

Recipient(s): Faculty of Arts

Process for implementing AU's programme for promotion at the Faculty of Arts

In accordance with the [ministerial order on the job structure of academic staff at universities](#), and as a supplement to AU's [norms for recruitment of academic staff to permanent positions](#), the senior management team has decided that exceptionally talented new recruits and associate professors/senior researchers who are already employed by the university can be enrolled in a promotion programme leading to a professorship (cf. [AU's programme for promotion from associate professor/senior researcher to professor](#)).

The promotion programme involves a targeted development plan and the potential transition from associate professor/senior researcher to professor without advertising the position. The transition to permanent employment as a professor depends on and is triggered by a positive academic assessment based on the same professional recognition requirements as those applying to open advertisements for professorships (cf. [The criteria for academic merit at the Faculty of Arts](#)).

The process involved in the two areas in which the promotion programme is applied at the Faculty of Arts is described below:

#1: Recruitment of new associate professors/senior researchers

#2: Retention of associate professors/senior researchers

Use of the programme for promotion at the Faculty of Arts with regard to #1: Recruitment of new associate professors/senior researchers

In exceptional cases, the promotion programme can be used in connection with recruitment in subject areas in which researcher mobility is very high and competition for the most promising researchers is particularly strong. The promotion programme is one of several recruitment tools that can be used in this connection.



As a general rule, associate professor/senior researcher positions are advertised in the usual manner in accordance with the recruitment policy of the faculty concerned. If the manager responsible for the appointment concludes that there are exceptional recruitment challenges and/or strong international competition, he/she may choose to offer a particularly strong candidate the chance of admission to the promotion programme in connection with their appointment. This would enable to candidate concerned – without a job advertisement but subject to a positive academic assessment (normally conducted after three–five years at associate professor level) – to transfer to a permanent position at professor level.

For associate professors/senior researchers who are admitted to the promotion programme on their recruitment, the same process and guidelines apply as those described under ‘Duration and content of the promotion programme’ below.

Use of the promotion programme at the Faculty of Arts with regard to #2: Retention of associate professors/senior researchers

At the Faculty of Arts the promotion programme is an integral part of each school’s professor plans and advertisements, but open international advertisements will still be the typical career path leading to the appointment of professors.

Applications and criteria

The criteria for selection for the programme involve assessing the candidate’s potential as well as their current academic merits and performance. Assessing their potential means assessing whether they are capable of achieving professor level at the end of the promotion programme; and whether it is reasonable to expect, based on their current performance, that the applicant can make an impact and achieve a high profile in their field during the course of the promotion programme. The term ‘current performance’ refers to the criteria and qualifications outlined below.

Associate professors/senior researchers who are already permanently employed by the university can apply for admission to the promotion programme after at least three years of employment in these positions. Staff wishing to join the promotion programme must use the faculty’s template for the promotion programme development plan to describe their own potential and/or documented qualifications and results achieved, focusing on:

- A high level of original academic production at international level
- Experience of obtaining external funding
- Teaching activities and the new development of research-based teaching, methods, courses and PhD programmes
- Completion of successful PhD supervision processes
- Contributions to the development of their field of study
- The ability to build effective collegial environments

- The ability to perform research team leadership, encourage talented researchers and fulfil other management functions (for instance in relation to the university's external collaborations).

For a full description, please see [The criteria for academic merit at the Faculty of Arts](#).

At the Faculty of Arts, candidates can apply for admission to the promotion programme once a year during the period 2022-2024, after which the process will be evaluated by the faculty management team.

Advisory committee

The faculty will set up an advisory committee with a total of 13 members for the period 2022-2024. The committee consists of three internal and nine external professors with broad academic insight into the faculty's subject areas. Following a process of internal consultation, each head of school recommends one internal and three external candidates for the advisory committee. These candidates are subject to approval by the dean.

The nine external members of the committee are chosen from among the schools' international academic partners. External as well as internal members of the committee must all be professors with broad insight into the faculty disciplines and should have experience with assessments in cross-disciplinary connections.

The principle of diversity must be observed both in these recommendations and in the final composition of the advisory committee.

The dean appoints the chair of the advisory committee. This person must have considerable experience of appointing professors, sound knowledge of the Faculty of Arts, and extensive experience of holding positions of trust. The individual concerned will be appointed by the dean after consultation in the faculty management team and the academic council.

The role of the advisory committee is to ensure the academic significance and research standard of the candidates who have been nominated, as well as providing an external perspective.

For each round of applications, the dean will appoint seven members of the advisory committee to process the applications received in the current round.

The seven members of the annual committee consist of:

- Two professors from each school. One of them will be the school's internal representative on the advisory committee, while the other is selected from among the three international academic partners who have been selected by each school.

- The chair of the advisory committee will participate in all rounds of applications.

The advisory committee will draw up a list of candidates for the promotion programme for each of the three heads of school and will subsequently be able to assist them in making the final priorities. Following relevant advice, each head of school will submit a final, prioritised list of recommendations to the dean.

The heads of school will select applicants for the programme following close consideration of the strategic planning of other appointments and talent development at the schools. When selecting candidates for the programme, the emphasis will be placed on documented, exceptional academic initiatives and results.

The best qualified candidates will also be expected to contribute to the school's strategic and long-term goals, for example the improvement of academic development, diversity, research, education and collaboration within a given academic area.

Each school can nominate two-three candidates, and the dean will then select the applicants who can be admitted to the promotion programme each year.

Applications

The advice given by the committee is based on a brief application consisting of:

- Appendix A: A development plan for the promotion programme, using the faculty's template.
- Appendix B: A CV (max. 2 pages).
- Appendix C: A list of publications (max. 5 pages).

The committee will not conduct an academic assessment of the respective applicants; this is only done within the final six months of the promotion programme by an assessment committee which is set up in accordance with the current rules for academic assessment committees based on [the ministerial order on the appointment of academic staff at universities](#), [the faculty's recruitment policy](#), and [the guidelines for job advertisements, assessment and appointments of academic staff at the Faculty of Arts](#).

Final selection

The final selection of associate professors/senior researchers for the promotion programme will be performed by the dean based on the recommendations of the heads of school. Emphasis must be placed on diversity when selecting the recommended candidates at both school and faculty level.

Number of applicants selected

During the first rounds, it is expected that six-eight people at the faculty will be selected for the promotion programme each year. After the first three-year period (2022-2024), the faculty management team is expected to review the number of applicants admitted to the programme in the next round.

The academic council and the senior management team will review the way in which the programme is used once a year.

Duration and content of the promotion programme

A promotion programme for professors lasts three-five years for each participant. The expected duration of the programme is fixed when the programme starts and is based on an individual, specific review of the relationship between the potential for and/or current performance at professor level in relation to the criteria stated above.

Participants in the promotion programme will receive a position-related supplement of DKK 45,437 per annum (using 2012 as a baseline).

Development plan and mentor scheme

AU's general guidelines regarding the use of the promotion programme state that each development plan must be kept up to date in accordance with the stated criteria for the promotion programme and [The criteria for academic merit at the Faculty of Arts](#).

Staff will also be given a senior member of academic staff as a mentor.

Annual status reviews

The head of school and department will follow up on the updated development plan for the individual promotion process by conducting annual discussions with the associate professors/senior researchers who are included in the promotion programme.

Final assessments

At these annual discussions a decision will be taken as to when applicants will be ready for professor assessment (typically after three-five years). When this is deemed to be the case, the head of school – after discussing the issue with the candidate in question – will initiate the assessment process in accordance with the current rules for academic assessment committees.

If the assessment is positive, the candidate will be appointed to a professorship. Candidates who are deemed not to be qualified for professorships will continue their appointment as associate professors/senior researchers outside the promotion programme. However, the university may offer them the chance to try again before the promotion programme in question expires. Each candidate can be assessed twice, but no more than twice.