**Template for development plan (tenure track plan)**

The purpose of the development plan is to provide a framework for the academic development of the tenure track assistant professor and to specify goals and tasks towards promotion to associate professor. The plan is drawn up within 2 months of employment in consultation with the supervisor and the Head of Department (or Vice-Head of Research). The Vice-Dean of Research approves the plan.

**Personal data**

|  |  |
| --- | --- |
| Name |  |
| Date of employment |  |
| Place of employment |  |
| Mid-term evaluation date (tentative) |  |

**Research**

|  |
| --- |
| *Please describe your plans in relation to one or more of the following: Research activities, publications (peer-reviewed as well as books and anthologies), establishing and heading a research group, interdisciplinary collaboration, international collaboration, stay abroad, complementary skills training, funding applications and grants (national/international), prizes and acknowledgements, etc.* |

**Teaching**

|  |
| --- |
| *Please describe your plans in relation to one or more of the following: Teaching at bachelor’s, master’s and PhD level, other teaching, international teaching experience, undertaking tests/exams, course leadership, contributions to textbooks/teaching materials, developing pedagogical-didactic competences, curating and maintaining a teaching portfolio, university pedagogical programme, etc.* |

**Academic service**

|  |
| --- |
| *Please describe your plans in relation to one or more of the following: Committee memberships, editorial work, assessment work (academic positions, dissertations, etc.), organization of academic conferences/ symposia, public visibility, etc.* |

**Collaboration**

|  |
| --- |
| *Please describe your plans in relation to one or more of the following: Public, private and/or non-governmental collaboration, knowledge and technology transfer in general, consultancy, patents, etc.* |

**Supervision**

|  |
| --- |
| *Please describe your plans in relation to one or more of the following: Supervision and mentoring of bachelor’s, master’s and PhD students, contributions to career and talent development activities, etc.* |

**Leadership**

|  |
| --- |
| *Please describe your plans in relation to one or more of the following: Personal skills development, research management training, peer coaching, seeking mentorship, leading through others, gender equality, diversity, etc.* |

**Other**

|  |
| --- |
| *E.g. plans for obtaining Danish language skills* |

**Inspiration**

* Consult the document ‘Guidelines for tenure track at Health’ for general expectations and criteria emphasized in the academic assessment prior to transfer to the level of assistant professor
* Consult the job advertisement for further specific criteria pertaining to your position
* Consult the document [Criteria for appointment – associate professor](https://health.au.dk/en/about-health/vacant-positions/recruitment-procedures-at-health/Criteria_for_appointment_-_associate_professor)
* Browse the [Vitae online resources on professional career development for researchers](http://www.vitae.ac.uk)

**Signatures**

|  |  |  |
| --- | --- | --- |
| Date: | Name: | Signature: |

Tenure track assistant professor

|  |  |  |
| --- | --- | --- |
| Date: | Name: | Signature: |

Supervisor

|  |  |  |
| --- | --- | --- |
| Date: | Name: | Signature: |

Head of Department (or Vice-Head of Research)

|  |  |  |
| --- | --- | --- |
| Date: | Name: | Signature: |

Vice-Dean of Research