

## Criteria for appointment of associate professors at the University of Copenhagen

Six overall criteria apply for associate professor appointments at the University of Copenhagen. The six criteria are considered a framework for the overall assessment of candidates.

Each candidate must always be assessed according to the specific requirements stated in the job advertisement and the application material submitted.

### Research

Associate professors demonstrate intellectual originality, scholarly autonomy, have a clear research profile and provide valuable contributions to research-based knowledge within a given discipline or interdisciplinary field.

- An internationally recognised research profile
- An articulated vision and strategy for their subject area
- A considerable number of peer-reviewed publications in recognised journals and/or books or anthologies
  - Typically a minimum of 6-12 published papers in international peer reviewed journals including a substantial number of first author papers and 1-2 last author paper
- Research impact through high research quality and/or citations in recognised journals and/or books or anthologies
- Participation in national and international scientific networks and conferences, including with own contributions
- Ph.D.-degree in a subject relevant for the position or equivalent competence demonstrated by e.g. a number of independent publications
- Regular review activity for relevant international journals and other scientific expert positions/commissions of trust
- Experience with co-supervision of PhD students

### Teaching and education

Associate professors provide high-quality, research-based teaching in one or more disciplines and contribute to developing, organizing and evaluating courses.

- Considerable teaching experience, including examination work and experience with practical and theoretical course development that incorporates knowledge of learning, teaching and education as well as experience with administrative tasks such as course responsibility
- Experience with supervising bachelor and/or master's degree students
- A teaching portfolio that documents teaching experience and reflections on teaching skills
- Ongoing development of pedagogical and didactic skills,
  - Passed the "University pedagogics" or similar teaching course with good evaluations and at least 2-3 years of teaching experience at university level
- Course responsibility
- Interest in including feedback from colleagues, students and others in the development of own teaching, as well as knowledge sharing with colleagues about teaching practice

### **Societal impact and dissemination**

Associate professors interact with external partners, communicate and apply their research and generate knowledge that benefits societal developments

- Experience in communicating and disseminating research to relevant stakeholders, including students and surrounding society
- Contributions to popular science communication
- Collaboration with private and/or public organisations and relevant industry

### **Organisational and administrative contribution**

Associate professors are co-creators and responsible for developing an active academic environment, sit on assessment committees, councils, boards and committees at UCPH and contribute to enhancing the University's brand.

- Documented experience in joining the department's formal forums and working groups
- A collegiate spirit and ability to collaborate and build relationships
- Participation in interdisciplinary collaboration

### **External funding**

- Associate professors are in charge of grant application activities regarding research funds.
- Experience of applying for research funds

### **Leadership**

- Associate professors act as independent heads of research and focus on the development of young researchers.
- Interest in the development of own academic leadership skills
- Interest in academic leadership tasks, e.g. research, course or programme management
- Contribution to well-being, collaboration, equal treatment, diversity and a good working environment

### **Veterinary clinical competency**

In case the position announced includes veterinary work with client-owned animals, the following also applies:

- DVM and Danish license to practice veterinary medicine is a prerequisite for the position
- Specialist education and training within the applied area, e.g. documented through EBVS or ABVS Diplomate degrees or other official specialist degrees, is preferred for the position