



Criteria for appointment of associate professors at the University of Copenhagen

Five overall criteria apply for associate professor appointments at the University of Copenhagen. The five criteria are considered a framework for the overall assessment of candidates.

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 and scholarly autonomy, have a clear research profile and make 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 academic 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.
- Solid teaching experience, also within continuing education, if relevant, including exams, 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, for example, documented by completing a university 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 practices.

Innovation & societal impact

- Associate professors seek out and collaborate with external partners, communicate their research and create knowledge and solutions that benefit societal progress through, for example, research-based innovation, entrepreneurship, public-sector services, consultancy or dissemination.
- Experience of research-based innovation, entrepreneurship, consultancy, public sector services or dissemination, for example, through setting up a business, participating in innovation projects or collaboration with external partners. This experience may also include teaching that translates research-based knowledge into practice. Contributions to popular science communication
- Collaboration with private businesses, public organisations and/or civil society.
- Contributions to specialist or interdisciplinary forums and bodies that promote society's access to research-based knowledge, such as committees, councils, boards or governing boards.



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 commitment to collaboration and relationship-building.
- Participation in interdisciplinary collaboration.

Leadership

- Associate professors serve as independent heads of research and focus on developing young researchers.
- Development of own academic leadership skills, including applying for, obtaining and managing funds for externally funded activities.
- Exercise academic leadership within research, innovation, course management or education.
- Contribution to well-being, collaboration, equal treatment, diversity and a good working environment.