



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

Six overall criteria apply for associate 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

Associate professors demonstrate intellectual originality, scholarly autonomy, have a clear research profile and provide valuable contributions to research-based knowledge within a given discipline or interdisciplinary field.

- An internationally recognised research profile
- An articulated vision and strategy for their subject area
- A considerable number of peer-reviewed publications in recognised journals and/or books or anthologies
- Research impact through high research quality and/or citations in recognised journals and/or books or anthologies
- Participation in national and international scientific networks and conferences, primarily with own contributions

### Teaching

Associate professors provide high-quality, research-based teaching in one or more disciplines and contribute to developing, organising and evaluating courses.

- Considerable teaching experience, including examination work and experience with practical course development that incorporates knowledge of learning, teaching and education
- Experience of supervising bachelor and/or master's degree students
- A teaching portfolio that documents teaching experience and reflections on teaching skills
- Ongoing development of pedagogical and didactic skills, e.g. documented by completing a teacher training course
- Interest in including feedback from colleagues, students and others in the development of own teaching, as well as knowledge sharing with colleagues about teaching practice

### Societal impact

Associate professors interact with external partners, communicate their research and generate knowledge that benefits societal developments

- Experience of communicating research to relevant stakeholders, including students
- Contributions to popular science communication
- Collaboration with private and/or public organisations



## **Organisational contribution**

Associate professors are co-creators of an active academic environment and are members of the department's formal forums, working groups and assessment committees.

- Interest in joining the department's formal forums and working groups
- A collegiate spirit and ability to collaborate and build relationships
- Participation in interdisciplinary collaboration

## **External funding**

- Assistant professors are in charge of grant application activities regarding research funds.
- Experience of applying for research funds

## **Leadership**

- Associate professors act as independent heads of research and focus on the development of young researchers.
- Interest in the development of own academic leadership skills
- Interest in academic leadership tasks, e.g. research, course or programme management
- 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>	Internationally recognized research.  An increasing number of citations and several publications in high ranking international journals, both first and independent last authorships, including correspondence authorship.
<b>Funding track record (A)</b>	Personal national and/or international grants.  Career development grants (e.g. Danish Research Council, Sapere Aude, similar grants from private foundations (VKR, Novo, Lundbeck), ERC starting grants and other international funding sources.
<b>Teaching and supervision credentials</b>	<b>A</b> Teaching experience, lectures, and (co)-supervision of BSc and MSc students. Passed the "University pedagogics" or similar teaching course with good evaluations.  <b>A</b> Experience in practical and theoretical course development.  <b>A</b> Teaching and development of PhD courses. (Co-)supervised/hosted PhD students/postdocs.  <b>A</b> 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.
<b>Departmental administrative track record (B)</b>	Occasional membership of local committees.
<b>Peer review</b>	<b>A</b> Regular review activity for good international journals
<b>International scholarly activity and positions of trust</b>	<b>B</b> Some experience on Editorial Boards, congress organization committees, and as session chair;
<b>Research dissemination and recognition</b>	<b>A</b> Several lectures and invited presentations at international meetings and conferences.  <b>B</b>



	<p>Popular lectures and other outreach activities in the media. Publication of popular science articles or books.</p> <p><b>B</b> Early career awards and similar recognition of scientific work.</p>
<b>Innovation and entrepreneurship</b>	<p><b>B</b> Organization of matchmaking events.</p> <p><b>B</b> Engagement of private sector contacts in teaching activities.</p> <p><b>B</b> One or more patent applications filed.</p>