



Criteria for appointment of professors at the University of Copenhagen

Six overall criteria apply for professor appointments at the University of Copenhagen. The six criteria are considered a framework for the overall assessment of candidates.

Please note the supplementing criteria from the Department of Biology at the last page.

Each candidate must always be assessed according to the specific requirements stated in the job advertisement and the application material submitted.

Research

Professors are internationally recognised researchers in their fields of expertise. Their research is influential and contributes to the development of their own subject area as well as more broadly.

- An excellent research profile with leading international expertise in the subject area
- An articulated vision and strategy for their subject area, also covering ties to adjacent areas
- Significant influence on the subject area via many peer-reviewed publications across recognised journals and/or books or anthologies
- Significant research impact through high research quality and/or many citations in recognised journals and/or books or anthologies
- Participation in national and international scientific networks and conferences, including invitations to present research

Teaching

Professors provide research-based teaching of the highest quality in one or more disciplines and contribute to developing, organising and evaluating courses on all levels.

- Extensive teaching experience, including examination work and acting as opponent of PhD theses or doctoral theses
- Experience of supervising bachelor students, master's degree students, PhD students and/or postdocs
- A teaching portfolio that documents teaching experience and reflections on teaching skills
- Ongoing development of pedagogical and didactic skills, including own and others' practice in relation to teaching and supervision
- Interest in including feedback from colleagues, students and others in the development of own teaching as well as mentoring of colleagues with the aim of developing their teaching practice

Societal impact

Professors interact with external partners and seek out new collaborations, communicate and generate knowledge that greatly benefits societal developments, e.g. by influencing the public debate within their field of research.

- Considerable experience of communicating research to relevant stakeholders, including students
- Frequent contributions to popular science communication
- Strategic collaboration with private and/or public organisations and a significant network of external stakeholders



Organisational contribution

Professors take responsibility for developing an active academic environment, sit on assessment committees, councils, boards and committees at UCPH and contribute to enhancing the University's brand.

- Membership of the department's formal forums, working groups and assessment committees and interest in joining councils, boards and committees at UCPH.
- A collegiate spirit and commitment to collaboration as well as strong relationship and conflict resolution skills
- Development and management of interdisciplinary collaborations

External funding

Professors initiate grant application activities regarding research funds and obtain and manage funds.

Experience of applying for, obtaining and managing research funds

Leadership

Professors develop the subject area in synergy with other subject areas and exercise academic leadership, including the development of and delegation of responsibilities to junior researchers.

Experience of developing own academic leadership skills

Experience of academic leadership tasks, e.g. research, course or programme management

Responsibility for and contribution to well-being, collaboration, equal treatment, diversity and a good working environment



Criteria for the hiring and promotion of tenure track and permanent academic staff at the Department of Biology

There are two main pillars of all tenure and promotion cases: Research and teaching. For the research pillar, the overall most important factor is excellence in research as measured through publications in top international journals, with derived markers of research excellence being research dissemination, awards and honors, as well as ability to attract external funding. For the teaching pillar, it is necessary that teaching and supervision credentials are clearly met, with a good age-adjusted record.

Below is an expansion of these principles in list form, which can serve as an aid in the evaluation. The points in the list will always be supplemented by a thorough overall assessment of the applicant's qualifications and merits. Not all benchmarks are expected to be met, but it is necessary that the department's overall threshold is met in both research and teaching.

Legend: (A) High priority. (B) Priority.

Activity/Benchmark	Assistant Professor
Research impact (A)	<p>Internationally recognized academic research leadership and excellence status in area of specialization (documented by fulfillment of most of the criteria summarized below).</p> <p>Strong track record of research publications across the discipline's best journals, supplemented by review papers and publications in highest impact general biology and/or interdisciplinary journals.</p> <p>Evidence of wider impact, for example by prestigious lecture invitations or advisory board invitations.</p> <p>Continued and constant impact of citations over a series of years.</p>
Funding track record (A)	<p>A series of substantial grants with a range of international partners in addition to national colleagues.</p> <p>Substantial departmental or external funding for PhD fellowships. Hosting of multiple international postdocs.</p> <p>International excellence via funding (e.g. ERC consolidator or advanced grants, research center grants from the Danish National Research Foundation, private foundations (e.g. VKR, Lundbeck, Novo) – or other major national and international programs.</p>
Teaching and supervision credentials	<p>A Strong track record in teaching and supervision of BSc and MSc students.</p> <p>A Broad track record in independent course development. Guest lecturer at international courses and institutions.</p> <p>A Frequent supervision/hosting of students/postdocs. Has supervised several PhD students/postdocs.</p> <p>A Documented ability to reflect on own teaching as evidenced by a teaching portfolio, expressing teaching skills through a coherent and reflective description of the development of teaching practice linked to concrete examples.</p>
Departmental administrative track record (B)	<p>Senior departmental citizenship via frequent memberships of evaluation committees and other committees, service as head of study, vice chair, research groups leader, PhD coordinator or similar senior research academic administrative tasks.</p>



Peer review	<p>A Substantial contributions for a wide array of international journals and/or membership of major national or international review panels for grant-giving agencies.</p>
International scholarly activity and positions of trust	<p>A Some experience on Editorial Boards, in congress organization committees, and as session chair; international experience as external evaluator of PhD theses.</p>
Research dissemination and recognition	<p>A High visibility at international congresses and workshops, both from own presentations (a number of them invited) and via those of junior collaborators. Regular invitations as invited speaker;</p> <p>B Regular contributions to national and international public outreach.</p> <p>B Frequent publication of popular science articles or books. Contribution to or publication of textbooks.</p> <p>B Appearance in the national or international media for outreach and expert opinion.</p> <p>B Prestigious research achievement awards.</p> <p>B Election as fellow of prestigious national or international learned societies.</p>
Innovation and entrepreneurship	<p>B Consultancy for private or public sector.</p> <p>B Frequent engagement of private sector contacts in teaching activities.</p> <p>B One or more patent applications filed.</p> <p>B Establishment of spin-out company.</p>