



## Tutkimusneuvoston kokous 10/2023

Aika 18.10.2023 klo 12.00–14.00  
Paikka Teams

Tutkimusneuvoston jäsenet:  
tutkimusrehtori Taina Pihlajaniemi, puheenjohtaja  
professori Heli Jantunen  
professori Juhani Juntila  
professori Sanna Järvelä  
professori Juha Pekka Lunkka  
professori Aki Manninen  
associate professor Roger Norum  
professori Mikko Sillanpää  
professori Juha Tuunainen  
väitöskirjatutkija Sari Pramila-Savukoski

Muut:

hallinnollinen koordinaattori Mari Katvala, sihteeri

*Huom! Kokousmateriaalit löytyvät [tutkimusneuvoston Teams-työtilan](#) kokouskansista. (Tämä pois pöytäkirjasta)*

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## **1§ Avaus: Kokouksen laillisuus ja päätösvaltaisuus**

(esittelijä Mari Katvala)

Kutsu kokoukseen ja esityslista liitteineen on lähetetty 13.10.2023. Hallintoelin on päätösvaltainen, kun puheenjohtaja mukaan luettuna vähintään puolet jäsenistä on läsnä.

Päätösesitys: Tutkimusneuvosto toteaa kokouksen laillisesti kokoon kutsutuksi ja päätösvaltaiseksi.

Päätös: Tutkimusneuvosto totesi kokouksen laillisesti kokoon kutsutuksi ja päätösvaltaiseksi.



## **2§ Kokouksen esityslistan hyväksyminen**

(esittelijä Mari Katvala)

Päätösesitys: Esityslista hyväksytään.

Päätös: Esityslista hyväksyttiin.

## **3§ Tehtävien täyttöjen hyväksyminen – nimitysesitykset**

(esittelijä Mari Katvala)

*3§ Esitykseen liittyvät dokumentit ovat nähtävissä Tutkimusneuvoston Teams -työtilassa. Ks. myös yliopiston ohjeet Patio-intranetissä: Palvelut ja ohjeet/Henkilöstö/Rekrytointi: Palvelukortit ”Rekrytointiohje” ja ”Professorin rekrytointi”.*

### **3.1 Nimitysesitys: Assistant/Associate Professor of Urban Design and Planning (Yhdyskuntasuunnittelun nuorempi apulaisprofessori / Yhdyskuntasuunnittelun apulaisprofessori), TTK**

Assistant/Associate Professor of Urban Design and Planning (Yhdyskuntasuunnittelun nuorempi apulaisprofessori / Yhdyskuntasuunnittelun apulaisprofessori), Oulu School of Architecture at the Faculty of Technology

The Oulu School of Architecture is a regionally, nationally and internationally networked unit, which educates architects and Doctors of Technology for demanding private and public positions as well as carries out creative

research in co-operation with other disciplines and society in general. The Oulu School of Architecture is responsible for administering a 5-year architecture degree program, which consists of bachelor's and master's degrees. Furthermore, the School hosts a 2-year long international Architectural Design master's degree program and contributes to a joint 2-year long European master's degree program Redesigning the Post-Industrial City (Re-PIC). The unit is also responsible for the 4-year-long doctoral degree program in architecture.

The Oulu School of Architecture aims to promote innovation within sustainable urban development and architecture in general. Education and research focus specifically on the changing northern built environment. In urban design and planning research, land use planning is examined in a digitalizing operational context from the perspectives of climate change mitigation, innovation and inclusive growth strategies, health promotion and societal engagement.

Oulun yliopiston Arkkitehtuurin yksikön määräaikainen tehtävä on ollut haettavana 25.4.2023 julkaistulla ilmoituksella ulkoisesti.

Määräaikaan 29.5.2023 mennessä tehtävää haki 14 henkilöä (hakemuksia oli 15 kpl, mutta yksi hakija jätti hakemuksensa 2 kertaa).

Hakuajan päätyttyä valmisteluryhmä tutustui kokouksissaan 5.6.2023 ja 13.6.2023 hakemusasiakirjoihin, joiden perusteella parhaiten tehtävän valintakriteerit täyttävistä hakijoista päätettiin teettää ulkopuolinen asiantuntija-arviointi. Kirjasto teki arviointiin valituille hakijoille julkaisuanalyysin avuksi asiantuntija-arviointiin.

Asiantuntija-arviointiin valittiin:

- D.Sc.(Tech.), University Teacher Aale Luusua, Oulun yliopisto
- D.Sc.(Tech.), Postdoctoral Researcher Sari Hirvonen-Kantola, Oulun yliopisto
- D.Sc.(Tech.), POP Anssi Joutsiniemi, Aalto University, Espoo
- Tohtori, Arkkitehti Hannu Tikka, APRT oy, Helsinki
- D.Sc. (Tech.), WP leader, Senior researcher Emilia Rönkkö, Oulun yliopisto

Ulkopuolisella asiantuntija-arvioinnilla haettiin alakohtaista asiantuntijatietoa hakijoiden akateemisista ansioista suhteessa haettavaan tehtävään. Valmisteluryhmä kutsui seuraavat ulkopuoliset asiantuntijat arvioimaan hakijoita:

Professori Juho Rajaniemi, Tampereen yliopisto

Senior Professor Kristina Nilsson, Luleå University of Technology

Professor Peter Hemmersam, The Oslo School of Architecture and Design

Esteettömyyden varmistamiseksi yhteiset julkaisut ja affiliaatiot tarkistettiin kirjaston bibliometriikkatiimin tuottaman raportin avulla. Lisäksi asiantuntijoita pyydettiin ilmoittamaan esteellisyydestään hakijatietojen toimittamisen yhteydessä. Läpinäkyvyyden takaamiseksi ja esteellisyysriskien tunnistamiseksi myös arvioitavilta kysyttiin mahdollisista esteellisyyksistä etukäteen.

Arvioinnit suoritettiin 3.8.– 13.9.2023.

Hakijat Luusua, Hirvonen-Kantola, Joutsiniemi ja Rönkkö pääsivät arvioinneissa sekä yleisarvosanan että tieteellistä toimintaa mittaavan arvosanan osalta tasolle 5–6/6 (excellent – outstanding; erinomainen – poikkeuksellisen hyvä), mikä on valintaedellytyksenä Tenure track -tehtävään. Hakijoista Luusua sai korkeimmat arviot tieteellistä toimintaa arvioivassa kategoriassa pisteillä 5,33/6, kun taas Joutsiniemi arviointiin vahvimaksi opetukseen (5,33/6), opinnäytetöiden ohjaukseen (5,67/6), kansainväliseen toimintaan (5,33/6), palvelut akateemiselle yhteisölle (5,33/6) sekä toiminnan akateeminen ja sosiaalinen merkitys ja potentiaali (5,67/6) liittyvissä kategoriassa. Lisäksi Joutsiniemi jakoivat parhaat pisteet Hirvonen-Kantolan kanssa kilpaillun rahoituksen hankinnan kategoriassa (4,67/6).

Yksittäisten hakijoiden arvioinnin lisäksi ulkopuolisia asiantuntijoita pyydettiin asettamaan hakijat järjestykseen. Tämän perusteella Joutsiniemi arvioitiin parhaaksi hakijaksi, mikä on myös yhdenmukainen ulkopuolisten asiantuntijoiden tekemän hakija-arvioinnin kanssa.

Asiantuntijoiden antamien lausuntojen perusteella valmisteluryhmä päätti 15.9.2023 kutsua julkiseen näyteluontoon, haastatteluun ja opetusnäytteeneseen kaikki arviointikriteerit täyttäneet hakijat, jotka olivat Aale Luusua, Sari Hirvonen-Kantola, Anssi Joutsiniemi ja Emilia Rönkkö.

Teknillisen tiedekunnan erillinen opetusnäytteiden arviointityöryhmä arvioi annetut 20 min englanninkieliset opetusnäyteluennot seuraavasti: Luusua 5/5, Hirvonen-Kantola 4/5, Joutsiniemi 3/5 ja Rönkkö 4/5.

Julkinen 20 min näyteluento ja 45 min haastattelut suoritettiin Linnanmaan kampuksella 2.10.2023. Haastatteluissa kartoitettiin tarkemmin hakijoiden osaamista suhteessa täytettävään tehtävään, työskentelytapaa sekä arvioitiin tehtävään hakeutumisen tavoitteita ja hakijoiden näkemyksiä tulevan tehtävän haasteista.

Julkisessa näyteluennossa ja haastatteluissa ei tullut esiin asioita, jotka poikkeavat ulkopuolisten asiantuntijoiden arvioinnista. Näin ollen hakemusasiakirjojen, asiantuntija-arvioinnin, opetusnäytteen, julkisen näyteluennon ja haastattelujen perusteella Associate Professor (tenure track) in Urban Planning and Design (Yhdyskuntasuunnittelu) tehtävään valmisteluryhmä esittää valittavaksi tekniikan tohtori Anssi Joutsiniemi.

Anssi Joutsiniemellä on pitkä ja monipuolinen kokemus yhdyskuntasuunnittelun opetuksesta ja näkemys sen kehittämisestä. Hänellä on myös erittäin laaja kansainvälinen yhteistyöverkosto ja vankka kokemus johtamistehtävistä. Hänellä on usean vuoden kokemus käytännön kaavoitustehtävistä ja erilaisissa asiantuntijatehtävissä toimimisesta. Hänen

kehittämisasenteensa, koulutuksensa, osaamisensa ja kokemuksensa vastaavat parhaiten tehtävälle asetettuja vaatimuksia ja hänellä on hakijoista parhaat edellytykset toimia menestyksekkäästi yhdyskuntasuunnittelun apulaisprofessorin tehtävässä.

Tiedekunnan dekaanin esitys:

Valmisteluryhmän esityksen mukaisesti esitän, että tehtävään valitaan TkT, Dos. Anssi Joutsiniemi. Tehtävän ala on Urban Planning and Design ja se täytetään viiden vuoden määräajaksi.

Asiantuntijoiden lausuntojen, hakemusasiakirjojen sekä asettamani valmisteluryhmän esityksen perusteella katson, että Joutsiniemi täyttää Tenure Track -tehtävän kriteerit Associate Professor -tasolla: an applicable doctoral degree, evidence of scientific research work and teaching skills required in the position, the ability to lead a research group and acquire supplementary research funding, sufficient and relevant experience in international scientific work and evidence of international cooperation.

Joutsiniemi on väitellyt vuonna 2010 ja toimii tällä hetkellä työelämäprofessorina Aalto yliopistossa. Asiantuntijat Rajaniemi ja Nilsson asettivat Joutsiniemen ensimmäiselle sijalle, ja asiantuntija Hemmersam sijalle kaksi. Scientific activities -kategoriassa asiantuntijat antoivat Joutsinimelle arvosanat 5, 4 ja 5 (keskiarvo 4.67). Kokonaisarvosanoiksi asiantuntijat antoivat 6, 5 ja 5 (keskiarvo 5.33).

Opetusnäytteen arvioinnin teki Teknillisen tiedekunnan erillinen opetusnäytteiden arviointityöryhmä. Työryhmä arvioi Joutsiniemen englanninkielisen opetusnäyteluennon arvosanalla 3/5. Julkisessa näyteluennossa ja haastatteluissa ei tullut esiin asioita, jotka poikkeavat ulkopuolisten asiantuntijoiden arvioinnista. Hakemusasiakirjojen, asiantuntija-arvioinnin, opetusnäytteen, julkisen näyteluennon ja haastattelujen perusteella Associate Professor (tenure track) in Urban Planning and Design tehtävään esitetään valittavaksi TkT, Dos. Anssi Joutsiniemi.

Edellä esitetyillä perusteilla katson, että Joutsiniemi kiistatta täyttää yliopiston rekrytointiohjeen (10.2.2021) mukaiset Tenure Track -tehtävän kriteerit Associate Professor -tasolla.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen TkT, Dos. Anssi Joutsiniemen nimityksestä tehtävään Associate Professor (tenure track) in Urban Planning and Design.

Juha Tuunainen ei osallistunut keskusteluun eikä päätöksentekoon kohdassa 3.1.

### 3.2 Nimitysesitys: Tenure Track Assistant or Associate Professor or Full Professor in Spatial Resilience Research Methods (Profi7 FRONT)

The following position has been open externally in the Frontiers of Arctic and Global Resilience (FRONT) Profi7 research programme during 10.02.2023–10.04.2023 Tenure Track Assistant or Associate Professor or Full Professor in Spatial Resilience Research Methods.

According to the job advertisement, the selection criteria for the position are:



For this Spatial Resilience Research Methods position, we are looking for an internationally oriented scholar conversant in research methods and indicators used for (or applicable to) inter- or transdisciplinary resilience studies at different spatio-temporal scales in social sciences and humanities. Specific resilience focused research areas can be related to a range of topics, such as sustainable development (and SDGs); environmental and climate change mitigation and adaptation; political ecology; natural resource management; community aspects; mobilities and evolutionary economic geography, with an active emphasis on developing research methods, measurements and data uses in resilience studies. Geoinformatics and/or public-participation GIS methods are specifically valued. Furthermore, knowledge or experience in citizen science, engaged research or big data utilization applied to resilience research are considered valuable. The successful candidate is expected to develop resilience research methodologies, geospatial methods and analyses by designing and advancing a vigorous research program, publish scholarly work at high international level, network and write proposals for external funding, teach graduate and undergraduate geospatiality courses, advise graduate and undergraduate students and engage with academic and societal service.

The total number of applications received was 18.

The following candidates were chosen for academic evaluation conducted by external experts:

PhD Ayansina Ayanlade, University of Vienna, assistant professor level

PhD Carlos Gonzales Inca, University of Turku, assistant professor level

PhD Petteri Muukkonen, University of Helsinki, associate professor level

PhD Aleksi Räsänen, Natural Resources Institute Finland (Luke), associate professor level

The academic evaluations conducted by external experts sought to find field-specific insight on the academic merits of the applicants, in relation to the open position. The list of potential external evaluator was co-developed

by the committee, and based on ordered list the chair invited the following experts to conduct the evaluations:

Professor Amanda Lynch, Brown University, USA

Professor Jennifer Fitchett, University of the Witwatersrand, Republic of South Africa

Professor Dieter Müller, Umeå University, Sweden

These external evaluators share inter- and transdisciplinary research expertise and demonstrated knowledge on resilience research and use of spatial research methods. In order to check possible disqualifications, shared publications and affiliations were checked utilizing a report produced by the bibliometrics team of the university library. Moreover, the experts were asked to notify the recruitment committee of any disqualifications in connection with receiving the candidate details. To guarantee transparency and to recognize the risk of disqualification, the candidates were also notified of the evaluators beforehand.

The expert evaluations were conducted between 15th of June 2023 and 15th of August 2023.

Candidate Dr. Aleksi Räsänen reached a required minimum rating of 5 both in the category scientific activities, average 5,67 (scores 6/5/6) and overall rating, average 5,67 (scores 6/5/6), meeting the selection criteria for a tenure track position. Other candidates did not meet the numeric selection criteria (minimum 5): Ayansina Ayanlade's overall rating average was 4, (scores 5/3/4) and scientific activities average 4 (scores 5/3/4). Carlos Gonzales Inca's overall rating average was 4,17 (scores 3/4,5/5) and scientific activities average 4 (scores 3/4/5). Petteri Muukkonen's overall rating average was 4,33 (scores 4/3/6) and scientific activities average 3,67 (scores 4/2/5).

The recruitment committee has used the expert evaluation reports as an additional tool for further evaluation and selecting applicants for the interview. After reviewing and discussing the expert evaluations in their meeting on 24th of August 2023, the recruitment committee decided to invite Dr. Aleksi Räsänen to be interviewed and to give a teaching demonstration. Based on the evaluation scores (especially overall rating and scientific activity), the recruitment committee agreed that as the three other shortlisted candidates Ayanlade, Inca, and Muukkonen did not meet the selection criteria (in numerical grades) they were not invited to be interviewed.

The interview and teaching demonstration were conducted on 21st of September 2023 with Dr. Aleksi Räsänen. The teaching demonstration theme was given by the committee: Spatial Resilience Research Methods. The recruitment committees' overall assessment for the teaching demonstration was 4/5.

After the teaching demonstration the recruitment committee continued with a structured interview. The interview focused on gaining further understanding on the competence of the candidate in relation to the open

position, applying for funding, teaching and supervising competence, his working style and motivation to apply for the position. The interviewee was also asked to share his views on the challenges he expects to meet in position and how to overcome those.

Dr. Aleksi Räsänen has been employed by the Natural Resources Institute Finland (LUKE) since 2021 as a senior scientist. He holds a Doctor of Philosophy degree from the University of Jyväskylä in the field of environmental science and technology and Title of Docent from the University of Helsinki and from the University of Eastern Finland. Dr. Räsänen has a Principal Investigator (PI) role in two consortium projects and co-PI role in two other projects. He has experience of supervising multiple PhD and MSc students and trainees. He has been employed by the University of Helsinki as postdoctoral researcher (50%) 2015-2021 and as a university lecturer in 2019. He has international experience of a postdoctoral researcher (50%) position in the Norwegian University of Science and Technology in Trondheim during 2016-2018.

Aleksi Räsänen was considered to have excellent position-specific requirements and a suitable research profile for the position. Especially his current demonstrated expertise and future capacity to advance spatial resilience research methods was considered outstanding. Therefore, he has a great potential to develop and sustain resilience research, continue and establish new research collaboration across disciplinary boundaries in Finland and internationally, teach and supervise students and contribute to the objectives of the FRONT research programme.

#### Justifications for selection

Based on the application documents, external evaluation, interview and teaching demonstration, the recruitment committee proposes Dr. Aleksi Räsänen (Senior scientist, Natural Resources Institute Finland) to the tenure track position Tenure Track Assistant or Associate Professor or Full Professor in Spatial Resilience Research Methods at associate professor level.

The candidate's research profile was seen to be suitable for the position, and he has demonstrated experience to lead a research group and great capacity to renew the research field in a multi/inter/transdisciplinary way. He has strong and versatile competence in spatial research methods in resilience studies in international context. His experience in inter/transdisciplinary research combining social and natural sciences is especially convincing and he has very good / excellent teaching and supervising competences. Based on his experience and background Aleksi Räsänen has the best qualifications for the position.

Profi7 ohjausryhmä puoltaa esitystä.

Päätösesitys: Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.



Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen mukaisesti Dr. Aleksi Räsänen nimityksen tehtävään Tenure Track Assistant or Associate Professor or Full Professor in Spatial Resilience Research Methods associate professor -tasolle.

### **3.3 Nimitysesitys: Tenure Track assistant or associate professor or full professor in Material Science of Steels (Profi7 H2FUTURE)**



The following position has been open externally in during 10.02-10.04 2023: TENURE TRACK ASSISTANT OR ASSOCIATE PROFESSOR OR FULL PROFESSOR IN MATERIAL SCIENCE OF STEELS.

According to the job advertisement, the selection criteria for the position are:

Our tenure track (Assistant and Associate Professor) is positioned for exceptionally talented researchers with a high potential to advance in their careers. The Professor position is targeted for experienced and highly qualified candidates who have already advanced in their careers. The top candidates will undergo an evaluation by external, international experts and are required to reach top scores (5-6 on a scale from 1 to 6 for scientific activity and as the overall score) in order to qualify for the position.

You are expected to hold a doctoral degree in materials engineering, physics, or related field. Because this is a transdisciplinary position, depending on the position level, we value vision (assistant) or demonstrated experience (associate/full professor) in transdisciplinary approaches in research. Excellent written and interpersonal communication skills are necessary. The working language of the H2FUTURE programme is English.

The number of total applications received was 20.

The following candidates best fulfilled the selection criteria and were chosen for academic evaluation conducted by external experts:

Dr. Vahid Javaheri (applied for Associate professor), University of Oulu

Dr. Lawrence Cho (applied for Assistant professor), Colorado School of Mines, USA

Dr. Song Lu (applied for Assistant professor), Royal Institute of Technology, KTH, Sweden

Dr. Masoud Moshtaghi (applied for Assistant professor), University of Leoben, Austria

Three external evaluators have been selected and approved:

Prof. Claire Davis, University of Warwick, UK

Prof. Kim Verbeken, Ghent University, Belgium

Prof. Raymundo Arroyave, Texas A&M University, USA

Conflict of Interests analysis has been performed and no conflict of interests between applicants and external evaluators has been found.

The evaluations were conducted between 1 of July 2023 and 31 of July 2023.

After careful examination of all documents provided by candidates along with bibliometric analysis and evaluation reports, the Recruitment Committee has selected all candidates for the interview.

Before the interviews Dr. Song Lu declared via email that he withdraws his candidacy from consideration of the application.

Dr. Vahid Javaheri (applied for Associate professor). The candidate holds an impressive track record and contributions in the field of research. With 41 peer-reviewed papers, 10 conference articles, and 685 citations to his name, Dr. Javaheri has demonstrated a significant impact in the area of expertise. His supervision of theses and ability to facilitate collaborations across international boundaries highlight his research leadership. Dr. Javaheri has successfully secured funding for multiple externally funded projects, including multimillion-euro initiatives. His research plan, which focuses on the interaction of hydrogen with advanced high-strength steels, aligns well with the themes of the H2FUTURE programme.

Dr. Lawrence Cho (applied for Assistant professor) Dr. Cho's impressive academic achievements, including 38 peer-reviewed publications, and 1684 citations, underscore his substantial impact in the field of materials science, with a strong focus on the development and evaluation of steels for hydrogen services. His enthusiasm for mentorship and supervision of students, along with ability to secure research funding, highlighted his research leadership. His research plan, which centers on advanced steel processing for hydrogen storage and transport, aligns well with the H2FUTURE initiatives, particularly in addressing decarbonization and supercritical CO2 transport. While the plan could benefit from a more detailed strategic approach to enhance collaborations and demonstrate added value to the University of Oulu, his overall academic strength aligns with the programme goals.

Dr. Masoud Moshtaghi (applied for Assistant professor). Candidate has outstanding academic profile and substantial expertise in Materials Science, particularly in hydrogen embrittlement. With an impressive track record of 31 peer-reviewed papers and a leadership role in supervising one postdoc, six PhD students, and four Master students, Dr. Moshtaghi's research leadership stood out. His extensive international collaborations and a successful track record in securing funding for 14 research projects further highlights

his capabilities. Notably, his research plan aligns with the H2FUTURE vision, making him a highly compelling candidate. His international and industrial experience in hydrogen embrittlement, as well as his proficiency in setting up hydrogen testing capability, stressed his suitability for the position. While some detailed information was lacking in certain areas, Dr. Moshtaghi's academic strength aligns with the programme goals.

#### Justifications for selection



The recruitment committee was unanimous in its selection of the candidate for the position. The external evaluation reports of the candidates demonstrated that they are excellent and equal candidates. As such Moshtaghi was evaluated in overall ranking 4.7/4/5, Javaheri 3.9/5/5 and Cho 3.9/5/5. However, during the interview process decision making process was facilitated. Dr. Lawrence Cho demonstrated excellent teaching and research demonstration as well as showed very good all-round skills, that are required of an academic, in the subsequent interview. His research background is closely aligned with the H2FUTURE project and would bring additional value to the University of Oulu due to his wide research background and collaboration network in the USA. His research plan fits well with the job description and the unit's short-term and long-term goals. Also Dr. Cho is scientifically the most outstanding candidate being ranked 5/5/5 in scientific activities.

Dr. Javaheri's research plan also aligns well with H2FUTURE programme, however teaching demonstration was for advanced level students (e.g., PhD students) and is not appropriate for master students. The following interview raised concerns in the recruitment committee regarding his readiness and maturity for the Associate professor position.

Dr. Moshtaghi teaching demonstration was far beyond the time limits. The teaching demonstration was too advanced for master students and the amount of materials presented was huge, where it was challenging to follow even by the professors. Dr Moshtaghi is very successful in funding acquisition from different funding agencies. However, his wide background is in aluminum alloys and materials but not focused mainly on steels.

Therefore, based on evaluation report and interview, the recruitment committee decided to rank the candidates as follows:

1. Dr. Lawrence Cho
2. Dr. Vahid Javaheri
3. Dr. Masoud Moshtaghi

Based on the application documents, bibliometric analyses, external evaluation and interviews Dr. Lawrence Cho (applied for Assistant professor) is proposed for the position.

Dr. Vahid Javaheri (applied for Associate professor) is proposed as a 2nd place for an Assistant Professor. Although Dr. Vahid Javaheri applied for an Associate Professor position, the recruitment committee does not find his academic merits and achievements to be at the level of Associate Professor.

Dr. Masoud Moshtaghi (applied for Assistant professor) is proposed as 3rd in case of refusal by the other two candidates.

Profi7 ohjausryhmä puoltaa esitystä.



Päätösesitys: Tutkimusneuvosto keskustelelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi Dr. Lawrence Chon nimityksen tehtävään Tenure Track assistant or associate professor or full professor in Material Science of Steels Assistant professor -tasolle esityksen mukaisesti. Dr. Vahid Javaheri (Assistant professor -tasolle) ja Dr. Masoud Moshtaghi (Assistant professor -tasolle) hyväksyttiin varalle esityksen mukaisesti.

### **3.4 Nimitysesitys: Tenure track assistant or associate professor or full professor in Theoretical Material Physics (Profi7 H2FUTURE)**

The following position has been open externally in during 10.02-10.04 2023: THE TENURE TRACK ASSISTANT OR ASSOCIATE PROFESSOR OR FULL PROFESSOR IN THEORETICAL MATERIAL PHYSICS.

According to the job advertisement, the selection criteria for the position are:

Our tenure track (Assistant and Associate Professor) is positioned for exceptionally talented researchers with a high potential to advance in their careers. The Professor position is targeted for experienced and highly qualified candidates who have already advanced in their careers. The top candidates will undergo an evaluation by external, international experts and are required to reach top scores (5-6 on a scale from 1 to 6 for scientific activity and as the overall score) in order to qualify for the position.

You are expected to hold a doctoral degree in physics, chemistry, materials engineering, or another related field. Because this is a transdisciplinary position, depending on the position level, we value vision (assistant) or demonstrated experience (associate/full professor) in transdisciplinary approaches in research. Excellent written and interpersonal communication

skills are necessary. The working language of the H2FUTURE programme is English.

The number of total applications received was 15.

Based on these documents the following candidates best fulfilled the selection criteria and were chosen for academic evaluation conducted by external experts:

Dr. Komsa Hannu-Pekka (applied for Associate professor), University of Oulu

Dr. Melander Marko (applied for Associate professor), University of Jyväskylä

Dr. Silveri Matti (applied for Associate professor), University of Oulu

Dr. Krejčí Ondřej (applied for Assistant professor), Aalto University

Three external evaluators were selected and approved.

Beate Paulus, Female, Freie Universität Berlin

Alexandre Tkatchenko, Male, Université du Luxembourg

Philippe Lambin, Male, Université de Namur, Belgium

Conflict of Interests analysis has been performed and no conflict of interests between applicants and external evaluators has been found.

The evaluations were conducted between 1st of July 2023 and 31st of July 2023.

After careful examination of all documents provided by candidates along with bibliometric analysis and evaluation reports, the Recruitment Committee has selected two candidates for the interview:

Dr. Melander Marko (applied for Associate professor). The candidate's application is highly impressive, with a motivation letter standing out for its excellence and well-argued content, demonstrating a proactive approach through the identification of potential collaborations at Oulu. Moreover, the candidate has exceptional expertise in electrochemistry, particularly in modeling electrochemical processes at the interface, which aligns perfectly with the requirements of the call. His outstanding publication record and contributions to method development, as evident in his involvement with an open-source program, underscore his high level of expertise. Additionally, the candidate's strong international collaborations and a clearly defined research plan further enhance his qualifications. The candidate's extensive knowledge in chemistry and ongoing research in photoelectrochemistry make them an ideal fit for the H2FUTURE position.

Dr. Silveri Matti (applied for Associate professor). The candidate's application is notable for several reasons. The motivation letter is excellently



structured and aligns seamlessly with call text. While there may be some debate about the utility of quantum computing in materials science, the candidate's research plan is both compelling and timely. Despite potential risks, the application deserves positive consideration for the H2FUTURE project. The candidate leads a competitive group in the field of quantum computing, showcasing his expertise in this rapidly developing area. Additionally, the candidate's exceptional scientific achievements, track record in acquiring research grants, experience in teaching advanced quantum physics courses, and active involvement in scientific societies highlight his overall excellence. However, there are doubts about his alignment with the specific requirements of the H2FUTURE position, particularly regarding the practical application of quantum computing to the project's research questions and potential challenges in collaborating with experimentalists.

#### Justifications for selection

The recruitment committee was not unanimous in selecting the candidate for the position. Although all three reviewers deemed Silveri to be the scientifically stronger candidate, two of the reviewers recommended Melander for the position. Silveri has been ranked in "overall ranking" 1/2/4 and Melander 1/2/1. However, the evaluator who ranked Silveri 4th also considered him to be scientifically the most outstanding candidate. Similarly, the selection committee agrees that Silveri is the more mature candidate for an associate professor position; but the research profile of Melander aligns better with the scope of the H2FUTURE project. The committee found that the job description for the "tenure track assistant or associate professor or full professor in theoretical material physics" position lacked clarity, as it did not explicitly outline the objectives and expectations of the position, or the required skills and qualifications. However, since quantum computing was mentioned in the call text, Matti Silveri must also be deemed as suitable candidate for the advertised position and might bring substantial added value beyond the H2FUTURE project, even though, Marko Melander's research plan aligns better with the H2FUTURE strategy and commitment to the hydrogen future.

Taking these factors into account, the recruitment committee conducted a vote, resulting in 3 votes in favor of Dr. Matti Silveri and 2 votes in favor of Dr. Marko Melander.

Therefore, the recruitment committee decided to rank of the candidates as follows:

1. Dr. Matti Silveri
2. Dr. Marko Melander

Based on the application documents, bibliometric analyses, external evaluation and interviews Dr. Matti Silveri is proposed for the position. Dr. Marko Melander is proposed as a 2nd place in case of a refusal.

Profi7 ohjausryhmä puoltaa esitystä. Luonnontieteellisen tiedekunnan dekaani esittää, että teoreettisen materiaalfysiikan tenure track -tehtävä täytetään apulaisprofessorina ja siihen nimitetään akatemiututkija Matti Silveri.

Päätösesitys: Tutkimusneuvosto keskustelelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi esityksen mukaisesti Dr. Matti Silverin nimityksen tehtävään Tenure track assistant or associate professor or full professor in Theoretical Material Physics Associate professor -tasolle. Dr. Marko Melander hyväksyttiin varalle esityksen mukaisesti.

Heli Jantunen ei osallistunut keskusteluun eikä päätöksentekoon kohdassa 3.4.



#### **4§ Professorinimitysten asiantuntijoiden hyväksyminen** (esittelijä Mari Katvala)

*4§ Esitykseen liittyvät dokumentit ovat nähtävissä tutkimusneuvoston Teams -työtilassa.*

*Ks. myös yliopiston ohjeet Patio-intranetissä: Palvelut ja ohjeet/Henkilöstö/Rekrytointi: Palvelukortit ”Rekrytointiohje” ja ”Professorin rekrytointi”.*

#### **4.1 Esitys asiantuntijoiden nimeämisestä: Tenure Track Advancement from Associate to Professor Level in inorganic materials in circular economy, TTK (Päivö Kinnunen)**

##### **Field and Location**

The Faculty of Technology of the University of Oulu has the Associate Professorship (Tenure Track) related to materials engineering in circular economy. This research position concentrates on the development of technologies to utilize these industrial residues as novel binders for construction applications. The position is located in the Fibre and Particle Engineering Research Unit in the Faculty of Engineering.

Dr. Päivö Kinnunen is currently holding the position of Associate Professor (tenure track) described above. His research has focused on alternative cementitious materials and specifically magnesium-based binders. Dr. Kinnunen has advanced in his career and achieved the expectations set for the associate professor. The unit has requested that an evaluation process is started for the promotion of the position according to the University of Oulu tenure track guidelines. Therefore, Dr. Kinnunen is to be evaluated for a permanent professorship position in the field of “inorganic materials in circular economy”.

Teknillisessä tiedekunnassa olevaan kiertotalouden epäorgaanisten materiaalien (Inorganic materials in circular economy) alan professorin tehtävään (urapolulla eteneminen) liittyen esitän seuraavia asiantuntijoita toteuttamaan tehtävän täyttöön kuuluvan kandidaatin akateemisen arvioinnin.

1. arvioija: Professor Susan Bernal, University of Leeds
2. arvioija: Professor Dietmar Stephan, Technische Universität Berlin
3. arvioija: Professor Nele De Belie, Ghent University

Varalle esitetään:



4. arvioija: Professor Waltraud Kriven, University of Illinois
5. arvioija: Professor Cristina Leonelli, Università degli Studi di Modena e Reggio Emilia
6. arvioija: Professor Lisbeth M. Ottosen, Technical University of Denmark

Esteellisyyksien tarkistamiseksi yhteiset julkaisut tarkistettiin kirjaston bibliometriikkatiimin tuottaman raportin avulla. Lisäksi asiantuntijoita pyydetään ilmoittamaan esteellisyydestään heti sen jälkeen, kun heidän suostumustaan tehtävään on kysytty. Läpinäkyvyyden takaamiseksi ja esteellisyysriskien tunnistamiseksi myös arvioitava saa arvioijat tietoonsa jo etukäteen.

Päätösesitys: Tutkimusneuvosto keskustelelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta ja hyväksyi asiantuntijat esityksen mukaisesti.

## **5§ Valtakunnallisen tohtorikoulutuspilotin tilanne** (esittelijä Taina Pihlajaniemi)

Päätösesitys: Tutkimusneuvosto keskustelelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvosto keskusteli asiasta. Keskustelussa mietittiin esimerkiksi 3-vuotista aikataulua tohtoriopintojen suorittamisen kannalta, ohjausresurssin riittävyyttä sekä hakijoiden löytymistä ja heidän työllistymistään TKI-sektorille.



Pilottia ohjaa Opetus- ja kulttuuriministeriö ja yhteisestä kansallisesta suunnittelusta vastaa Unifi. Tämän hetken tiedon mukaan pilottiin hakeminen on auki 1.11.–30.11. ja Suomen Akatemia koordinoi haun ja arvioinnin. Päätökset tekee OKM arviointi huomioiden. Pilotissa 1000 tohtoripaikkaa jaetaan siten, että lippulaivateemoihin kohdennetaan 80 % paikoista ja vapaavalintaisiin konsortioihin 20 %. Tiedekuntia ja fokusinstituutteja on pyydetty 20.10. mennessä ilmoittamaan Taina Pihlajaniemelle tai Annu Perttuselle linkittymiset olemassa oleviin lippulaivoihin tai vapaavalintaisiin teemoihin. Lisäohjeistusta hakuun on ministeriöltä ja/tai Unifilta tulossa.



## **6§ Yliopiston strategiatyö – tutkimuksen kehitysohjelma** (esittelijä Taina Pihlajaniemi)

**Päätösesitys:** Tutkimusneuvosto keskustelee asiasta ja tekee tarvittavat päätökset.

**Päätös:** Tutkimusneuvosto keskusteli tutkimuksen kehitysohjelmasta. Fokusinstituutit sekä monitieteisyys ja sitä tukevat rakenteet nähtiin Oulun yliopiston vahvuuksina.

Nykyistä tutkimuksen kehitysohjelmaa on täydennetty huippuyksiköiden, valtakunnallisen tohtorikoulutuspilotin ja strategiapäivitykseen liittyvien läpäisevien teemojen osalta.

## **7§ Vuosikello** (esittelijä Mari Katvala)

Tutkimusneuvosto keskustelee tulevista tehtävistään ja päivittää tarvittaessa vuosikelloa. Vuosikello on nähtävissä tutkimusneuvoston työtilassa.

**Päätösesitys:** Tutkimusneuvosto päivittää vuosikelloa.

**Päätös:** Tutkimusneuvosto päivitti vuosikelloa.

## **8§ Muut asiat** (esittelijä Mari Katvala)

### 8.1. Tutkimusneuvoston seuraava kokous

Tutkimusneuvoston seuraava kokous on sovittu mukaisesti 21.11.2023 klo 13–15. Sovitaan, pidetäänkö kokous Teamsissa vai lähitapaamisena.

Päätösesitys: Tutkimusneuvosto keskustelelee asiasta ja tekee tarvittavat päätökset.

Päätös: Tutkimusneuvoston seuraava kokous pidetään 21.11.2023 klo 13–15 Teams-kokouksena. Joulukuun kokous pidetään 18.12. klo 10–12 lähitapaamisena tilassa HR144.



### 8.2. Muut asiat

## 9§ Kokouksen päättäminen

Taina Pihlajaniemi  
puheenjohtaja

Mari Katvala  
sihteeri

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**Oulun yliopisto**  
**Mari Katvala**

Organisaation varmentama (UniOulu käyttäjätunnus)  
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