

Criteria for appointment of professors at the University of Copenhagen

Six overall criteria apply for 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

Professors are internationally recognized researchers in their fields of expertise. Their research is influential and contributes to the development of their own subject area as well as more broadly.

- An excellent research profile with leading international expertise in the subject area
- An articulated vision and strategy for their subject area, also covering ties to adjacent areas
- Significant influence on the subject area via many peer-reviewed publications across recognized journals and/or books or anthologies
 - Typically more than 20 published papers in international peer reviewed journals. Several of the papers must be in high-ranking international journals.
- Significant research impact through high research quality and/or many citations in recognized journals and/or books or anthologies
- Participation in national and international scientific networks, collaborations, and conferences, including invitations to present research
- Ph.D.-degree in a subject relevant for the position or equivalent competence demonstrated by e.g. a number of independent publications
- Experience with public and/or private research collaboration
- Research supervision
- Documented experience with PhD student/resident supervision as a principal supervisor and/or postdoc supervision and acting as opponent of PhD theses or doctoral theses

Teaching and education

Professors provide research-based teaching of the highest quality in one or more disciplines and contribute to developing, organizing and evaluating courses at all levels.

- Extensive 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 in supervising bachelor students, master's degree students,
- A teaching portfolio that documents teaching experience and reflections on teaching skills and educational development
 - Ongoing development of pedagogical and didactic skills, including own and others' practice in relation to teaching and supervision incl. passed the "University pedagogics" or similar teaching course with good evaluations
- Interest in including feedback from colleagues, students and others in the development of own teaching as well as mentoring of colleagues with the aim of developing their teaching practice

Societal impact and dissemination

Professors interact with external partners and seek out new collaborations, communicate and generate knowledge that greatly benefits societal developments, e.g. by influencing the public debate within their field of research.

- Considerable experience of communicating research to relevant stakeholders, including students and surrounding community
- Frequent contributions to popular science communication
- Strategic collaboration with private and/or public organisations and a significant network of external stakeholders
- Some experience on Editorial Boards, in congress organization committees, and as session chair or moderator

Organisational and administrative contribution

Professors take responsibility for developing an active academic environment, sit on assessment committees, councils, boards and committees at UCPH and contribute to enhancing the University's brand.

- Membership of the department's formal forums, working groups and assessment committees and interest in joining councils, boards and committees at UCPH.
- A collegiate spirit and commitment to collaboration as well as strong relationship and conflict resolution skills
- Development and management of interdisciplinary collaborations

External funding

Professors initiate grant application activities regarding research funding and obtain and manage grants.

Experience with applying for, obtaining and managing research grants

The candidate has demonstrated the ability to attract external funding in collaboration with national and international partners to support the development, leadership, and maintenance of her/his research group

Substantial departmental or external funding for PhD fellowships.

Leadership

Professors develop the subject area in synergy with other subject areas and exercise academic leadership, including the development of and delegation of responsibilities to junior researchers.

Experience of developing own academic leadership skills

Experience of academic leadership tasks, e.g. research, course or programme management

Responsibility for and 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