



## Criteria for appointment of assistant professors at the University of Copenhagen

Six overall criteria apply for assistant 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

Assistant professors demonstrate intellectual originality, develop their research profile and provide valuable contributions to research-based knowledge.

- A plan for own research that shows development potential
- Peer-reviewed publications in recognised journals and/or books or anthologies
- Participation in scientific seminars and conferences, also with own contributions

### Teaching

Assistant professors provide research-based teaching within one or more subject areas.

- Teaching experience
- Interest in supervising bachelor and/or master's degree students
- Interest in developing own teaching skills, e.g. documented by completing an 'Introduction to teacher training course'
- Interest in including feedback from colleagues, students and others in the development of own teaching

### Societal impact

Assistant professors have the ability to put their research into a societal perspective.

- Ability to put research and teaching into a societal perspective
- Understanding of how to describe research as popular science
- Interest in collaborating with external partners

### Organisational contribution

Assistant professors contribute to an active academic environment.

- Interest in joining the department's formal forums and working groups
- A collegiate spirit and commitment to collaborate and build relationships
- Oriented towards and motivated for engaging in interdisciplinary collaboration



## **External funding**

Assistant professors participate in grant application activities regarding research funds.

- Experience of participating in grant applications for research funds

## **Leadership**

Assistant professors have self-management skills, including management of own projects.

- Ability to manage minor research projects
- 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
<b>Research impact (A)</b>	<p>Internationally competitive research and/or research with internationally recognized high potential to make a future impact.</p> <p>An increasing number of citations and first author publications in high ranking international journals which are either (i) leading in the specific field, or (ii) good, more general journals.</p>
<b>Funding track record (A)</b>	<p>Some personal grants or a designated (by name) part of a major grant.</p> <p>Highly qualified for early career grants.</p>
<b>Teaching and supervision credentials</b>	<p><b>A</b> Co-supervision of Bsc and MSc students.</p> <p><b>A</b> Experience with co-supervision of PhD students.</p> <p><b>B</b> Interest in and ability to teach: 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.</p>
<b>Peer review</b>	<p><b>B</b> Served as reviewer for international journals</p>
<b>Research dissemination and recognition</b>	<p><b>A</b> Some oral presentations at international meetings; international network.</p> <p><b>B</b> Few popular lectures or other outreach activities in the media.</p> <p><b>B</b> Poster awards and similar recognition of scientific work</p>
<b>Innovation and entrepreneurship</b>	<p><b>B</b> Occasional participation in matchmaking events.</p>