

# Criteria for appointment of associate professors at Health, Aarhus University

The criteria apply for associate professor appointments at Health. The assessment of each applicant should be based on these criteria guided by the material submitted by the applicant including the application, status information, teaching portfolio and CV. Specific qualification requirements must be stated in the job advertisement. Reference is also made to the "[Template for applicant - associate professor \(general information\)](#)" and "[Template for assessment – associate professor](#)".

The assessment committee's assessments will be given as an overall assessment (in text form), supplemented by a score for the different criteria (check marks): 3 = To a great extent, 2 = To some extent and 1 = To a limited extent).

The expectations for associate professors is that for certain criteria the applicant has a score of 3, while a score of 2 is expected for some of the other stated criteria in order to be assessed as qualified. However, the individual criteria in the assessments themselves will be viewed as a framework for an overall assessment of whether the candidate is qualified for the position in relation to the job advertisement, rather than as absolute criteria which the applicant must meet in each case.

## Research publications

Some degree of peer-reviewed publications of high international standard are expected, and that these are published in recognised publishing channels within the subject area. The assessment of publication activities will depend on the research area and may also include e.g. books and anthologies.

## Research activities

A high degree of independent research of high international standard is expected together with a substantiated research plan, also of high international standard. Some degree of international cooperative relations with researchers/research institutions is expected, together with experience of managing research projects and managing/inspiring other researchers. Interdisciplinary research collaboration is not a prerequisite for the performance of the job, but such collaboration will be weighted highly (depending on the research area).

## Academic duties

Some degree of involvement is expected in academic duties such as membership of committees/funding organisations, editorial work for international journals, assessment work for academic positions/foundations/dissertations and the organisation of academic conferences/symposia.

## Attracting research funding

Some degree of ability to attract external research funding is expected, though taking the research area into account.

## Supervision and development of PhDs/postdocs/others

A high degree of experience is expected of assignment supervision of Bachelor's/Master's degree students, and of planning the composition/talent development of a research group of high standard. Some degree of experience of supervision of PhD students and of establishing PhD courses is expected.

## Teaching and course activities

A high degree of experience, preferably international, of teaching at Bachelor's, Master's and possibly PhD and further and continuing education level are expected, together with plans of high class and at a high international level in relation to teaching in the area. Completed courses in university pedagogics or other pedagogical courses on the supervision of students are expected and the applicants are expected to be able to demonstrate their experience and qualifications in teaching portfolio or the equivalent. If no educational courses have been completed, the applicant must, within a period of up to two years, undergo the necessary courses to achieve the pedagogical/didactic competencies.

Experience of undertaking tests/exams, course or study management and contributions to textbooks/teaching material are not a prerequisite for performance of the job, but will be weighted highly (depending on the research area).

**Collaborative activities with business and industry and public-sector stakeholders**

A high degree of visionary plans for collaborative activities in the area are expected. Experience of research collaboration with private/public-sector stakeholders and research-based consultancy is not a prerequisite for the performance of the job, but it will be weighted highly (depending on the research area).