



University Board

## **Regulations on the procedure preceding the Vice-Chancellor's decision to nominate an individual for appointment as professor**

### *Background*

Pursuant to Chapter 4 Section 7 of the Higher Education Ordinance, the University may nominate an individual for appointment as a professor if the appointment of the individual is of exceptional importance for a specific activity at the University. If such a nomination is made, the grounds on which the appointment is of exceptional importance must be placed on record (see below).

The nomination procedure is to be used restrictively and aims to facilitate and speed up the recruitment of prominent international researchers. The procedure is to be used as a tool for strategic recruitments. The procedure is to be used so that Swedish universities can compete with international higher education institutions for leading people without losing out because of long-winded recruitment procedures.

The nomination procedure should also be used as a strategic instrument for attaining a more equal gender distribution.

### *Regulations*

With the support of Chapter 2 Section 2 point 10 of the Higher Education Ordinance (1993:100), Lund University institutes the following regulations.

The relevant faculty or specialised centre (USV) makes a proposal to the Vice-Chancellor for an individual to be nominated for appointment as professor. The Vice-Chancellor then decides if the individual shall be nominated.

The basis for the Vice-Chancellor's decision to nominate an individual for appointment as professor shall include the following items:

1. A needs analysis and justification of why a certain appointment is of exceptional importance for the organisation.
2. A person specification taking the need into account. The terms of employment that will apply should also be identified before the nomination is made.
3. A report on the assessment carried out with regard to the qualification and assessment criteria for the appointment in question under the current appointment rules.
4. A report on the deliberations on why the recruitment cannot be made with prior information on a vacant position for a professor.

5. A report on how the recruitment affects the current gender distribution for the relevant subject and among professors generally at the faculty. In cases where the gender distribution is adversely affected, this shall be justified specifically.
6. Funding plan for the appointment.
7. Minutes of negotiations with employee organisations in accordance with the Employment (Co-Determination in the Workplace) Act (MBL).
8. A certificate stating that any conflict of interest has been assessed prior to the processing of the matter. Documentation is to be enclosed if there is a specific reason to examine conflict of interest.

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An evaluation of these regulations, and of the procedure for nomination of an individual for appointment as professor, is to be carried out once the Vice-Chancellor has nominated 10 individuals for appointment as professor. The evaluation is to be carried out in cooperation with the employee organisations and submitted to the University Board.

**Entry into force**

These regulations enter into force in conjunction with the University Board’s decision and replace Regulations on the procedure preceding the Vice-Chancellor’s decision to nominate an individual for appointment as professor (Reg. no LS 2010/771).

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