

Evaluation of Applications for Project Positions to the PhD Program in Psychology

Step 0: Initial screening of applications

The head of the PhD-program reviews all applications and removes those not eligible to apply.

Step 1: Evaluation of applications

Applications that have passed Stage 0 are evaluated by three reviewers. Evaluations are primarily based on the submitted paper (A) and Curriculum Vitae (B).

A. Master thesis or other scientific written production

Note that only one paper may be submitted for evaluation, either a thesis or some other scientific paper.

The submitted paper is assessed primarily on the following criteria:

- (1) Problem formulation and stringency
- (2) Methodological and scientific proficiency
- (3) Theoretical and conceptual basis

Important note: If a scientific paper is submitted where the applicant is not the sole author, supplementary information must specify the applicant's contribution to the paper, as well as the contributions of the co-authors'. The supplementary information should also contain a motivation as to why this particular work has been chosen for the application. The applicant must also submit a note signed by all co-authors, describing the applicant's contribution to the work. Separate notes from each co-author are acceptable.

B. Curriculum Vitae (CV)

Merits are specified in the submitted CV. It is assessed primarily on the following criteria:

- (1) Degrees and other training relevant to the position.
- (2) Previous employments, especially relevant are previous research work, for example experience as research assistant.
- (3) Other experiences relevant to the position.
- (4) Publication list, with information about author contributions for co-authored papers.

Assessment

Each reviewer evaluates the submitted paper (A) and CV (B) on a 7-point scale, allowing for half points.

1 = Unacceptable

2 = Insufficient

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3 = Acceptable

4 = Good

5 = Very good

6 = Excellent

7 = Exceptional

To be considered, an application must have an average score of at least 3 (across raters) for both A and B. Additionally, for A, each of its three sub-criteria (1-3) must also receive a mean score of at least 3.

Step 2: Interviews of shortlisted applicants

The raters, together with the director of studies, will convene to finalize a shortlist of applicants invited for interviews.

The interviews will be conducted online via Zoom. A panel from the department will participate, including the reviewers, the project leader, and the head of the PhD program.

As a work test, shortlisted applicants will be required to deliver a 10-minute presentation on a scientific article sent to them one week prior to the interview. This presentation will be followed by questions from the panel, aimed at evaluating the applicant's ability to think critically about scientific topics.

After the work test, the interview will continue with additional questions from the panel regarding the applicant's background, qualifications, and suitability for the program. Applicants will also have the opportunity to ask questions about working conditions and the program in general.

Step 3: The PhD program supervisor board convenes and decides on what candidates to recommend to the Department board for admission

The raters and project leaders should attend the meeting at which admission decisions are made.

Step 4: The Department board convenes and decides on admission.