

Date: 07/03/2023

Assessment of scientific staff at the Department of Electronic Systems

This document aims

- to provide a shared framework for discussion of scientific staff expertise, achievements, and goals
- to help scientific staff evaluate and plan their professional development
- to clarify expectations for individual scientific staff

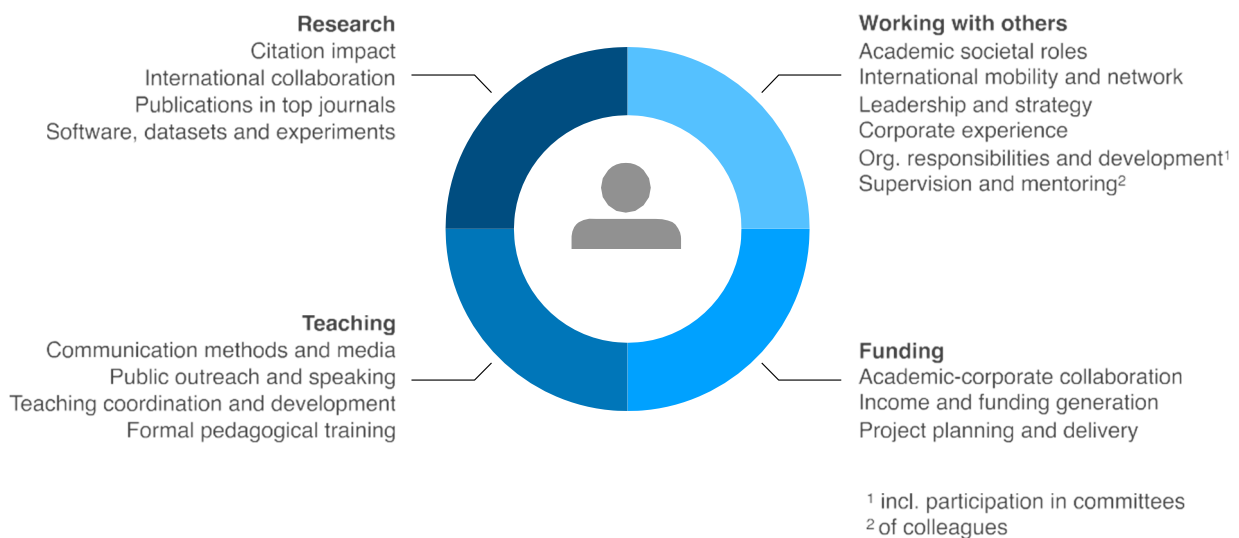
The department management has prepared the document, and the consultation committee (SU) has discussed it. Every second year, the material will be revisited in the consultation committee and revised if necessary.

Scope and validity

This document is valid for scientific staff at the levels of PhD student, assistant professor, associate professor, associate professor at professor promotion plans, and professor and is valid until the document is revised. Associate professors on professor promotion plans are expected to perform according to full professors over the period.

The overall metric for the assessment of scientific staff

The figure below provides the overall framework for assessment and discussion of academic performance. It is structured into four dimensions encompassing the expertise, intellectual abilities, relations, techniques, and professional standards of successful department scientific staff. The four dimensions are research, teaching, funding and working with others. The listed parameters associated with each dimension are selected to reflect department-specific values. Successful scientific staff is expected to contribute to all four dimensions, but the expected level of contributions in each dimension is a function of seniority and academic position. Professors are expected to contribute more (and more widely) than assistant professors. The framework does not automatically guarantee advancement as permanent positions are appointed based on long-term strategies at the department.



The elements are described in further detail at different levels in the document Criteria for recognizing merit.

Performance norms for scientific staff

To clarify the expectations for individual staff, expected values are set for four basic parameters:

- Teaching
- Project buy (frikøb)
- Publications
- External funding

The performance on these four parameters is evaluated over a 3-year window. The norms must be fractioned¹ according to the employment rate. For comparison only, past mean values for the department are also given.

Parameter	Academic position	Expected value	Past requirements
A. Teaching (time of year)	Professor	25%	540h
	Associate Professor	60%	1000h
	Assistant Professor	50%	630h
	PhD students ²	360 hours	360h
B. Project buy (%/year)	Professor	20%	20%
	Associate Professor	20%	20%
C. Publications (fractioned Journals/year)	Professor	4	3
	Associate Professor	1	1
	Assistant Professor	1,5	1
D. External funding (mill. DKK/year)	Professor	2,5	1,5
	Associate Professor	0,2	0,15

Teaching

Teaching includes lecturing, preparation, project supervision, exams, and PhD courses, but not PhD supervision. The extend of teaching is evaluated according to the university resource management system (RES). The quality of the teaching must be per standards defined by the university. The expected value is for full-time employment and without project buy. If a project buys your time 20%, the expected teaching amount is reduced by 20% (see example below).

Project buy (frikøb)

Professors and associate professors are expected to ensure 20% project participation as project funded time.

Publications

All publications must be registered in the university database, VBN. The publication production was evaluated by the associated BFI points fractioned by number of authors until end of 2022. A new measure at AAU is planned but until it is available the measure will be on full journals fractioned or the old BFI list.

¹ With an employment rate of 50%, the min. norm for e.g. teaching is 50% of what is given here. Similar for other norms.

² Only applicable for PhD students on university payroll and a total over three years of study.

Funding

All senior scientific staff are expected to contribute to developing proposals for external funding. Funding activities count not only for the principal investigator but also for active and significant contributors to applications, e.g., co-PI. The section head is responsible for the fulfillment of the aggregated section requirements and individual member involvement.

Example

An associate professor that follows the expectations will have the profile below. 52% of the time will be spend on research, funding and working with others, partly associated with a project.

	Teaching	Projects	Reseach
Time share	48%	20%	32%
Hours	788*	328**	525

*) Teaching is reduced by 20% of 985 hours

***) Project buy is 20% of 1642 hours