New faculty model for Chalmers

Much more than just money!
Within ten years Chalmers shall be one of Europe's leading technical universities

The new faculty model is an important part of that puzzle
Effects

ONE CHALMERS

ATTRACTIONNESS

CONTRIBUTE TO EDUCATION

INCREASE RISK-TAKING

CONTRIBUTE TO RESEARCH

LONG-TERM

CONTRIBUTE TO UTILIZATION

STRATEGIC SIZING OF CHALMERS FACULTY

INCREASE RISK-TAKING

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STRATEGIC SIZING OF CHALMERS FACULTY
Balance in the distribution of faculty funding

NEW MODEL

Faculty positions (Professor with a Chair, Professor, Associate Professor, Senior Lecturer, Artistic Professor, and Artistic Senior Lecturer)

Funding from the Ministry of Education and Research for research / research education

All employees contribute to the department’s performance
Basic funding

Allocation to the department

Performance

Education

Courses

Research

- Publications parameters
- Utilization parameters
- External funding
- Awarded Lic. and Ph.D. degrees
- Externally recruited postdocs

Head-count

50

15

Per individual:

Redistribution for strategic and other needs (department head)

Allocation within the department

Funding through the Chalmers Areas of Advance?

50% of salary cost

Base-funded salary to 75% (goal)
Challenges

• Will today's internal competition be replaced with a new one (for positions)?
• Can we agree on strategic goals at all levels? Can we avoid unhealthy lobbying activities etc?
• Can we handle the empowerment (requirements for a base-funded individual) and leadership (follow-up of the same) that is necessary?
• Will the money be enough? What do we do when our salary costs increase faster than the department funding?
• Will faculty and specialist positions have different “status” (to a higher extent than today)?
• Will the new model lead to desired financial redistribution effects?
• The Society " needs" of research and education are not in balance – are we able to provide sufficient volume of education in all areas without having to lower the quality? Can we attract more research funding to education-dominated areas?
Main decisions from DI project, spring 2015

- **Administration**: distribution to department is a combination of head-count and performance-based measures for education and research. Distribution within the department: goal to cover 75% of salary costs for the faculty.

- **Education**: education corresponding to 15% salary guaranteed at all departments. Updated process to (re-)distribute education without quality loss. Education input to all new positions.

- **Performance parameters**: the department’s collective performance is measured by a combination of indicators, that are revised on an annual basis.

- **Areas of Advance**: the AoAs finance inflow through Ass. Prof. Recruitment + give input to all new faculty positions. Other adaptation is further investigated.
Recruitment, three project parts:

- Preparation group for new base funded faculty positions = the Department Heads. Decisions by the President. Input from strategic discussions at the departments + the AoAs, the Education Organisation and the Faculty Senate.

- New Ass. Prof. Positions are tenure track = guaranteed faculty position after successful evaluation. Increased demands on 1) qualifications, 2) conditions for professional development, and 3) evaluation.

- Specialist-positions for research: career outside the faculty. Mainly external financing for research contracts. Three levels: 1) Researcher, 2) Senior Researcher (Docent), and 3) Research Professor. Two specialist-positions for teaching also installed.

Leadership/employeeship: various activities for supporting the implementation of the new model at the department level. Base funding means both benefits and demands, to be clarified. Education in employeeship, workshops to develop new routines, facilitation of the Department Heads regarding procedure for prioritization of new positions, etc.
What happens to existing Assistant Professors?

• Assistant Professors hired before 1 Jan 2016 (typically) do not have tenure track
• Promotion to Associated Professor (Docent) possible, provided:
  — Assistant Professor position has been won in open competition
  — Required level (research + pedagogical) has been reached within time limit
    But there is no “guarantee”!
• Chalmers had recently a large (120+) number of Assistant Professors, mainly financed on external contracts (VR biggest individual source) – this is not sustainable
  — Assuming 70-80% of these will make it to a tenured position will increase the size of Chalmers faculty by some 10% (base level = 620)
  — According to the decision, a temporary increase of Chalmers faculty is allowed (and necessary) during the implementation phase (until 2021)
    — A ”permanent” increase of the faculty is subject to future decision from the President
• A number of current Assistant Professors may be recruited for (permanent) specialist-position as Senior Researcher. No major difference in labor security.
PROGRAM FOR CHALMERS NEW FACULTY MODEL

Program Order: Stefan Bengtsson
Steering Group: Chalmers LG
Program Owner: Mats Viberg
Program Leader: Henriette Söderberg

DI PROJECT

Project owner: Mats Viberg
PL: Henriette Söderberg

- Kompetensförsörjning: Specialist-tjänster + Beredningsgruppen
- Prestationsparametrar
- Ledarskap/ Medarbetarskap
- Anpassning av SO

NEW PROJECTS ?

Implementation in the organization

Academy: Mats Viberg
Admin: Rolf Almelund

Admin
Dept
Plan Proc.
AK
Library
Edu.
Dept Heads
HR

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