



## 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.

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