



Instruction to the Expert Committee for the evaluation of candidates for the position of PhD Research Fellows and Postdoctoral Fellows

The baseline for evaluation follows the [Regulations concerning terms and conditions of employment for the posts of post-doctoral research fellow, research fellow, research assistant and resident](#).

Furthermore, UiO has made the following [Guidelines concerning appointment to post doctoral and research posts at UiO](#)

Impartiality. The individual member of the committee must evaluate their impartiality in relation to the individual applicants. Issues might be solved by a division of labour in the committee so that a committee member can remain in position without compromising impartiality. But, a member might also in certain cases need to resign from the committee altogether. This needs to be assessed on an individual basis from case to case.

Leader. The centre will appoint a leader of the committee. The leader will administer the work and is in charge of securing progress.

Deadline. A report should normally be ready within three months of appointment. A shorter deadline can be agreed upon. If the committee cannot deliver a report within the deadline, then this needs to be justified. The committee must use a template for the report provided by STK.

Ranking applicants. The Expert Committee is expected to rank 3-5 of the top candidates. If need be, the committee can also set candidates on an equal ranking. This might apply when the material provided is insufficient to reveal sufficient differences between a limited number of candidates (for instance due to questions related to the project proposal or similar).

Sorting committee. If we use a Sorting Committee, the Expert Committee will receive a list of broadly sorted applicants, but all applications are still available for review by the Expert Committee. The Expert Committee can choose to follow this broad sorting to limit their work load, or they can expand the list if they want to.

Work in the committee. The committee will themselves decide their division of labour and method. All applicants are available in [Jobbnorge](#). Members of the committee will be given access to all submitted material. Only submitted material can be used for the assessment, and as a rule we cannot ask applicants to send more material.

Openness in the process. UiO practice a high degree of openness in the process. All applicants will receive the report from the committee, with the possibility to make comments to it. This does not equate to a possibility to file a complaint, but represents an increased openness and an opportunity to clear up misunderstandings. The Expert Committee can be asked to comment on the comment but is not obliged to do so.

If it is unclear what is the best cause of action for the committee, some help might be gained from looking at the general [guidelines for evaluating professors](#).



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Conditions at STK that might have an impact on reviewing applicants.

We have made a text for members of the committee to say something about the centre and conditions that apply here, and what that might entail for reviewing applicants. These are general points that we hope are of help to the committee to see the broader context. However, we **underline that the assessment of applicants must be made on the basis of the announced position.**

Background. STK is a genuinely interdisciplinary centre with employees from a range of backgrounds, but mainly from social sciences and humanities. We currently do not have any employees from the natural sciences. The mandate of the centre is to stimulate gender research in all areas of the University, and hence we could reach broader than we currently do. Traditionally, we have maintained a balance between humanities and social sciences, but this should not exclude applicants from other fields.

Theme and projects. Project descriptions must have a clear gender perspective in the main research question, but candidates can have a wide range of backgrounds. Candidates that can relate their research proposal to existing research performed at the centre can be preferred, but we will also consider candidates with new approaches and themes.

A clear gender perspective. Gender research at the centre is recognised by a cross-disciplinary approach, methodical and theoretical plurality. STK does not intend to narrowly define what gender research is, but rather to contribute to a meeting of constructive and open debate where different perspectives can be voiced. STK will contribute to maintaining and developing gender research as a broad research field that looks into the historical roots of today's understandings of gender, challenges established ways of thinking, and gives increased insights into gender norms and gender relations in different settings.

Method and theory. Research at the centre is methodically and theoretically diverse. There is currently a majority of work done with qualitative methods at the centre. However, this should not count negatively when reviewing applicants with different approaches. A candidate that can expand the methodical and theoretical approach at the centre can be very positive, if this applicant is particularly suited for it.

Supervision. Although our mandate is to cover all of the fields at UiO where there can be a gendered perspective, it might in cases be difficult to find supervisors at the centre. In some cases this can be solved by having the main supervisor located outside the centre, with a supplementing supervisor at STK. But this can be a significant challenge in some cases. A PhD Fellow without a relevant supervisor can be unsatisfactory for all parties. This may force us to adjust the ranking even if a strong candidate and project is of good quality.

The Expert Committee may not be able to predict the situation at the centre to resolve this, but should make an explicit note when suspecting such cases for later assessments.

Duty work. PhD and Postdoc employees can be given duty work at the centre (one extra year divided by four years, or 25 % work load per year). The norm is that positions that are not funded by external funds are given duty work, but exceptions are possible (by request or lacking language skills for instance). Duty work is mostly used for teaching, but other tasks may be assigned as well. Normally, PhD and Postdocs are used on our introductory courses (KFL1010 and KFL1020). These are courses that require fluency in Norwegian. If a candidate has no skills in Norwegian, it will take time to achieve the necessary fluency before teaching can be assigned and duty work may need to be forfeited completely or in part. We need to make an



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individual assessment in each case. There are other tasks that may be used. Norwegian skills are therefore an essential point in the evaluation for the position, but it is not necessarily limiting for giving a position all together but might be when considering duty work.

Teaching. It should be considered an advantage if a candidate has teaching experience, and especially in related topics to our courses. Particularly our introductory courses, but also other courses. By teaching our introductory courses they will learn a lot about relevant literature in our field.

Gender balance. The center has an uneven gender balance. This applies to all levels from student to professor. Men are encouraged to apply, and it is beneficial if we can choose a man when all other qualifications are equal. However, the strongest applicant should always get the position and so we have limited room for action in this sense. This applies to other minority groups as well.

Dissemination. The center aims to be outward reaching, and this applies for the PhD and Postdoc level as well. Experience with dissemination should count positive in the evaluation, but fresh MA students will naturally not have had the same possibility and should be given the benefit of the doubt.