The Higher Education Ordinance
Swedish Code of Statutes (1993:100)

This version contains amendments up to and including the Act on Amendment of the Higher Education Ordinance (2010:1064).

Chapter 4 Teachers (Comes into effect after 1 January 2011)

Introductory provisions

Section 1

Teachers are employed by the higher education institution. Ordinance (2010:1064).

Combined employment

Section 2

A higher education institution may, with the consent of an accountable authority for health care as laid down in Section 8 of Chapter 3 of the Higher Education Act (1992:1434), decide that a post as professor or senior lecturer at the institution shall be combined with employment at a designated health care facility for medical training and research in the disciplinary domain of medicine. Training and research at such a facility includes training and research in dental science. Ordinance (2010:1064).

Qualifications and assessment criteria for appointments

Professors

Section 3

A person who has demonstrated both research and teaching expertise shall be qualified for employment as a professor except in disciplines in the fine, applied or performing arts. A person who has demonstrated both artistic and teaching expertise shall be qualified for employment as a professor in disciplines in the fine, applied or performing arts.

The assessment criteria for appointment as a professor shall be the degree of the expertise required as a qualification for employment. As much attention shall be given to the assessment of teaching expertise as to the assessment of research or artistic expertise. Ordinance (2010:1064).

Senior lecturers

Section 4

Those qualified for appointment as a senior lecturer are

1. except in disciplines in the fine, applied or performing arts, a person who has demonstrated teaching expertise and been awarded a PhD or has the corresponding research competence or some other professional expertise that is of value in view of the subject matter of the post and the duties that it will involve, or
2. in disciplines in the fine, applied or performing arts, a person who has demonstrated teaching expertise and been awarded a doctorate in a fine, applied or performing arts, has demonstrated artistic expertise or has some other professional expertise that is of value in view of the subject matter of the post and the duties it will involve.

The assessment criteria for appointment as a senior lecturer shall be the degree of the expertise required as a qualification for employment. As much attention shall be given to the assessment of teaching expertise as to the assessment of other qualifying criteria laid down in the first paragraph above. Each higher education institution determines itself what assessment criteria are otherwise to apply to the appointment of a senior lecturer. Ordinance (2010:1064).
Appointments procedure

Gender equality among representatives

Section 5

If a group of individuals are to submit a proposal on the applicants to be considered for appointment to a teaching post, women and men shall be equally represented in the group. This does not apply, however, if there are extraordinary reasons to the contrary. Ordinance (2010:1064).

Referees

Section 6

For the appointment of a professor (including an adjunct professor) opinions on the expertise of the applicants shall be obtained, provided that this is not manifestly unnecessary for appraisal of their expertise.

When the opinions of two or more persons are obtained, both men and women should be represented equally. This does not apply, however, if there are extraordinary reasons to the contrary. Ordinance (2010:1064).

Nomination

Section 7

A higher education may nominate an individual for an appointment as a professor if the appointment of the individual is of exceptional importance for a specific activity at the institution. If a higher education institution nominates an individual for a post, the grounds on which the appointment is of exceptional importance for the institution must be placed on record.

Only those qualified for appointment to the post pursuant to Section 3 may be nominated for appointment,

The decision to nominate an individual for a post is made by the vice-chancellor and cannot be delegated.

When an appointment is made by nomination, no information of the kind laid down in the first paragraph of Section 6 of the Employment Ordinance (1994:373) need be submitted. The regulation on referees’ opinions in Section 6 shall apply. Ordinance (2010:1064).

The opinion of an accountable authority for health care

Section 8

Before a teacher is offered combined employment as laid down in Section 2, the faculty board shall offer the accountable authority for health care an opportunity to make representations in the matter. Ordinance (2010:1064).

Fixed-term appointments

Section 9

A teaching post may limited to a fixed term pursuant to the Employment Protection Act (1982:80), if this does not involve appointment as a professor (including adjunct and visiting professor). In addition the provisions of Sections 10-12 shall apply to fixed-term appointments. Ordinance (2010:1064).

Teachers in artistic disciplines

Section 10

A teacher in disciplines in the fine, applied or performing arts may be employed for an indefinite period, however for no longer than five years. Such an appointment may be extended. The total
period of employment may not, however, exceed ten years. In other respects the post is subject to the provisions of the Employment Protection Act (1982:80). Ordinance (2010:1064).

**Adjunct professors**

**Section 11**

An adjunct professor shall be employed for an indefinite period but for no longer than until a specified date. Such an appointment may be extended. The total period of employment may not, however, exceed twelve years. In other respects the post is subject to the provisions of the Employment Protection Act (1982:80). Ordinance (2010:1064).

**Visiting professors**

**Section 12**

A visiting professor shall be employed for an indefinite period but for no longer than until a specified date. Such an appointment may be extended. The total period of employment may not, however, exceed five years. In other respects the post is subject to the provisions of the Employment Protection Act (1982:80). Ordinance (2010:1064).

**Appointment decisions**

**Section 13**

Teachers are employed by the decision of the vice-chancellor. Decisions concerning the appointment of professors may not be delegated. Ordinance (2010:1064).

**Secondary employment**

**Section 14**

The higher education institutions shall provide appropriate information to their teachers about secondary employment or types of secondary employment that contravene Section 7 of Chapter 3 of the Higher Education Act (1992:1434). A higher education institution shall provide its teachers with advice in assessing whether a certain form of secondary employment complies with the provision. If a teacher so requires, the higher education institution shall issue a written response on an issue of this nature.

Section 7 of the Public Employment Act (1994:260) lays down that a higher education institution shall provide its employees with appropriate information on the types of circumstances that could lead to secondary employment being incompatible with Section 7 of the Public Employment Act. Ordinance (2010:1064).

**Section 15**

A teacher is obliged to keep the higher education institution informed of any secondary employment that he or she undertakes and that pertains to the subject area of his/her post. The higher education institution shall keep records of this information. These records shall be arranged to enable continuous monitoring of the secondary employment undertaken by each teacher. Ordinance (2010:1064).

**Termination of employment**

**Section 16**


**Section 17**

In cases other than those referred to in Section 16 and the first paragraph of Section 6 and Section 15 of Chapter 2, the vice-chancellor shall make decisions on termination of employment. Decisions terminating the employment of a professor may not be delegated. Ordinance (2010:1064).