

Criteria for recognizing merit

Date: 05.11.2021

This framework has been created to elaborate on the four dimensions in the department's merit description. It explains the progression within three job categories from assistant to full professor. Under each main criteria, there is a description of the characteristics of the position and several specific criteria. The specific criteria are understood as skills that the individual academic staff member possesses when taking up the position. This framework can be used during faculty hiring and as an offset for a discussion between university management and an academic staff about desired or required competence development. The teaching framework follows the Danish framework for advancing university pedagogy (<https://dkuni.dk/wp-content/uploads/2021/03/danish-framework-for-advancing-university-pedagogy-1.pdf>).

Academic staff can have a strong profile in some areas and be less strong in other areas. All the criteria are not necessarily equally important at any one time. The criteria should not be seen as a checklist, and even if the employee meets all the criteria, it does not mean that there is a vacant position at the given level.

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	Assistant Professor	Associate Professor	Professor
RESEARCH	<p>Assistant professors demonstrate intellectual originality, develop their research profile, and provide valuable contributions to science. Assistant professors furthermore</p> <ul style="list-style-type: none"> - Plan their own research and demonstrate development potential - Have peer-reviewed publications in recognised journals and/or books or anthologies - Participate in scientific seminars and conferences, also with own contributions 	<p>Associate professors demonstrate intellectual originality, scholarly autonomy, have a clear research profile and provide valuable contributions with impact. Associate professors furthermore</p> <ul style="list-style-type: none"> - Have an internationally recognised research profile - Have articulated a vision and strategy for their subject area - Have a considerable number of peer-reviewed publications - Have research impact through high research quality or citations - Participate in national and international scientific networks and conferences, primarily with own contributions - Have experience with co-supervision of PhD students 	<p>Professors are internationally recognised researchers in their fields. Their research contributes to the development of their own subject area as well as more broadly. Professors furthermore</p> <ul style="list-style-type: none"> - Have an excellent research profile with leading international expertise in the subject area - Have articulated a vision and strategy for their subject area, also covering ties to adjacent areas - Have significant influence on the subject area via many peer-reviewed publications - Have significant research impact through high research quality and many citations - Participate in national and international scientific networks and conferences, including invitations to present research - Have experience as main PhD advisor
TEACHING TEACHING	<p>Assistant professors provide research-based teaching within one or more subject areas. Assistant professors furthermore</p> <ul style="list-style-type: none"> - Under the leadership of others, plan and carry out individual teaching and supervision activities with a focus on the students' learning - Can, under supervision, organize and carry out assessment in accordance with the academic objectives - Can, in collaboration with the students, create a constructive and learning-oriented teaching environment - Can participate in collaboration on teaching with colleagues and/ or 	<p>Associate professors provide high-quality, research-based teaching in one or more disciplines and contribute to developing, organising, and evaluating courses. Associate professors furthermore</p> <ul style="list-style-type: none"> - Master the subject's essential teaching and supervision practices and can independently plan and carry out teaching, supervision, and course organisation, considering both academic goals and the students' learning prerequisites - Can independently plan, carry out and evaluate assessments in accordance with the academic objectives 	<p>Professors provide research-based teaching of the highest quality in one or more disciplines and contribute to developing, organising, and evaluating courses on all levels. And furthermore</p> <ul style="list-style-type: none"> - Master a broad spectrum of teaching and supervision practices - Can develop, innovate, and experiment with teaching and supervisory practices - Have mastered different types of assessment and can assess whether the selected assessment type is appropriate - Can develop, rethink, and develop innovative types of assessment

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	<p>students under the pedagogical leadership of others</p> <ul style="list-style-type: none"> - Can assess the quality of own teaching and supervision and, where relevant, seek out new knowledge and guidance 	<ul style="list-style-type: none"> - Can work systematically to develop own teaching and thesis supervision based on the teaching evaluations - Can, in collaboration with the students, create a constructive and learning-oriented teaching and study environment - Can collaborate with colleagues and students on the development and implementation of teaching and thesis supervision, including on the responsibility for course administration - Can assess own teaching and supervision competencies and in collaboration with others, develop own teaching and thesis supervision practices 	<ul style="list-style-type: none"> - Can develop and test new formats for evaluating own teaching and supervision - Can, in collaboration with the students, develop and test new initiatives for supporting the teaching and study environment - Can disseminate, share knowledge and act as sparring partner with colleagues for the development of teaching, thesis supervision and assessment - Can carry out pedagogical guidance of younger colleagues and peer-to-peer collegial supervision
FUNDING	<p>Assistant professors participate in grant application activities regarding research funds. Assistant professors furthermore</p> <ul style="list-style-type: none"> - Have an interest in collaborating with external partners - Have experience of participating in grant applications for research funds 	<p>Associate professors oversee grant application activities regarding research funds. Associate professors interact with external partners, communicate their research, and generate knowledge that benefits societal developments, and furthermore</p> <ul style="list-style-type: none"> - Have experience of applying for research funds - Have experience of communicating research to relevant stakeholders - Have collaborated with private and/or public organisations 	<p>Professors initiate grant application activities regarding research funds and obtain and manage funds. Professors interact with external partners and seek out new collaborations, communicate and generate knowledge that greatly benefits societal developments. Professors furthermore</p> <ul style="list-style-type: none"> - Have considerable experience of communicating research to relevant stakeholders - Have experience of applying for, obtaining, and managing research funds - Have strategic collaboration with private and/or public organisations and a significant network of external stakeholders
WORKING WITH OTHERS WORKING WITH OTHERS	<p>Assistant professors have self-management skills, including management of own projects. Assistant professors contribute to an active academic environment, and furthermore</p>	<p>Associate professors act as independent researchers and participate in the development of young researchers. Associate professors are co-creators of an active academic environment and are members of the department's formal forums,</p>	<p>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. Professors take responsibility for developing</p>

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	<ul style="list-style-type: none">- Have the ability to manage smaller research projects- Contribute to well-being, collaboration, equal treatment, diversity, and a good working environment- Have an interest in joining the department's formal forums and working groups- Commit to collaborate and build relationships- Are oriented towards and motivated for engaging in interdisciplinary collaboration	<p>working groups and assessment committees, and furthermore</p> <ul style="list-style-type: none">- Have an interest in the development of own academic leadership skills- Have an interest in academic leadership tasks, e.g., research, or programme management- Contribute to well-being, collaboration, equal treatment, diversity and a good working environment- Have an interest in joining the department's formal forums and working groups- Have a collegiate spirit and ability to collaborate and build relationships- Participate in interdisciplinary collaboration	<p>an active academic environment, sit on assessment committees, councils, boards, and committees at AAU and contribute to enhancing the University's brand, and furthermore</p> <ul style="list-style-type: none">- Have experience in developing own academic leadership skills- Have experience in academic leadership tasks, e.g., research, course, or programme management- Have responsibility for and contribute to well-being, collaboration, equal treatment, diversity, and a good working environment- Are members of the department's formal forums, working groups and assessment committees and interest in joining councils, boards, and committees at AAU.- Have a collegiate spirit and commitment to collaboration as well as strong relationship and conflict resolution skills- Develop and manage interdisciplinary collaborations
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