



Promotion plan from associate professor to professor

17.09.2021

Promotion Plan for *[Insert name]*

The University's promotion plan is drawn up in order to be considered for the promotion programme.

A promotion plan is based on the University's criteria for recognising merit of professors. In the transition to the promotion programme, the promotion plan is signed by the associate professor and the head of department. The plan is static through the promotion programme and serves as a mutual agreement. The development during the promotion programme is described in a promotion file.

You can read more about the promotion plan, the merit criteria and the promotion file as an already employed associate professor at UCPH, in the [Employee Guide on KUnet](#).

Criteria for recognising merit for professors at the University of Copenhagen

The promotion plan is based on the University's criteria for recognising merit of professors set out in six main criteria:

- Research
- Teaching
- Societal impact
- Organisational contributions
- External funding
- Leadership

The criteria are entry criteria for professorships at UCPH and also form the basis for the final assessment, which is a prerequisite for transitioning to an professorship.



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.

Appointment as professor requires:

- An excellent research profile with leading international expertise in the subject area.
- An articulated vision and strategy for their subject area, also covering relations 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.

Plan for research

[Describe your research plan and explain how you intend to meet the criteria for 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.

Appointment as professor requires:

- 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.

Plan for teaching

[Describe your teaching plan and explain how you intend to meet the criteria for teaching]



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.

Appointment as professor requires:

- 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.

Plan for societal impact

[Describe your plan for making a societal impact and explain how you intend to meet the criteria for societal impact]



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.

Appointment as professor requires:

- 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.

Plan for organisational contribution

[Describe your plan for organisational contribution and explain how you intend to meet the criteria for organisational contribution]



External funding

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

Appointment as professor requires:

- Experience of applying for, obtaining and managing research funds.

Plan for external funding

[Describe your plan for attracting external funding and explain how you intend to meet the criteria for external funding]



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.

Appointment as professor requires:

- Experience of developing own academic leadership skills.
- Experience of academic leadership, e.g. research, course or programme management.
- Responsibility for and contribution to well-being, collaboration, equal treatment, diversity and a good working environment.

Plan for leadership

[Describe your plan for leadership development and explain how you intend to meet the criteria for leadership]

In the transition to the promotion programme, the promotion plan is adjusted after consultation with the head of department/dean and is then signed by both parties.

Date 20[xx]

Signature:

Name:

Associate professor

Signature:

Name:

Head of department/Dean

