



LUND UNIVERSITY

Joint Faculties of Humanities and Theology

Working Committee of the Faculty Board

Rules for the Appointment of Readers at the Joint Faculties of Humanities and Theology

On 8 October 1993, the board of the Faculties of Humanities and Theology decided that it shall be possible to appoint readers within the disciplines that fall under the responsibility of the board. Readerships are to be linked to one of the two faculties, either Humanities or Theology.

The role of readers in the faculties

The Joint Faculties of Humanities and Theology appoint readers in cases where such appointments benefit the organisation.

A person who is employed at the faculties or who has some other form of ongoing, long term connection to the faculties, such as through research collaboration, can be appointed a reader.

A person is qualified to be appointed a reader if that person has completed a PhD degree and furthermore has reached a higher level of scholarly achievement and teaching expertise. Usually, a title of reader is required for assignments as principal supervisor, external reviewer and examining committee member.

Readers are normally only appointed in the subjects in which research studies are provided. The academic appointments board can decide on exceptions to this rule after a consultation with the department.

Grounds for assessment of research and teaching skills

In assessing an application for an appointment as a reader, both research and teaching skills are reviewed. Of these, research skills are attributed greater significance. Teaching expertise can thus not compensate for insufficient research qualifications.

Research qualifications

The criteria used when assessing research qualifications are extensive knowledge of the subject, a confident use of research methods, a firm knowledge of the theories of the subject, evidence of innovative thought and an independent relationship to previous research, analytical precision, academic integrity, and an ability to communicate research results.

In comparison with his or her PhD thesis, the applicant should have acquired a broader scholarly register and demonstrated a positive trend in his or her development. This means an extension in both the specialisation and breadth of the applicant's research, documented through scholarly production of a scope and quality at least equivalent to another doctoral thesis. A manuscript of equivalent scope which has been accepted for publication, appropriately documented, can be approved for review. In exceptional cases, publications produced before the applicant's doctoral thesis may also be taken into account.

Furthermore, the applicant must be able to demonstrate active participation in the research community's debates, through publication in specialist journals, etc.

Teaching qualifications

To be appointed a reader, the applicant must be able to give evidence of teaching skills and experience. Particular emphasis is placed on experience of supervision in second and third cycle studies. Experience of teaching and supervision is to be documented through information on courses taught, directed and developed as well as the level and scope of supervision. Completed training in teaching and learning in higher education must be documented.

The application process

Applications for appointment as a reader are to be made to the board of the Joint Faculties of Humanities and Theology (address: Kansli HT, Box 192, 221 00 Lund, or internally to internal mailing code 30). The application should clearly state the *discipline or subject* in which the applicant wishes to be appointed a reader.

The application is to be drawn up in accordance with the Instructions for applicants for academic appointments at the Joint Faculties of Humanities and Theology (<http://www.ht.lu.se/lediga>). The *doctoral thesis* shall always be submitted with the application in order to allow assessment of progression. All documents are to be submitted *in duplicate*. A statement from the department is to be attached to the application, accounting for the benefit to the organisation of appointing the applicant as a reader. The department's statement is also to propose a subject for the readership title.

The material on which the academic appointments board bases its decision is to include a written statement of the applicant's qualifications from an independent external expert who is not a member of the academic appointments board. The expert is to be appointed by the academic appointments board on the advice of the relevant departmental board. Potential conflict of interest is always to be taken into account. The applicant is to be offered the opportunity to submit an objection to the decision.

Decisions on the appointment of readers are taken by the academic appointments board for the Joint Faculties of Humanities and Theology. If the board observes that the applicant does not have the necessary qualifications to be appointed a reader, the applicant is offered the chance to withdraw his or her application. If the application is not withdrawn, the academic appointments board decides to reject the application. This decision cannot be appealed. Applicants who have withdrawn their application or had it rejected can complement their qualifications and re-apply for a readership.