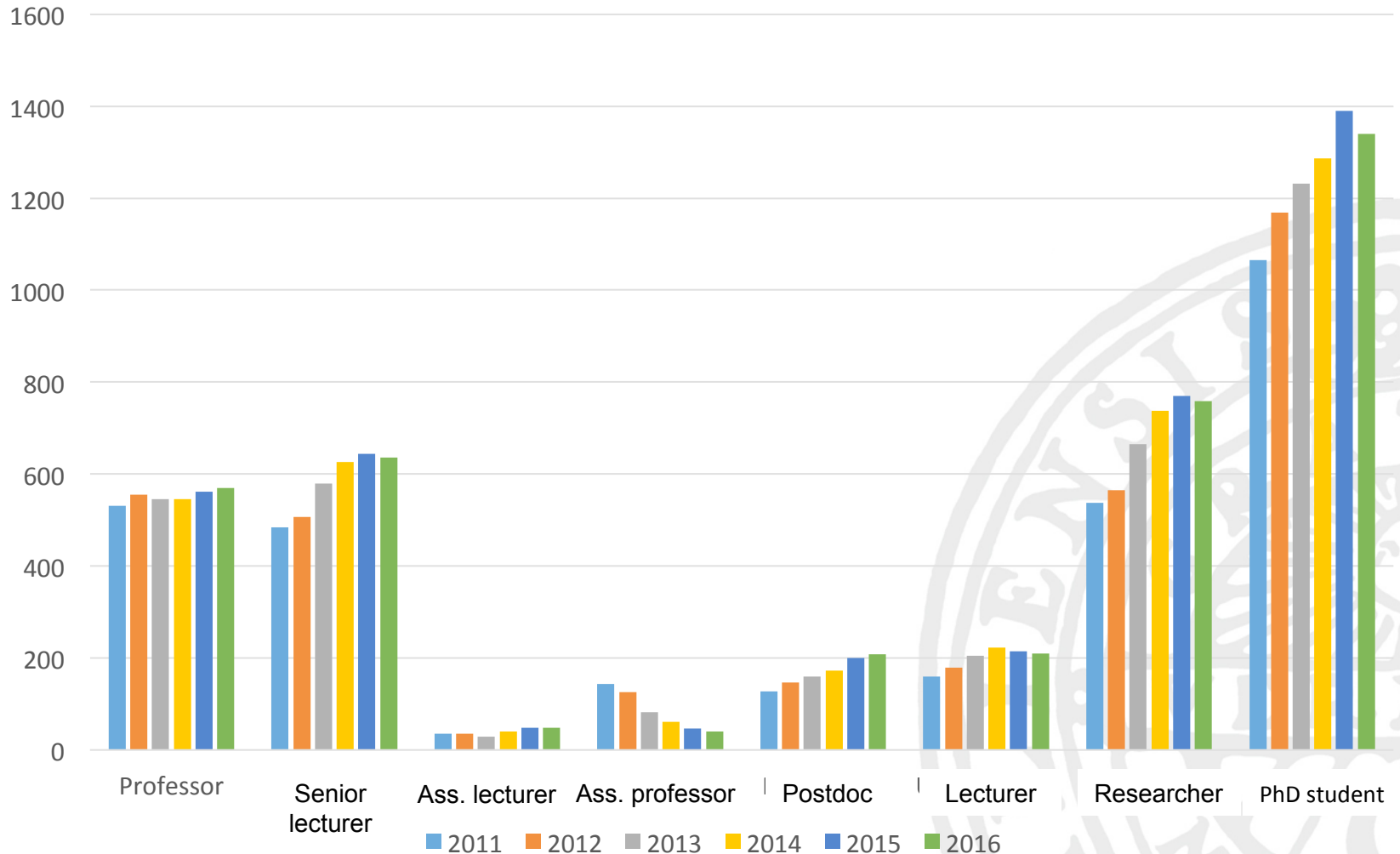


Career paths at UU





Number of full-year equivalents per employment category at UU





UPPSALA
UNIVERSITET



UPPSALA
UNIVERSITET

UFV 2015/1163

Karriärvägar och meriteringsanställningar

Slutrapport

2016-01-08

Commissions

Trygghet och attraktivitet
– en forskarkarriär för framtiden

Betänkande av Forskarkarriärutredningen

Stockholm 2016



STATENS OFFENTLIGA
UTREDNINGAR

SOU 2016:29

The mission

To secure an attractive research career system to attract young researchers in Sweden:

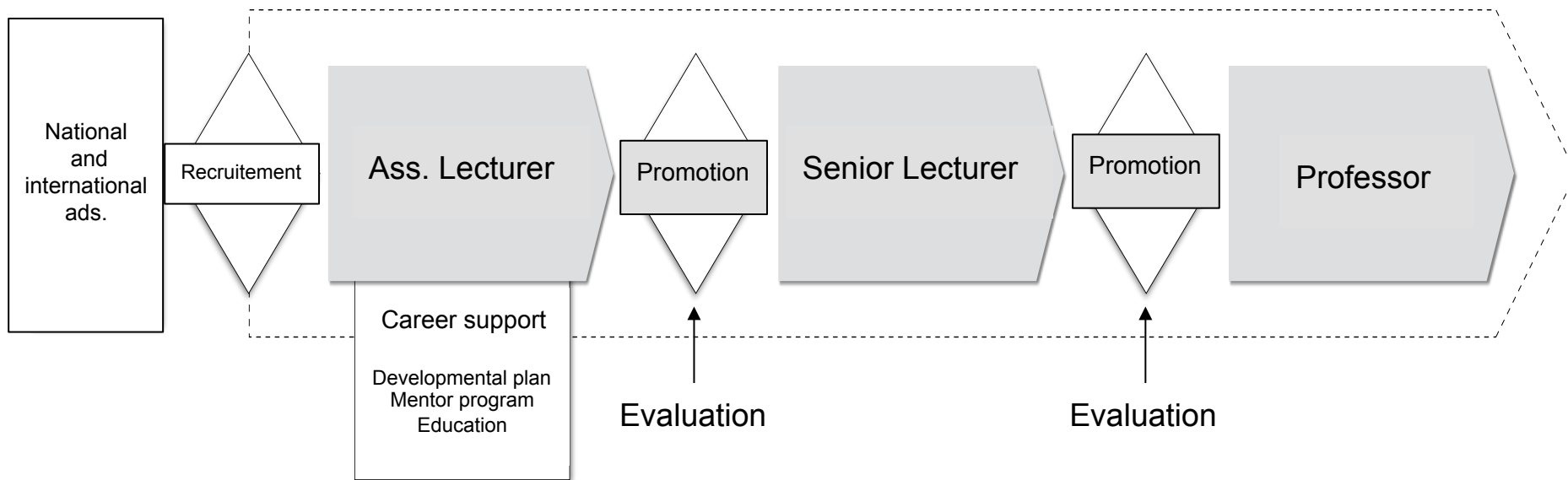
1. Good PhD student opportunities.
2. Tenure track system for young researchers.
3. Reduce the high use of repeated short-term employments.
4. Increase mobility.

Assistant lecturer (Biträdande lektor)

- Tenure track will be based on Assistant lecturer with the right to promotion to Senior lecturer after evaluation.
- A flexible length of **4-6 years** employment.
- The position should be announced nationally and internationally and externally evaluated.
- Foremost for applicants that got their PhD up to **5 years** before the application deadline.
- The position should come with careere support.
- "Assistant professor" positions will no longer exist.



Proposed tenure track system

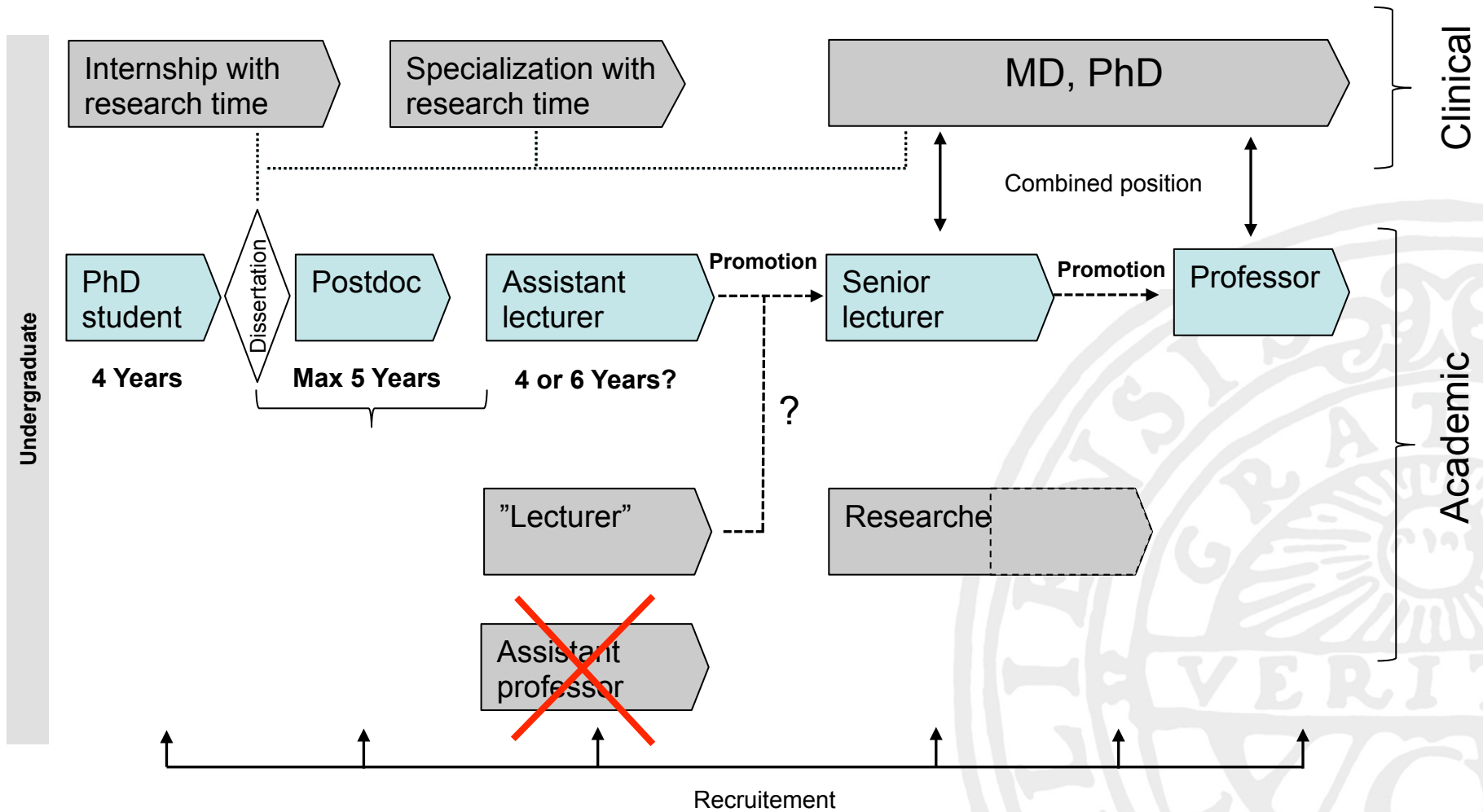


Suggested national goals

- The government should set a national goal to increase the number of tenure track positions with 50% between 2017-2022.
 - Would mean 1700 positions in 2022, about half of the predicted leaves due to retirements.
 - Assistant lecturer **should not** be the only way to a Senior lecturer position.
 - This will mean a relocation of resources from Researcher positions.
 - Gender equality among newly employed tenure track positions should be monitored yearly.



Career paths at UU



Comments

- What happens to all Researchers? No suggestions for alternative paths to Senior lecturer.
- Other possible positions that are not Teacher positions?
- What will the requirements be for promotion? National or local rules? Differences between domains of science?
- How will the "5-years after PhD" rule affect the use of the position?
- No suggestion for possibility to include clinical work.