



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

- Associate 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