

## **Regulations for the Assessment of Educational Competence at UiB**

**Adopted by the University Board on 29 August 2019, last amended on 17 June 2025, cf. case no. 2024/12064.**

### **Requirements for Educational Competence**

The University of Bergen (UiB) sets the following requirements pursuant to the Regulations under the Universities and University Colleges Act, section 3-8.

#### **Associate Professor (Førsteamanuensis)**

Basic university pedagogical competence must be documented on the basis of the applicant's own teaching/supervision and completed university pedagogical training (200 hours or equivalent). The following is required:

- Basic skills in planning, delivering, evaluating, and developing teaching and supervision
- Ability to reflect on one's own role as a teacher and to discuss and justify choices made in one's own teaching and supervision

#### **Professor**

In addition to the requirements for associate professor, the following is required:

- Solid competence and experience in planning, delivering, and evaluating teaching
- Significant contributions to systematic development work in teaching and supervision
- Broad experience in supervision, preferably at master's and PhD level
- Efforts and collaboration to promote educational quality within one's academic environment

Minimum requirements related to supervision experience are determined by each faculty based on academic traditions, the size of the discipline and access to candidates, and standards in national guidelines.

At the University Museum, the educational competence requirements for professors may be partly or wholly replaced by the criteria and documentation requirements for museum dissemination competence/museum professional competence as established by the University Museum Board.

## **Other Academic Positions**

### **University Lecturer (Universitetslektor)**

Completed introductory courses in university pedagogy with a total scope of at least **39 hours**.

### **University Teacher (Universitetslærer)**

Completed an introductory course in university pedagogy with a scope of at least **20 hours**.

### **Senior Lecturer (Førstelektor)**

Same requirements as for associate professor.

### **Docent (Dosent)**

Same requirements as for professor, with the exception of the supervision requirement. The faculties set minimum supervision requirements for docents.

## **Documentation**

Competence must be documented through a **teaching portfolio**, including an overview of and documentation of the applicant's practical experience and completed courses, as well as a brief reflective statement. UiB and the individual faculties may establish more detailed guidelines and templates for such documentation.

## **Assessment**

### **Basis for Assessment**

Educational qualifications at the University of Bergen are assessed on the basis of four main criteria, founded on the principles of **Scholarship of Teaching and Learning (SoTL)**:

- Focus on students' learning
- Clear development over time

- A scholarly/research-oriented approach
- Collaboration in teaching and development work

### **Mandate of the Expert Assessment Committee**

The mandate for the expert assessment committee follows from UiB's regulations for appointment to teaching and research positions, section 6.2.4.

The expert assessment committee shall assess whether applicants meet the educational competence requirements established by UiB for the relevant position category. This assessment shall not affect whether applicants are deemed formally qualified for the position, nor the ranking of applicants.

If an applicant cannot document sufficient educational competence at the time of appointment, the assessment committee shall specify what remains to be fulfilled. The applicant will then be required to meet the requirements within **two years** of appointment.

### **Assessment of Compliance After Two Years**

After two years, the head of department shall submit a recommendation to the appointing authority on whether the employee meets the requirements, based on the original assessment by the expert committee.

## **Exemptions from the Requirement for University Pedagogical / Museum Professional Basic Competence**

### **Secondary Appointments (ekstraerverv)**

Employees appointed under the provisions on secondary employment pursuant to section 7-7 of the Universities and University Colleges Act may be exempt from the requirement for educational competence, cf. Regulations section 3-9.

### **Short-Term Appointments**

The requirement is waived when the term of appointment in a teaching and research position is **less than two years**. For extensions beyond this period, university pedagogical competence shall be required.

### **Retirement Age**

The requirement may be waived when, at the time of appointment, the employee has **less than two years remaining** until the general retirement age for civil servants.