

Salary criteria at Linköping University

Introduction

The basic expectations on employees are that they are representatives of Linköping University (LiU), work according to LiU's fundamental values and follow their employment contract. In addition to this, an assessment of employee performance and results is made based on set goals in the employee review and taking into account the salary criteria.

Salary dialogues are based on the employee's goals from an operational perspective and what is required to achieve them. The salary criteria are to be used in the annual salary review and their purpose is to clarify what affects the salary based on the employee's performance and skills. They support uniform assessment and also constitute an important basis for dialogue between manager and employee.

The salary criteria are based on an earlier dialogue between employee and manager concerning existing expectations and the agreed framework for carrying out the work. The annual assessment period is 1 October to 30 September.

Common criteria for all employees

Results and skill

- I achieve good results and take responsibility for achieving the common operational goals and my individual goals as set out in the employee performance appraisal.
- I plan and carry out my work within the specified time and with good quality.

Active employeeship

- I manage myself and take responsibility for my work.
- I learn new things and put knowledge and experience into practice.
- I propose and drive change and explore and take on new challenges.

Collaborate and contribute to a good working environment

- I listen to and respect the knowledge and perspectives of others and share my knowledge and experience for common development and good relationships.
- I give and take constructive feedback.
- I am available, participate in meetings and have a commitment to collaboration with colleagues, students and the surrounding community.

Criteria for technical, administrative and library staff

- I use my knowledge and skills professionally, while also having a good understanding of my operational unit and its conditions, goals and processes.
- I have a service-oriented approach, adapt to different situations and support my operational unit in following regulations and procedures.

Criteria for teachers

Teaching (first and second cycle)

- I plan and carry out teaching of good quality and create conditions for committed and student-centred learning.
- I update myself on current research in my field of study to promote research superstructure in my teaching.
- I evaluate and develop my teaching by analysing and thinking critically about my teaching methods, which helps me improve my teaching.
- I lead, participate in and contribute to pedagogical activities.

Scientific work

- I conduct research of good quality that I disseminate nationally and internationally.
- I actively seek and receive research funding for myself and my research group.
- I contribute to an active joint research environment.
- I engage in doctoral education through supervision of doctoral students and participation in doctoral courses.

Collaboration

- I contribute to utilisation and collaboration with the surrounding society in education and/or research.
- I build and maintain collaborations and networks to promote innovation and knowledge exchange nationally and/or internationally.

Criteria for managers with personnel management responsibilities

- I manage, represent, make decisions and develop my operational unit based on set goals, the operational conditions, and LiU's vision, strategy and fundamental values.
- I lead employees and my operational unit to results based on effective working methods and take responsibility for the work environment.
- I enable employees' freedom of action, responsibility, development and active employeeship, and I give a clear message on frameworks and mandates.