
CRITERIA FOR APPOINTMENT OF ACADEMIC STAFF AT AARHUS UNIVERSITY, HEALTH

The mission of Aarhus University (AU), Health is to improve public health through research, education and talent development at a high international level, as well as to ensure knowledge dissemination and knowledge exchange throughout the health sciences.

The employees at AU Health must realise this task. It is therefore crucial that all four core activities – research, education, talent development and knowledge exchange – are brought into play in relation to the criteria according to which AU Health assesses candidates for academic positions.

The framework for the assessment of candidates for academic positions at AU Health comprises the general rules contained in the ministerial order on appointment of academic staff at universities and the job structure for academic staff at universities. The purpose of the criteria stated below is to fill out this framework.

The criteria have two purposes. They should be used by the assessment committee and others who assess the candidates for a given academic position to ensure the appointment of persons who can contribute to AU Health's mission. In addition, the criteria provide current employees and applicants with an insight into the qualifications that are in demand among the academic staff at AU Health.

SUPPLEMENT TO THE GENERAL QUALITY REQUIREMENTS

The criteria apply to all positions at assistant professor, associate professor and professor level. See also the job structure for academic staff at universities. The criteria supplement the basic qualification requirements, which are stated in the job structure.

The importance attached to the criteria below varies between the different levels of employment, as shown in the table. In addition, an institute or department may choose to utilise the criteria differently than described here, if there are important reasons for so doing. This is to be agreed between the department head and dean.

Special qualification requirements must be stated in the job advertisement and these must be taken into account in the assessment of the applicants.

A, B AND C CRITERIA

Only one set of criteria is employed. However, these are weighted differently depending on the level of the position:

Criteria under 'A' are very important for the performance of the position.

Criteria under 'B' are important.

Criteria under 'C' are less important and are not a prerequisite for the performance of the job. However, they are to be considered a plus and may to a certain extent compensate for failure to meet A and B criteria.

The assessment of whether a given criterion is met must be seen in the light of the individual applicant's active research time (including the length of any periods of leave), the level of the position and the subject area in question. It is thus not possible to specify precise quantitative measurements for when a given criterion is met.

For example, the requirements regarding the number of publications or teaching experience will be different for an assistant professorship and a professorship. The requirements for "height, scope and volume" for meeting a given criterion increase the higher the position is located in the academic job structure. There may also be variations between one academic area and another in relation to what the scope of a given performance or specific experience should be in order to meet a given criterion.

SPECIAL INFORMATION FOR TENURE TRACK POSITIONS

In the case of appointment of assistant professors in tenure-track positions, the criteria are supplemented with the criteria set out below (from the document "Recruitment of research talents – research talent development at AU, Health"):

- The applicant must have the potential to reach the highest international level within his or her academic field.
- The applicant is expected to be able to meet the criteria for a permanent position at AU, Health after the completion of the tenure track programme.
- The applicant must document extraordinarily good published research results and a high degree of independence in his or her career thus far.
- The applicant must have completed one or more productive stays at another university/research institution abroad (at least six months).
- The applicant must be able to document experience with knowledge dissemination and teaching.
- The applicant must provide arguments in favour of his or her possible employment in a tenure track programme and present a future career plan.

OTHER TYPES OF POSITIONS

The criteria below supplement the qualification requirements contained in the job structure for appointments to positions on the level of assistant professor, associate professor and professor. If one or more of the four core activities are not relevant to the content of the position, these criteria are to be disregarded in regard to the core activities in question.

For positions in the job structure that are not on the level of assistant professor, associate professor or professor, reference is made to the qualification requirements in the job structure.

DOCUMENTATION AND BASIS FOR THE ASSESSMENT

Applicants must provide an account of relevant performance, experience and skills, which are related to the different criteria in their application, including the CV, research plan and teaching portfolio.

For each criterion, the individual assessment committee has the task of assessing whether an applicant lives up to the criterion to a satisfactory degree, and has documented and/or has sufficient potential for a future career.

CRITERIA	ASSISTANT PROFESSOR*	ASSOCIATE PROFESSOR	PROFESSOR
Research (publications, management, network, financing etc.)			
Independent research of high quality (demonstrated in peer-reviewed publications)	A	A	A
Peer-reviewed publications in the best and most recognised publishing channels within the research area	C	B	A
Peer-reviewed publications with spillover effect on the research area (measured via number of citations)	C	B	A
Experience of interdisciplinary/cross-disciplinary research	C	C	C
Leadership skills (including the ability to head research projects and lead and inspire other researchers)	C	B	A
International collaboration with researchers and research institutions (for example via stays at other research institutions, guest lectures, joint publications, conference planning, participation in advisory boards)	C	B	A
Ability to attract external research funds (documented by indication of the size of amounts for previously acquired funding)	B	B	A
Future visions and plans in relation to research, together with development potential in the area	A	A	A
Education (teaching)			
Completed courses in university teaching or other pedagogics courses	C	B	A
Experience of teaching at Bachelor's and Master's level and possibly PhD, further and continuing education level	B	A	A
Experience of undertaking examinations	C	C	A
Experience of course management	C	C	A
Experience of programme management	C	C	B
Contributions to textbooks or teaching material	C	C	B
Experience of educational or research development	C	B	A
Future visions and plans in relation to research, together with development potential in the area	A	A	A
Talent development (supervision etc.)			
Experience of supervision of students in connection with Bachelor's projects and Master's theses etc.	C	A	A
Experience of supervising PhD students	-	B	A
Has completed training course for supervisors	C	B	A
Experience of establishing PhD courses	C	B	A
Future visions and plans in relation to research, together with development potential in the area	A	A	A
Knowledge exchange (in cooperation with business and industry and public sector etc.)			
Experience of collaboration on research activities with private or public stakeholders	C	C	B
Experience of research-based consultancy for private or public-sector stakeholders	C	C	B
Experience of development of patents and/or spin-off companies	C	C	C
Experience with the communication of research to the general public (e.g. via media and books)	C	C	C
Future visions and plans in relation to research, together with development potential in the area	A	A	A

CRITERIA	ASSISTANT PROFESSOR*	ASSOCIATE PROFESSOR	PROFESSOR
Additional characteristics			
Characteristics which are specifically mentioned in the job advertisement	A	A	A
Experience with administration and management of e.g. departments or faculties	C	C	C
English (must be able to communicate in writing and orally at academic level)	A	A	A
Excellent collaborative skills	B	A	A

* In the case of appointment of assistant professors in tenure-track positions, the criteria named here are supplemented with the special criteria from the document "Recruitment of research talents – research talent development at AU, Health" (see section in the text above, as well as the table below).

*Special criteria for tenure track positions	Documentation/basis for the assessment of whether criterion is met
The candidate must have the potential to reach the highest international level within his or her academic field.	Should be understood as a stricter interpretation of the ordinary research criteria.
The applicant is expected to be able to meet the criteria for a permanent position at AU, Health after the completion of the tenure track programme.	
The applicant must document extraordinarily good published research results and a high degree of independence in his or her career thus far.	Should be understood as a stricter interpretation of the ordinary research criteria.
The applicant must have completed one or more productive stays at another university/research institution abroad (at least six months).	Articles that have been prepared on the basis of material generated during a study period abroad are stated in the CV.
The applicant must be able to document experience with knowledge dissemination and teaching.	Stated in the CV (a trial lesson could be held during the job interview).
The applicant must provide arguments in favour of his or her possible employment in a tenure track programme and present a future career plan.	Motivation and plan are described in the application.