

CHARTER - THEORETICAL PHYSICS AT KTH

The fundamental principles we work by are academic freedom and open and transparent governance, in a collaborative and supportive environment. This is reflected in the obligations and rights of all members of the department, as detailed below. Tenured faculty members are associate and full professors.

1. Academic freedom---All faculty members are independent researchers free to pursue their own research. Postdocs are encouraged to spend a significant part of their time conducting independent research. A graduate student that conceives and completes a project with no major help from their supervisor is free to publish the work as sole author. When hiring people on specific projects, some part of people's time should, if possible, be free to pursue new research.
2. Duties---Each tenured member of the faculty is expected to serve responsibly in at least one departmental committee, teach with purpose, publish research papers and apply for external funding. Faculty funding and pay raise are awarded as consequences of these activities. The department seeks representation as strategic positions in the KTH organization.
3. Faculty funding---The faculty funding for an associate professor will be about half the faculty money of a professor, and the department will try to ensure that the workload does not effectively prevent any member of the permanent faculty from pursuing research. The primary aim of the faculty funding is to pay the salary of the faculty.
4. Teaching---All tenured members are expected to do their substantial share of teaching. Income that the department receives from teaching will be used solely to award actual teaching, or development of new courses. In general teaching will be awarded in proportion to the time spent teaching or developing courses, but special consideration will be given to personal initiative in the field of course development and teaching that increases the number of students and benefits the department. This is a department priority. The remuneration for teaching will be paid directly to the person performing the teaching, and the primary aim is to cover the salary of the faculty. Rotation of courses is strongly encouraged.
5. External grants---The department encourages and supports the applications of faculty members for external grants. Special consideration and support (not necessarily co-funding) will be given to large initiatives.
6. Hires---The goal of every opening is to hire the most qualified person. The hiring process should be done openly and according to commonly accepted international standards with advertisements in major channels. The committee members should not be chosen from a narrow subfield. We are, by necessity, very cautious when hiring, in order to ensure that our future faculty has the best chance of success in a highly competitive system. The norm must be strategic hires in selected subfield, with a rolling search for, in particular, promising female candidates.
7. Faculty participation --- The faculty should have a strong say in all departmental decisions, and an open and professional discussion should be conducted when it comes to, for example, matters of hiring, promotion and distribution of funding.