

Professorship Policy

School of Business and Social Sciences

Approved by the Faculty Management Team, 11 October 2012

Based on in-depth discussions in the Faculty Management Team, the Joint Consultation Committee, the Academic Council, the department management and the new departmental councils, the Faculty Management Team approved the following professorship policy at School of Business and Social Sciences.

The purpose of this professorship policy is to ensure high quality standards in relation to appointment of professors at School of Business and Social Sciences in order to secure the school's competitiveness against other Danish universities in recruiting talented staff, while at the same time, and to the extent possible, successfully meet the competition in the labour market in general. The purpose of the policy is therefore not to limit the amount of ordinary professorships.

Some differences should be allowed between the various departments at School of Business and Social Sciences. Each department is responsible for the distribution across the various staff categories within the department as long as sufficient research coverage is ensured in the teaching activities. At AU Herning, it is also possible to employ engineering readers (*ingeniørdocenter in Danish*) (salary range 37).

Appointment of assessment committees

Assessment committees including the chairman evaluating applications for professorships must be composed exclusively of external members outside Aarhus University, and preferably include one or several international members.

For further information regarding the assessment committees please see the school's Guidelines for assessment committee concerning applicants for professorships.

Advertisement and appointment of professorships

1. *Advertised professorships in general cover fairly broad academic fields and include specific requirements as a secondary criterion.*

The wording "Advertised professorships in general cover fairly broad academic fields" means that it is largely up to the experts, i.e. the individual departments, to interpret "the broad academic field", while "in general" implies that some circumstances may, of course, call for advertisement of professorships covering more narrowly defined academic fields.

2. *Professorships are advertised at frequent intervals agreed upon in advance, e.g. at one or two-year intervals.*

At times, it may, of course, be necessary to advertise professorships outside the adopted plan, e.g. in connection with external funding.

3. *Professorships are advertised publicly and appointments are made following an open and fair procedure.*

This allows potential applicants to adapt accordingly providing them with several opportunities within a certain time period to apply for a professorship, and departments thus avoid periodic "clusters" of professorship appointments. As a consequence, using open calls as an alternative to publicly advertising should only be used in very exceptional circumstances at the school.

4. *Fixed-term appointments must be used with a view to retaining and attracting the most promising researchers.*

To further such a process, it is important that the assessment committees devote considerable efforts in assessing the applicants' future potentials for advancement. Having detailed and thorough evaluations will provide the head of department and the dean with the necessary information for choosing the best candidate for the position in question.

The purpose of advertising and appointing to professorships is not to reward employees for their past efforts but to encourage future achievements. Appointment of professors must therefore largely be determined by the candidate's future potential. It is, of course, crucial that the advertised professorships are occupied only by applicants who possess sufficient and high qualifications within research and research management as well as teaching and knowledge exchange.

In the past, advertisement and appointment of so-called *professors with special responsibilities* (professor MSO in Danish) was a model used at School of Business and Social Sciences to retain very promising employees, and, in very rare instances, to promote certain academic fields. Before appointment to fixed-term professorships was allowed, professorships with special responsibilities were the school's only means to limit the term of an employment. However, now that it is possible to have time-limited employments, departments are advised to refrain from appointing professors with special responsibilities in situations when the real purpose is to appoint promising researchers to fixed-term professorships.

School of Business and Social Sciences thus allows the use of two types of fixed-term employment at professor level; Fixed-term professorships and Professorships with special responsibilities:

- a. *Fixed-term professor*

Use of appointments to fixed-term professorships allows departments to recruit promising candidates whose assessment results may be somewhat uncertain but whom the assessment committee considers having future potential for making extraordinary efforts in research, research-based teaching and research-based knowledge exchange. Fixed-term professorships thus make it possible to take account of the uncertainty inherent in assessing the qualifications of an applicant with a limited total research output but with high recent

and current research productivity (quality-adjusted research output per year). In exceptional cases, it is also possible to assign fixed-term professorships to candidates who have achieved a professor-level competence at other good Danish and international universities.

Applicants for fixed-term professorships must be assessed on the basis of the same criteria as for a full professorship.

b. *Professor with special responsibilities (professor MSO in Danish)*

A professor with special responsibilities should only be appointed when the position is associated with a particular task that lies within one of the core areas or is considered a priority at School of Business and Social Sciences.

Applicants for a position of professor with special responsibilities must be assessed on the basis of the same criteria as for a full professorship.

While fixed-term professorships will usually be advertised alongside ordinary full professorships, the advertisements of professorships with special responsibilities will be advertised separately.

When advertising professorships with added opportunity to recruit candidates to fixed-term professorships, the departments can, for the sake of external candidates, also advertise an associate professorship as a fallback employment option upon expiration of the fixed-term professorship. If a department chooses to recruit an external candidate to a fixed-term professorship, the candidate can be offered a fallback employment as associate professor upon expiration of the fixed-term professorship.