



## Introduction to recognising merit of assistant professor, associate professor and professor positions at the University of Copenhagen

*UCPH should be able to attract, develop and retain academic talent at all times. To that end, UCPH has set up a number of criteria to recognise merit of assistant professors, associate professors and professors. Academic staff can use the criteria in their recruitment practice and to clarify and make strategic plans for career development.*

The criteria for recognising merit in relation to assistant professor, associate professor and professor positions explain the academic practice and clarify the progression within the three job categories. At the same time, the criteria support both rigour and breadth in the University's practice of recognising merit when recruiting academic staff. Clarity and transparency are important for a fair recruitment process, and it is part of the University's equality and diversity effort.

### How academic staff can use the criteria:

- In connection with recruitment, as a reference point in job postings and during job interviews to emphasise the breadth and importance of certain skills
- In conversations with their manager on career path and career development as well as in their own career considerations and planning, for example in connection with Performance and development review (MUS)
- To support decisions on career direction
- In faculties' and departments' strategic considerations on practice, needs, priorities and ambitions

The criteria are used as part of the overall managerial assessment made by a manager in connection with recruitment.

The criteria for recognising merit are common across the University, but can be supplemented by subject-specific criteria. In other words, faculties and departments may set up criteria that suit the specific academic environments or find inspiration for criteria in the inspiration catalogue sent with this introduction.

### How to read the criteria:

The criteria for recognising merit cover six main areas:

- Research: scientific studies and publications within a given academic field
- Teaching: the teaching itself, course planning and programme development
- Societal impact: Research, teaching, outreach and external partnerships that contribute to societal development and information
- Organisational contribution: cooperation and participation in the University's various forums
- External funding: financing of specific research projects
- Leadership: research and education management, self-management and general leadership skills

Under each of the main areas, there is first a brief overall description of the characteristics of the position when *holding* it followed by a number of specific criteria. The specific criteria are to be understood as admission or entrance criteria for the three job categories, i.e. skills that the individual academic staff member possesses when *taking up* the position.

Academic staff can have a strong profile in some areas and be less strong in other areas. All of the criteria are not necessarily equally important at any one time and in any academic environment, and some criteria may be prioritised over others at certain points of the individual researcher's career.



The criteria should not be seen as a checklist, and even if the employee meets all the criteria, it does not mean that there is actually a vacancy.

The University's criteria are a supplement to the applicable ministerial job structure for academic staff at any time, which all universities must comply with: <https://ufm.dk/uddannelse/videregaende-uddannelse/personaleforhold-pa-de-videregaende-uddannelsesinstitutioner/overenskomster-aftaler-og-stillingsstrukturer/MinisterialOrderno.1443of11December2019onJobStructureforAcademicStaffatUniversities.pdf>