



Criteria for recognising merit of assistant professor, associate professor and professor positions at the University of Copenhagen

UNIVERSITY OF COPENHAGEN



Criteria for recognising merit

The University's criteria for recognising merit of assistant professor, associate professor and professor positions should cover a broad spectrum of researchers' work and qualifications. In order to ensure a clear and comprehensive structure for recognising merit, the University of Copenhagen has set up the following criteria, which academic staff and managers can use for recruitment and career development purposes.

Research	Assistant professor	Associate professor	Professor
	Assistant professors demonstrate intellectual originality, develop their research profile and provide valuable contributions to research-based knowledge.	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.	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 assistant professor requires:	Appointment as associate professor requires:	Appointment as professor requires:
		An internationally recognised research profile	An excellent research profile with leading international expertise in the subject area
	A plan for own research that shows development potential	An articulated vision and strategy for their subject area	An articulated vision and strategy for their subject area, also covering ties to adjacent areas
	Peer-reviewed publications in recognised journals and/or books or anthologies	A considerable number of peer-reviewed publications in recognised journals and/or books or anthologies	Significant influence on the subject area via many peer-reviewed publications across recognised journals and/or books or anthologies
		Research impact through high research quality and/or citations in 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 scientific seminars and conferences, also with own contributions	Participation in national and international scientific networks and conferences, primarily with own contributions	Participation in national and international scientific networks and conferences, including invitations to present research

Teaching	Assistant professor	Associate professor	Professor
	Assistant professors provide research-based teaching within one or more subject areas.	Associate professors provide high-quality, research-based teaching in one or more disciplines and contribute to developing, organising and evaluating courses.	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 assistant professor requires:	Appointment as associate professor requires:	Appointment as professor requires:
	Teaching experience	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.	Extensive teaching experience, also within continuing education, if relevant, including exams and as an opponent on PhD theses and/or doctoral dissertations.
	Interest in supervising bachelor and/or master's degree students	Experience of supervising bachelor and/or master's degree students	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	A teaching portfolio that documents teaching experience and reflections on teaching skills
	Interest in developing their teaching skills, for example, documented by completing an introductory university teacher training course.	Ongoing development of pedagogical and didactic skills, e.g. documented by completing a teacher training course	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.	Interest in including feedback from colleagues, students and others in developing their teaching, as well as knowledge sharing with colleagues about teaching practices.	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	Assistant professor	Associate professor	Professor
	Assistant professors can give their research a societal perspective and explore how it can benefit societal progress through, for example, research-based innovation, entrepreneurship, public-sector services, consultancy or dissemination.	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.	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.
	Appointment as assistant professor requires:	Appointment as associate professor requires:	Appointment as professor requires:
	Some experience of research-based innovation, entrepreneurship, consultancy, public sector services or dissemination, for example, through setting up a business, participating in innovation projects or collaborating with relevant stakeholders. This experience may also include teaching that translates research-based knowledge into practice.	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.	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.
	Understanding of how to describe research as popular science	Contributions to popular science communication	Frequent contributions to popular science communication

Innovation & Societal impact (continued)	Assistant professor	Associate professor	Professor
	Interest in collaborating with external partners	Collaboration with private businesses, public organisations and/or civil society.	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.
		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.	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	Assistant professor	Associate professor	Professor
	Assistant professors contribute to an active academic environment.	Associate professors are co-creators of an active academic environment and are members of the department's formal forums, working groups and assessment committees.	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 assistant professor requires:	Appointment as associate professor requires:	Appointment as professor requires:
	Interest in joining the department's formal forums and working groups	Interest in joining the department's formal forums and working groups	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 and relationship-building	A collegiate spirit and commitment to collaboration and relationship-building	A collegiate spirit and commitment to collaboration as well as strong relationship and conflict resolution skills
	Oriented towards and motivated for engaging in interdisciplinary collaboration	Participation in interdisciplinary collaboration	Development and management of interdisciplinary collaborations

Leadership	Assistant professor	Associate professor	Professor
	Assistant professors have self-management skills, including management of own projects.	Associate professors act as independent heads of research and focus on the development of young researchers.	Professors develop the subject area in synergy with other areas and exercise academic leadership, including developing and delegating responsibilities to young researchers.
	Appointment as assistant professor requires:	Appointment as associate professor requires:	Appointment as professor requires:
	Starter experience of applying for, obtaining and managing funds for externally funded activities in collaboration with colleagues	Development of own academic leadership skills, including applying for, obtaining and managing funds for externally funded activities.	Extensive experience in developing academic leadership skills and initiating applications, applying for, obtaining and managing funds for externally funded activities.
	Ability to lead minor research, innovation or educational projects.	Exercise academic leadership within research, innovation, course management or education.	Extensive experience in academic leadership within research, innovation or education.
	Contribution to well-being, collaboration, equal treatment, diversity and a good working environment	Contribution to well-being, collaboration, equal treatment, diversity and a good working environment	Responsibility for and contribution to well-being, collaboration, equal treatment, diversity and a good working environment