

Competitive promotion 2025

Joint Assessment report

Instructions

Referees, academic line managers, and members of the external evaluation committee use the assessment report to document their evaluation of the candidate for competitive promotion.

The report is divided into the four areas of assessment for promotion: Research and scholarship, teaching, knowledge and technology transfer, administration and management. For each area, assessors provide a concise assessment of the candidate's achievement as well as a score that summarises their assessment using the scoring scale below. Standard for assessment is international competitive excellence as applicable to the candidate's (inter-)disciplinary profile and targeted professorial rank.

The report concludes with the assessor's recommendation in view of a potential promotion and a global justification of the recommendation.

► Assessment reports will be anonymised and shared with the candidate.

Table 1 Scoring scale¹

Score		Band (%)	Definition
A*	Outstanding	90-100	The professor's performance is outstanding and far exceeds expectations in the area. Their contributions have a significant and widely recognized impact and often set a benchmark for others in the field.
A	Very good	80-89.9	The professor performs at a high level, exceeding expectations in most aspects in the area. Their contributions are impactful and well-recognized within the institution or field.
B	Good	65-79.9	The professor meets expectations with reliable and competent performance in the area. Their contributions are solid, with a positive impact on the department or field.
C	Satisfactory	50-64.9	The professor adequately meets the basic expectations but shows noticeable shortcomings in the area. Performance is consistent with the minimum requirements but lacks significant impact or innovation.
D	Unsatisfactory	0-49.9	The professor's performance is significantly below expectations in the area. Performance is inconsistent or insufficient, requiring development or improvement to meet basic standards.

► Candidates with unsatisfactory achievements in any area of assessment are considered not to meet the minimum level for promotion.

► In compliance with the recommendations of the **San Francisco Declaration on Research Assessment (DORA)**, the University of Luxembourg urges parties involved in academic evaluation processes to assess the candidates' published research results and scientific output based on the intrinsic quality of the content as well as impact and contribution to the scientific community. The candidates were therefore advised to avoid bibliometric references in their documents.

¹ [Competitive Promotion Policy](#) of the University of Luxembourg, 18 October 2024, Annex 3, p. 17

Name of the candidate

Click or tap here to enter text.

Targeted professorial rank

Choose an item.

Names of the Head of Department / Research Group Leader and Dean / IC Director

Click or tap here to enter text.

I. Research and scholarship

Please provide your assessment based on the general personal statement, the research & scholarship statement as well as the supporting documents in this area. In your assessment, please consider:

- Focus and coherence of the candidate's research agenda.
- Quality of research output, including the quality of methodological approaches, rigor, and transparency in execution.
- Research productivity, international visibility, recognition and impact on the relevant scientific community/ies, as evidenced by, among others, publication track record, invited conference contributions, key notes, awards, membership in editorial boards or expert committees, organisation of international conferences.
- Ability to attract competitive external funding.
- Adherence to good scientific practice and scientific integrity.
- Research leadership as evidenced by supervision and mentoring of doctoral candidates and/or postdoctoral researchers.

Assessment *(Please provide a concise explanation of your assessment.)*

Click or tap here to enter text.

Score: Select a score.

II. Teaching

Please provide your assessment based on the general personal statement, the teaching statement as well as the supporting documents in this area. In your assessment, please consider:

- Quality, structure and coherence of course designs and teaching materials for which the candidate has/shares responsibility.
- Use of evidence-based teaching methods and assessment techniques to evaluate student progress.
- Participation in or implementation of quality assurance measures in teaching, including student feedback.
- Recognition for teaching proficiency and impact on student learning as evidenced by teaching certifications, awards, fellowships or teaching grants, among others.
- Professional development in teaching or engagement in scholarship of teaching and learning.
- Educational leadership as evidenced by teaching coordination, study programme directorship, mentoring or coaching of faculty, or similarly.

Assessment *(Please provide a concise explanation of your assessment.)*

Click or tap here to enter text.

Score: Select a score.

III. Knowledge and technology transfer

Please provide your assessment based on the general personal statement, the knowledge and technology statement as well as the supporting documents in this area. In your assessment, please consider:

- Effective use of knowledge and technology transfer channels, including contract or collaborative research, research presentations to professional audiences, consultancy and provision of expertise, professional committee work, teaching for professionals, licensing or company creation, among others.
- Public engagement in the form of citizen science, science popularisation, and other forms of service to the general public.
- Establishment of formal partnerships with industry, policymakers, and other research users.
- Relevance and impact of engagement in knowledge and technology transfer.

Assessment *(Please provide a concise explanation of your assessment.)*

Click or tap here to enter text.

Score: Select a score.

IV. Administration and management

Please provide your assessment based on the general personal statement, the administration and management statement as well as the supporting documents in this area. In your assessment, please consider:

- Commitment to institutional management and development through involvement in faculty and university committees, administrative roles, and academic leadership.
- Engagement for people management and development, including evidence for team management skills, mentoring and professional development of colleagues and other staff.
- Investment in continuing professional development related to leadership, administration, and academic management.

Assessment *(Please provide a concise explanation of your assessment.)*

Click or tap here to enter text.

Score: Select a score.

V. Recommendation

Should the candidate be promoted to the next professorial rank?

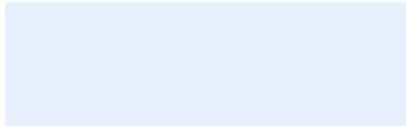
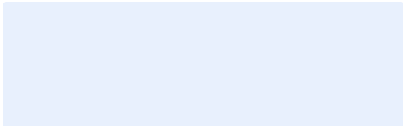
Choose an item.

Justification *(Please provide a concise justification of your recommendation.)*

Click or tap here to enter text.

Names and signatures

Click or tap to enter a date.

<p>Signature</p>  <p>Click or tap here to enter text.</p>	<p>Signature</p>  <p>Click or tap here to enter text.</p>
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