

## **Criteria for academic merit at the Faculty of Arts (assistant professors, associate professors and professors)**

The Faculty of Arts has identified the following criteria for academic merit applying to assistant professors (researchers), associate professors (senior researchers) and professors.

Clear criteria for academic merit are expected to ensure:

- 1) That applicants, staff, managers and external assessors<sup>1</sup> have access to uniform, clear information about the criteria for academic merit applying to assistant professorships, associate professorships and professorships at the faculty.
- 2) That these academic merits are divided into three different levels: assistant professors, associate professors and professors.

### **Assistant professors**

#### **Qualification profile**

An assistant professorship is a three-year training position whose main tasks are research (including the obligation to publish/disseminate research results) and research-based teaching (including exams and assessments). In addition to research and research-based teaching, the position may entail knowledge exchange with society. Other tasks may also be required to a limited extent.

An assistant professorship requires academic qualifications at PhD level, which can be achieved either on satisfactory completion of a PhD fellowship and the award of a PhD degree, or subject to the submission of a PhD dissertation which is (as a minimum) assessed as being suitable for defence with a view to achieving the PhD degree, or based on similar publications at PhD level. The task of the assessment committee in connection with assistant professor assessments is to evaluate whether the applicant is qualified or not qualified based on the requirements listed above and the specific requirements in the job advertisement (see guidelines for assessment committees).

#### **The position**

An assistant professorship is a fixed-term appointment. So the criteria for academic merit listed below focus on the elements that are expected to ensure the achievement of associate professor level on completion of the assistant professorship. In other words, this description of the position explains what is expected during the course of an assistant professorship:

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<sup>1</sup> A range of specific requirements relating to the position in question will be detailed in each individual job advertisement. Applicants and assessment and appointment committees need to consider two parameters: the criteria for merit relating to the academic level of the type of position/position in question, and the specific points relating to the subject field, profile and content of the position being advertised. In other words, compliance with the criteria for academic merit does not in itself constitute a guarantee of appointment or positive assessment.

#### Research:

- Production of peer-reviewed publications submitted/accepted/published in respected academic journals, and/or books/anthologies corresponding to at least two publications per year of full-time employment in an assistant professorship. (However, one publication is sufficient in the final year, which is when assistant professors apply for associate professorships, because these applications are prepared before completion of the final full year).  
It is expected and recommended that assistant professors publish research which extends further than the topic dealt with in their PhD dissertation (or similar work).
- Research collaboration, project applications, national and international research networks.
- Thoughts and visions for their own contribution to the subject and the research related to it.

#### Teaching and supervision:

- Teaching with independent responsibility at more than one level (BA, further education/professional MA, MA and PhD).
- Supervision and assessment of assignments at Bachelor's and/or Master's level.
- Successful completion of a teacher-training course for university teachers.
- Feedback for and from managers, colleagues and students in relation to teaching and teaching development.

#### Research dissemination:

- Knowledge sharing, for instance in the media in the form of podcasts, interviews, feature articles or other formats. Lectures, talks, seminar and conference presentations, contributions to textbooks and other forms of research dissemination.
- Cross-disciplinary collaboration and collaboration with external parties, organisations and companies with a view to applying academic knowledge in practice.

#### External funding:

- Participation in research applications for research funding.

#### Organisation and collaboration:

- Promotion of wellbeing, teamwork and a good work environment.

## **Associate professors**

### **Qualification profile**

An associate professorship is a position whose main tasks are research and research-based teaching. This includes the obligation to publish at an international level, academic dissemination and research-based teaching including conducting exams, as well as supervision at BA, MA and PhD level and academic assessment, review and mentoring work. Apart from research, research-based teaching and dissemination, the position may also include collaboration with external parties, other forms of knowledge exchange and

participation in the public debate. Management tasks such as the management of research, study programmes and courses may also be included.

An associate professorship/senior researcher position requires research qualifications at the level achieved following the satisfactory completion of employment as an assistant professor/researcher, but can also be achieved in other ways. It is normally assumed that applicants for associate professorships have received supervision and developed their educational skills, as well as receiving a positive written evaluation of their teaching qualifications at university level.

It is possible to apply for pay supplements during an associate professorship. These criteria for academic merit are based on the following agreement:

[https://medarbejdere.au.dk/fileadmin/www.medarbejdere.au.dk/hr/Loen/Loenforhandling\\_2013/Loenaftale\\_Arts\\_041012.pdf](https://medarbejdere.au.dk/fileadmin/www.medarbejdere.au.dk/hr/Loen/Loenforhandling_2013/Loenaftale_Arts_041012.pdf)

Associate professors who are interested in gaining the qualifications needed to become a professor will find more details of the criteria required in the description of professorships. At the same time, the applicant's qualifications will also be assessed in relation to a specific job advertisement or some other specific description of the position in question.

### **The position**

#### Research:

- Research at an internationally respected level, documented by a large number of significant, peer-reviewed publications in respected journals and/or books/anthologies, corresponding to at least two articles per year of full-time employment as a researcher.
- A plan and defined vision for publications, for their own research, and for the development of their subject area.
- A research impact based on a generally high level of research quality, research collaboration and/or publications in respected journals and/or by respected publishers.
- Participation in and responsibility for national and international academic networks and conferences.
- Experience of participation in international research networks.

#### Teaching and supervision:

- Teaching and examination of high educational and academic quality at all levels (BA, further education/professional MA, MA and PhD).
- The development of courses which incorporate knowledge about learning, teaching and education.
- The supervision of BA and/or MA students as well as PhD students.
- The ongoing development of educational and didactic university teaching competences.
- A significant contribution to innovation and quality in degree programme development.

- The inclusion of feedback from colleagues, students and others in the development of their own teaching, and knowledge sharing with colleagues relating to teaching practice.
- Research-based textbooks and teaching material.

#### Research dissemination:

- Research communication
- Collaboration with relevant public-sector stakeholders, including cultural life, government agencies and institutions and the education sector.
- Contributions to popular research communication.
- Collaboration with private-sector companies, organisations and institutions.

#### Research management:

- The management of organisational units, research groups and/or projects.
- Leadership in relation to organising or managing national and/or international PhD courses, and the attraction of potential international PhD students and postdocs.
- Holding positions of trust on behalf of their university.

#### External funding:

- Documented experience of applying for (and considerable success in obtaining) external research funding both nationally and internationally, for instance covering the salary of one or more researchers at an early stage of their careers.

#### Organisation and collaboration:

- Support for researchers who are at an early stage of their careers, including mentoring work.
- Experience of participation in the elected forums, working groups and assessment committees of their school, faculty and university.
- A collegial approach, teamwork and contributions to the academic community.
- Participation in cross-disciplinary collaborations.

## **Professors**

### **Qualification profile**

A professorship is a position whose main tasks are research and research-based teaching. This includes the obligation to publish at an international level, academic dissemination and research-based teaching including conducting exams, as well as supervision at BA, MA and PhD level and academic assessment, review and mentoring work. Apart from research, research-based teaching and dissemination, the position may also include collaboration with external parties, other forms of knowledge exchange and participation in the public debate. Management tasks such as the management of research, study programmes and courses will also be included.

Applicants for professorships are assessed based on the qualifications specified in the job advertisement, but must also be able to document a high level of original academic

production at international level, experience of obtaining external funding, and the completion of successful PhD supervision processes. This will document that the applicant has contributed to the development of their field of study. The focus must also be placed on assessing the applicant's ability to perform research team leadership, encourage talented researchers and fulfil other management functions (for instance in relation to the university's external collaborations).

A professorship is a final position with the same expectations in terms of academic merit as an associate professorship, but at an even higher level of distinction. Professors are also entitled to apply for pay supplements. Please see the criteria described in the salary agreement:

[https://medarbejdere.au.dk/fileadmin/www.medarbejdere.au.dk/hr/Loen/Loenforhandling\\_2013/Loenaftale\\_Arts\\_041012.pdf](https://medarbejdere.au.dk/fileadmin/www.medarbejdere.au.dk/hr/Loen/Loenforhandling_2013/Loenaftale_Arts_041012.pdf)

### **The position**

Research:

- An excellent and original research profile with leading international expertise in their subject area.
- A significant range of publications (including several major publications) of the highest international quality in their subject area, and a significant influence on their subject area based on an internationally competitive number of peer-reviewed publications in a variety of respected journals and/or books/anthologies.
- A defined vision and strategy for their subject area, perhaps including adjacent subject areas.
- Management of and participation in international editorial work, peer reviews and other types of assessment work; success in attracting major, respected conferences to AU.
- A significant research impact and natural leadership based on high research quality, the encouragement of talented researchers and collaboration.
- Invitations to present research in national and international academic networks and conferences.
- The development of one or more research environments, for instance by planning and participating in research seminars and shared research projects.

Teaching and supervision:

- Teaching and examination of high educational and academic quality at all levels (BA, further education/professional MA, MA and PhD).
- The supervision of BA, MA and PhD students and/or postdocs.
- Teaching formats and the ongoing development of educational and didactic competences and course development, including their own practice and the practices of other people in relation to teaching and supervision.
- A significant contribution to innovation and quality in degree programme development.
- Feedback for and from colleagues, students and others in the development of their own teaching and knowledge sharing with colleagues relating to teaching practice.

Research dissemination:

- The communication of research to relevant stakeholders both inside and outside the university.
- Popular research communication.
- Collaboration with a high impact in relation to private-sector and/or public-sector organisations and companies and a significant network of external stakeholders.

Research management:

- The management of organisational units, research groups and/or projects.
- Leadership in relation to organising or managing national and/or international PhD courses, and the attraction of potential international PhD students and postdocs.
- Holding particular positions of trust on behalf of their university.
- Academic leadership of cross-disciplinary collaborations.

External funding:

- Obtaining significant grants enabling a major group of researchers to carry out joint projects.

Organisation and collaboration:

- Leadership in the school's formal forums, working groups and assessment committees and the faculty's councils and/or boards.
- Collaboration with colleagues
- Wellbeing, teamwork, equal treatment, diversity and a good work environment.