



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
- 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, primarily with own contributions

Teaching

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

- Considerable teaching experience, including examination work and experience with practical course development that incorporates knowledge of learning, teaching and education
- Experience of 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, e.g. documented by completing a teacher training course
- 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

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

- Experience of communicating research to relevant stakeholders, including students
- Contributions to popular science communication
- Collaboration with private and/or public organisations



Organisational contribution

Associate professors are co-creators of an active academic environment and are members of the department's formal forums, working groups and assessment committees.

- Interest 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

- Assistant 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



Criteria for the hiring and promotion of tenure track and permanent academic staff at the Natural History Museum of Denmark

The Natural History Museum of Denmark is the national museum for nature in Denmark, and is organised as a department under the Faculty of Science, University of Copenhagen. The museum is responsible for maintaining, safeguarding and developing the Danish natural history heritage collections and a key player in the national and international museum world. According to the Danish Museum Act and the University Museum Order the main mission of the museum is to preserve, increase, enhance and communicate its collections and conduct collection-based research. This is done through the integrated tasks of collecting, registration, digitization, preservation, research, teaching, exhibitions and public engagement. Due to the dual role as both museum and university department, the museum has expanded the university criteria to better reflect this dual role. The list below can serve as an aid in the evaluation.

| | Associate Professor |
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| Research – Impact | Collection-based research with internationally recognized potential to make a future impact. An internationally recognised research profile and a thorough understanding of collection-based research. |
| Research – review services | Regular review activity for international journals. |
| International and national scholarly activity and positions of trust | Some experience on Editorial Boards, congress organization committees and as session chair. |
| Teaching and supervision | Development of teaching portfolio. |
| Curator - Associate professors provide curatorial expertise and take active part in curatorial activities | Is a scientific specialist in one of the areas that are curated. Considerable curatorial experience. Well evaluated. |
| | Significant curatorial impact documented by improved collections, and development of collections. Initiatives to make the collections of use to the broader public |
| | Take active part in national and international museum collaborations through organizations and programs. |
| | Documented grants for digitization and collection development. |
| Public engagement/Societal impact | Annual science public engagement contributions, such as popular science publications, interviews, participation in citizen science-projects, open house events, high school visits, and presentations for a general museum audience. |
| | Experience with public engagement and participation in public engagement activities. |
| | Act as curator/consultant for exhibits and public engagement within his/her field of collection(s) and research. Acting as lead curator on permanent and temporary exhibits. |
| Organisational contribution | Interest in joining the museums formal forums and |



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| | working groups. |
| External funding | Personal national and/or international grants. External funds for PhD and postdoc students. |
| Leadership | Interest in academic and museum leadership tasks, e.g. research, museum organization and management, course or programme management. |