



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

Five overall criteria apply for 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

- Professors are internationally recognised researchers in their fields. Their research is influential and contributes to advancing both their field and 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 academic 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, also within continuing education, if relevant, including exams and as an opponent on PhD theses and/or doctoral dissertations.
- 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 developing their teaching, as well as mentoring colleagues with the aim of developing their teaching practices.

### Innovation & societal impact

- Professors initiate and lead collaborations with external partners and generate knowledge and solutions that greatly benefit societal progress, for example, through research-based innovation, entrepreneurship, public-sector services, consultancy or dissemination, such as influencing public debate within their field of research. In-depth experience of research-based innovation, entrepreneurship, consultancy, public sector services or dissemination, for example, through setting up or leading a business, strategic innovation projects or collaboration with external partners. This experience may also include teaching or supervision in relation to translating research-based knowledge into practice.
- Frequent contributions to popular science communication.
- Strategic collaboration with private businesses, public organisations and/or civil society and a significant network of external stakeholders.
- Extensive experience of participating in or leading 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**

- 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.

### **Leadership**

- Professors develop the subject area in synergy with other areas and exercise academic leadership, including developing and delegating responsibilities to young researchers. Extensive experience in developing academic leadership skills and initiating applications, applying for, obtaining and managing funds for externally funded activities.
- Extensive experience in academic leadership within research, innovation or education.
- Responsibility for and contributing to well-being, collaboration, equal treatment, diversity, and a good working environment.