



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

Six overall criteria apply for 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

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.

- 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 scientific 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, 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

### 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.

- 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



### **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

### **External funding**

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

Experience of applying for, obtaining and managing research funds

### **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.

Experience of developing own academic leadership skills

Experience of academic leadership tasks, e.g. research, course or programme management

Responsibility for and contribution to well-being, collaboration, equal treatment, diversity and a good working environment