

Gothenburg, February 28, 2011

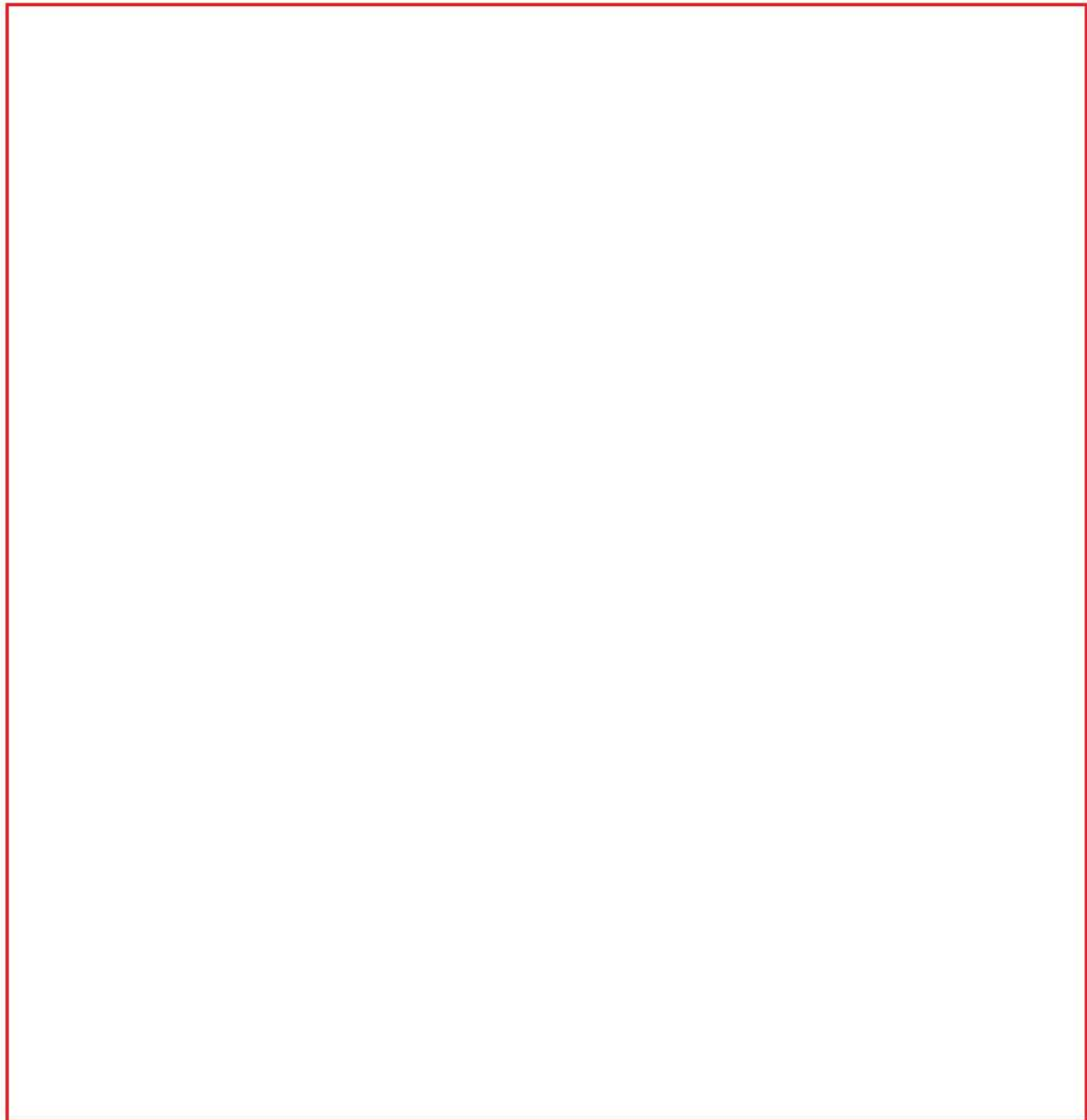


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Assessment, Applicants, Chair in Industrial Engineering and Management (Industriell teknik) at the Department of Engineering Sciences, Ångströmlaboratoriet, Uppsala University

Below are the assessment of the nine applicants for the position at Uppsala university, discussed in alphabetic order. The assessment is separating scientific qualifications including international publications (especially experience from publishing in double-blind review journals) and the ability to acquire research funding, and teaching experience, especially concerning the experience from supervising PhD. candidates, a key competence when serving as an acting professor. Because of the short period of time for conducting the evaluation (Jan 18-March 1, 2011), this assessment is unfortunately not as detailed as I wish. I am however fully confirmed that I would not reach any other final short listing of candidates even with more time available. My apologies for all potential misunderstandings regarding the credentials and qualifications of the applicants.





Göran Wall

Scientific qualification

Wall's application is a thick and almost impenetrable scripture testifying to a long and in many ways productive scientific career in the Swedish academic system. Being qualified as a full professor no less than four times, Wall is today acting professor at the University College of Gotland. Wall can report extensive publication in energy research journals and conferences. In addition, he has significant experience from a long series of universities and

colleagues in both Sweden and abroad. Despite operating in a field of expertise outside of my own jurisdictional domain, Wall appears to be a highly qualified scholar in his discipline. Under the heading “assignments” Wall lists a number of research grants acquired. Unfortunately it is quite complicated to identify whether these are individual applications or if Wall has been part of broader research programs. In general, the strong emphasis on reporting all lectures, guest speeches, and other contributions to the field makes the application complicated to navigate. My impression is however, despite these difficulties in the formal account of previous experiences, that Wall has proven his capacity for acquiring research grants.

Teaching and supervision experience

Wall has extensive teaching experience and claims to have exceeded 10,000 hours of lecturing and teaching over the years. Wall has brought one PhD. candidate to dissertation defense over the years but has supervised a long series of Master theses. There are appear to be very little demands for further qualifications to qualify for a full professorship in Wall’s domain of expertise, electric engineering.

Final assessment and ranking of applicants

Given the description for the chair in Industrial Engineering and Management at Uppsala University, I have paid specific attention to the capacity of individually publishing in international and highly respected double blind review research journals, to attract research funding, to supervise PhD candidates, and to participate in post-graduate training programs. The nine candidates are highly qualified and I can only congratulate Uppsala university for being in the position to attract such high qualified researchers. My final assessment is as follows:

Qualified for professorship

1. Baraldi
2. Dekkers
3. Wall

Non-qualified for professorship

Lindahl, Mårtensson, Pejryd, Ritzén, Fredriksson, Sköld, are not ranked internally

Motivation

Only the three shortlisted applicants have an adequate experience from all the different activities demanded from a full professor. In my mind, none of these three have extraordinary

qualifications in terms of international publishing but they have demonstrated a reasonable capacity to compete over space in international journals. In terms of research funding and PhD supervision and post-graduate teaching experience, all three have adequate experience. The same goes for the capacity for research funding. However, taken together, it is my belief that Balardi has slightly more interesting research profile. I must here be noticed that Balardi is graduating from my own discipline, Business Administration, and that I therefore may be biased regarding his qualifications. Wall's scientific work is considerably less easy for me to assess while Dekkers's work is more familiar, being the former chair of operations management at Chalmers University of Technology, 2008-2009. Both Baladri and Dekkers have a broader basis within the quite disperse field of management than Wall that seems to be more clearly anchored within the engineering sciences. This is however by no means disqualifying Wall from the position as it is formally described by Uppsala University but it still my sense that the acting professor is supposed to not only have the highest degree of technical expertise but also to understand the managerial and social aspects of technologies developed and put to use. Given these concerns, Balardi and Dekkers are the two most qualified persons. Despite being separated by relatively small margins, Balardi is when taken into account all relevant parameters the most qualified applicant.

The six other applicants are not regarded as being fully qualified for a full professorship. They are all qualified researchers and I am fully convinced that most of them will become full professors in due time. However, in some cases, just a handful of journal publications is barely sufficient for acquiring the degree of associate professor (docent) and where there is relatively limited experience from hands-on Ph.D. supervision I cannot recognize that all qualifications are met in these cases.

I also regret that I have little opportunity to rank the two female applicants higher than I do. The gender-skewed structure of the Swedish university system is certainly a challenge to overcome, but the ambition to recruit and promote more female professors cannot overrule the meritocratic tradition dominating (at least officially) in the university systems since centuries. At least Sofia Ritzén, working in the academy, is hopefully qualifying for a full professorship during the next few years, making a small but significant contribution to even out the endemic gender imbalances, especially evident in technological universities and faculties.

I wish the recruitment committee good luck with the remained of the process,

Yours sincerely,


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