

Framework for co-financing of postdocs and PhD students and assistant professors

Background

The department and faculty dedicate a great number of resources to attract external funding in order to conduct high-quality and pioneering research. In extraordinary cases the department may choose to co-sponsor a position of a postdoctoral fellow, PhD student or assistant professor to increase the chances of the department meeting one of its strategic goals. To ensure a transparent but also timely process for co-financing, this framework has been implemented.

The purpose of the framework is:

1. to make it transparent to all that it is possible to apply for co-financing of a temporary position, e.g. when applying for large research grants, but also to underline what the conditions for receiving co-financing is;
2. to have fixed deadlines for applications for co-financing in relation to external funding, and
3. to ensure that applications arrive early.

General application requirements

- The department will only co-finance a temporary position in extraordinary cases – and only if the project clearly supports either the department strategy and/or the section's strategy.
- In most cases the co-financing will mean that the person in the co-financed position should undertake teaching or other obligations at the department. This should be coordinated with the Head of Section and negotiated with the Head of Department before applying for co-financing.
- The application deadline for co-financing is 6 weeks prior to the deadline of the specific funding application.
- Applications should be sent to the Head of Department, and must include a preliminary project description and a budget. The application must also detail how it support the department's or the section's strategic needs. Finally, the application must contain a statement on how the project may contribute to gender equality and to the applicant's research profile/further career.

PHDS AND POSTDOCS	
CRITERIA	ASSESSMENT
<p>Everyone applying for large external grants (e.g., Carlsberg Foundation, DFF, EU, etc.) or having other funds at their disposal can apply the department for co-financing of a postdoc or PhD position. Particularly in cases where full financing of the position is not possible and there is a clear need to bolster the project's budget, the department offers the option to request up to one year of co-financing. However, such applications must be discussed with the relevant Head of Section before submission.</p>	<p>Applications will be assessed by the department management team to qualify the Head of Department's final decision.</p>

ASSISTANT PROFESSORS	
CRITERIA	ASSESSMENT
<p>Another option is to apply for the conversion of a position to a higher level, for example, from postdoc to assistant professor, if teaching duties corresponding to the co-funding are included in the position. For example, a 2-year postdoc can be converted to a regular 3½-year assistant professorship (with standard teaching obligations for a normal assistant professor). However, it is dependent on whether there is a strategic need for this at the department.</p>	<p>Applications will be assessed by the Head of Department based on the strategic needs of the department.</p>

EXTERNALS	
CRITERIA	ASSESSMENT
<p>It is possible to apply for co-financing for researchers who are not employed at the department at the time of application. As such the department is open to externals who wants to apply for significant funds and thus pay their own salary at SDU in case the funding is granted. For externals to be eligible to apply for co-financing they must be endorsed by the relevant Head of Section to ensure a match between the supposed project and the section strategy. Furthermore, the overhead of the grant applied for must cover <i>at least</i> a) all expenses the department would have towards wage and pensions (the sum of the co-financing) and b) the SDU "project tax" (currently 10% of the total project budget).</p>	<p>Applications will be assessed by the department management team to qualify the Head of Department's final decision.</p>

Appendix: Prolongation of postdocs at The Department of political Science and Public Management

As part of the department's policy for co-financing of postdocs and PhD students and assistant professors, the department may choose to prolong the employment of a postdoc if this increases the chances of the department meeting one of its strategic goals.

If the department chooses to prolong the employment of a postdoc, the contract will include a teaching obligation equivalent to that of fulltime teaching for the given period of the prolongation.

The table below shows examples of the period of prolongation and the norm obligation:

Prolongation	Total length of employment	Norm obligation per semester
Six months	Two and a half year	$(820/5) = 164$ hours
One year	Three years	$(1640/6) = 273$ hours
One and a half year	Three and a half year* (incl. lecture training program)	369 hours ($369 \times 7 - 100$ hours for LTP = 354 hours)

**If a post.doc. is extended with one and a half year to transform the position to an assistant professorship the employee will enter [the norm system](#) on equal terms to other assistant professor, with the right to follow the lecture training program, but the exemption that their employment is three and a half year.*

If you want to apply for this type of co-financing, it must be discussed with and approved by the Head of Department before the application is submitted.