DEVELOPMENT PLAN – PROGRAMME FOR PROMOTION TO PROFESSOR

# Introduction

It is important to begin the programme by balancing expectations with the participating staff member with regard to their visions and desires for their career development as research leaders on the one hand, and the department’s/school’s own academic development goals on the other hand. In other words, it is important to ensure alignment between the participating staff member’s visions and desires and the department’s/school’s academic development.

The objective of the programme for promotion to professor is to contribute to the realisation of Aarhus University’s strategic goals with regard to the development of the university’s core tasks, researcher career opportunities and diversity. The promotion programme is based on an individualised, targeted development plan. The development plan must be tailored to the participating staff member and designed at the beginning of the programme.

The individual development plan must chart a course for the participating staff member’s professional development, including defining tasks to be performed and goals to be achieved in order to qualify for promotion to professor level. When admitted to the programme and as part of the development plan, the employee must be assigned a mentor who is a professor, and an individual mentoring programme must be designed.

The development plan also provides a framework for regular follow-up, at least once a year, if desired in connection with the annual SDD.

For each topic in the development plan, it may be relevant to describe the goals to be achieved by the candidate in the course of the upcoming year.

The development plan must be drafted when the staff member is admitted to the promotion programme, in dialogue with the staff member’s immediate academic leader and the head of department/school. The plan must be approved by the dean.

**Criteria**:

The template for the development plan is to be filled out in accordance with the promotion programme’s goals and criteria and as well as the criteria for academic hires at professor level at the faculty in question.

* [AU’s programme for promotion from associate professor/senior researcher to professor](https://medarbejdere.au.dk/administration/hr/rekruttering-og-ansaettelse/forfremmelsesprogram-fra-lektor/seniorforsker-til-professor)
* Link to criteria for employment: Arts *Under construction*
* Link to [criteria for employment: Health](https://health.au.dk/fileadmin/www.health.au.dk/Om_Health_Ekstern/Ledige_stillinger/Ansaettelsesprocedurer/2021/Kriterier_for_ansaettelse_-_professor_02.11.2021.pdf)
* Link to [criteria for employment: Natural Sciences](https://nat.au.dk/fileadmin/nat.au.dk/HR/Vejledninger_Nat_DK/Kriterier_for_varig_ansaettelse__Nat_.pdf)
* Link to [criteria for employment: Technical Sciences](https://tech.au.dk/fileadmin/tech.au.dk/HR/Vejledninger_Tech_DK/Kriterier_for_varig_ansaettelse__Tech_.pdf)
* Aarhus BSS’ criteria er set out in Aarhus BSS’ [Guidelines for the assessment committee](https://auinstallation40.cs.au.dk/fileadmin/www.medarbejdere.au.dk/hovedomraader/Business_and_Social_Sciences/Politikker_og_kataloger/Vejledning_til_bedoemmelsesudvalg__januar_2021_endelig_tilrettet_september_2021.pdf)

**Research**

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| *Describe your goals for the programme with regard to the topics that are relevant for you, including but not limited to: research activities, publications (peer-reviewed as well as books and articles in anthologies), establishment and leadership of internationally recognised research groups, interdisciplinary collaboration, international collaboration, research abroad, scientific/scholarly professional development, applications for external research funding (initiation/coordination or as PI), prizes and honours.* |
| *Updated at follow-up meeting on [date].* |

**Research-based teaching, education and consultancy**

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| *Describe your goals for the programme with regard to the topics that are relevant for you, including but not limited to: Teaching at Bachelor’s, Master’s and PhD level, other teaching, supervision and mentoring, international teaching experience, administering tests/exams, course and programme management, contributions to textbooks/teaching material, pedagogical-didactic competencies, development of teaching portfolio, plans in regard to internationally competitive education, performance of leadership functions in the area of education, advising or participation in advising Danish and/or international government authorities, participation in the development or further development of international or international norms/regulations, development of and contribution to quality assurance and/or quality management of consultancy – ISO 9001. Dissemination of research and public lectures, etc.* |
| *Updated at follow-up meeting on [date].* |

**Supervision and development of PhD students/postdocs/others**

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| *Describe your goals for the programme with regard to the topics that are relevant for you, including but not limited to: Supervision and mentoring of PhD students, contributions to career and talent development activities, establishment of PhD courses as well as plans for composition and talent development of a high-level research group.* |
| *Updated at follow-up meeting on [date].* |

**External collaboration**

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| *Describe your goals for the programme with regard to the topics that are relevant to you, in the Danish context as well as the international context, including but not limited to: Research collaboration, collaboration and co-creation with collaborators from the public and private sector and/or NGOs, knowledge and technology transfer in general, public sector consultancy, patents.* |
| *Updated at follow-up meeting on [date].* |

**Academic positions of trust**

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| *Describe your goals for the programme with regard to the topics that are relevant for you, including but not limited to: Memberships of committees/foundation organisations, positions of trust in professional scientific/scholarly organisations, editorial work for international journals, assessment in connection with academic positions(foundations/dissertations (academic appointments, dissertations, etc.), organisation of academic conferences and symposiums, public visibility, contributions to the life of the faculty and the department/school.* |
| *Updated at follow-up meeting on [date].* |

**Research team leadership**

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| *Describe your goals for the programme within the topics of relevance to you with regard to your development as a research team leader, including ensuring a high-quality research environment in your research group, including but not limited to: Research leadership training, personal development, peer coaching, leadership through others, diversity, equality, contributions to a good work environment.* |
| *Updated at follow-up meeting on [date].* |

**Other**

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| *For example, plans for improving proficiency in Danish, participation in management team, support for establishment of centre/new research area, etc.* |
| *Updated at follow-up meeting on [date].* |

**Mentoring**

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| *Describe your plans for and expectations regarding one or more of the following: Your mentor’s scientific/scholarly profile, central issues to focus on in the mentoring relationship (such as research, external funding, teaching, leadership), meeting frequency and format, etc.* |
| *Updated at follow-up meeting on [date].* |

**Follow-up**

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| *Describe the plan for regular follow-up during the promotion programme, including but not limited to: Meeting frequency and form, participants, whether follow-up is to take place in the context of the SDD, etc.* |
| *Updated at follow-up meeting on [date].* |

**Signatures**

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| *Date:* | *Name:* | *Signature:* |

*Staff member in the promotion programme*

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| *Date:* | *Name:* | *Signature:* |

*Immediate academic leader*

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| *Date:* | *Name:* | *Signature:* |

*Head of department/school*

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| --- | --- | --- |
| *Date:* | *Name:* | *Signature:* |

*Dean*