

# Guidelines for recognising merit at the Department of Law, SDU

## 1. Introduction

The purpose of this memorandum is to clarify the criteria for recognising merit as a PhD fellow, postdoc, assistant professor, associate professor and professor at the *Department of Law, SDU*. The purpose of this memorandum is thus partly to ensure a uniform and clear announcement to external applicants who wish to apply for a position at the Department of Law, and partly to give the department's employees the opportunity for career planning based on the criteria laid down in these guidelines and in the department's description of the expectations for the employees in the individual job categories (job description).

It follows from the Ministerial order on job structure for academic staff at Danish universities<sup>1</sup> that the university's core tasks are to conduct research and provide research-based teaching up to the highest international level. Furthermore, it is emphasised that although research is the primary basis for research-based teaching, research and research-based teaching are on an equal footing at the university. The department's criteria for recognising merit are based on this equality.

This memorandum contains the requirements that an applicant must meet *as a minimum* in order to be judged qualified and thus be considered for a given position (criteria for recognising merit) as well as a number of other conditions that are not necessary to be judged qualified, but the fulfilment of which will increase the probability for employment. In addition, applicants are also assessed on the basis of any other qualifications that may be required in the current job advertisement.

The memorandum also describes the factors that are considered in relation to the selection and possible employment of positively assessed applicants (employment criteria). Fulfilment of the criteria for recognising merit does not *in itself* equate to an appointment, as the recruitment committee plays an independent role in assessing whether an applicant is the right person for the given position.

The assessment of whether the applicant meets the criteria for recognising merit is carried out by an assessment committee appointed for the occasion. It essentially consists of an internal chair and 2-4 external members.<sup>2</sup> For professorships, the committee essentially consists of 3-5 external members. The assessment of who should be offered employment is carried out by an internal recruitment committee, which is put together by the head of department.<sup>3</sup>

The detailed general provisions on postings and assessments are laid down in the regulations in force at all times on the assessment and employment of academic staff and lecturers at the university, including the Ministerial order on job structure for academic staff at Danish universities.

## 2. Criteria for recognising merit

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<sup>1</sup> <https://www.retsinformation.dk/eli/lta/2019/1443>

<sup>2</sup> The assessment committee for assistant professor positions consists of 2-3 internal academic staff at least associate professor level.

<sup>3</sup> The recruitment committee for assistant professor and associate professor positions consists of the head of department (chair), the vice head of department for education, the relevant research group leader(s) or other relevant academic staff (at least at associate professor level), as well as others whose participation the head of department deems relevant for the specific recruitment process.

The recruitment committee for full professorships consists of the dean (chair), the head of department, two representatives at professor level appointed by the Academic Council, the vice head of department for education, the relevant research group leader(s) or other relevant academic staff (at least at associate professor level), and others whose participation the head of department deems relevant for the specific recruitment process.

The criteria that an applicant must meet as a minimum to qualify for a given position are described below. In addition to the specified criteria, the job advertisement may require specific qualifications. The REEAD concept (Research, Education, External Funding, Academic Citizenship and Dissemination) forms the framework for recognising merit at the department. Application material must therefore be based on the department's REEAD-based guidelines for recognising merit.

In general, a positive assessment for a given position is based on an overall assessment of the applicant's competences within the areas mentioned below. The requirements in relation to the individual elements of the REEAD concept cannot be substituted, and all of the minimum requirements must therefore be met individually. For all job categories, it must be taken into account that research and research-based teaching tasks are on an equal footing as tasks for the university, and a positive assessment cannot therefore be achieved without both research and teaching competences being sufficiently documented.

## **2.1 PhD**

### **Research:**

Candidates for a PhD position at the Department of Law must have an MSc in Law degree or a master's degree in another relevant and related field (3+2). Candidates must have a strong grade level, especially in relation to the master's thesis.

Candidates can also be law students at postgraduate level, MSc in Business Administration and Commercial Law or another related degree (4+4). Candidates who have not yet completed their master's degree programme must have a strong grade level from their bachelor programme, especially in relation to the compulsory courses of the programme and the bachelor project.

In the PhD applications, applicants must have demonstrated the ability to define a clear and defined project description within one of the department's areas of research.

### **Teaching:**

Applicants are not expected to have teaching experience at university level. However, it counts in the candidates' favour if they have experience, such as teaching instructors on a relevant bachelor or master's degree programme.

### **External funding:**

Applicants are not expected to have experience of acquiring external funding.

### **Academic citizenship, management and leadership:**

There are no special requirements in terms of the applicant's academic citizenship.

### **Knowledge sharing:**

There are no requirements in terms of the applicant's knowledge sharing.

## **2.2 Postdoc**

Basically, qualification as a postdoc presupposes qualifications at a level equivalent to that which can be obtained on the basis of a satisfactorily completed period of employment as a PhD fellow.

### **Research:**

- The applicant must have submitted a PhD thesis that is deemed suitable by the PhD assessment committee as a basis for awarding the PhD degree, and which is within the department's area of research.
- The applicant must have prepared a research plan for the period covered by the advertised postdoctoral position which is within one of the department's areas of research.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction, if the applicant

- in addition to their PhD thesis has written a small number of scientific articles. These do not necessarily have to be available in published form by the end of the application deadline, but they should, as a starting point, be accepted for publication.

#### **Teaching/training:**

- There are no requirements for the applicant's teaching experience.
- If teaching is included in the given position, the applicant must document teaching experience at university level (as a minimum corresponding to the teaching obligation included in the PhD course).

#### **External funding:**

- There are no requirements for the applicant's experience with applying for external funds.

#### **Academic citizenship, management and leadership:**

The Department of Law emphasises a good academic and social working environment in which all the department's employees engage in activities that benefit the department.

It is expected that in addition to core tasks within research and teaching, the employees also participate in activities related to these.

- An applicant must have participated in academically relevant conferences, seminars or workshops.
- There are no requirements for the applicant's skills in research management.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction, if the applicant

- Has administrative experience.

#### **Knowledge exchange:**

- The applicant must have experience with knowledge exchange, as a minimum via dissemination of their PhD project or with selected parts of this, e.g. through interviews, lectures or conference presentations.
- Knowledge exchange can also take place through, for example, chronicles or other mediating publications.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction, if the applicant

- Has experience with paper presentations or has contributed to the preparation of (contributions to) textbooks.

### **2.3 Assistant professor**

Basically, qualification as an assistant professor presupposes qualifications at a level equivalent to that which can be obtained on the basis of a satisfactorily completed period of employment as a PhD fellow.

#### **Research:**

- The applicant must have submitted a PhD thesis that is deemed suitable by the PhD assessment committee as a basis for awarding the PhD degree, and which is within the department's area of research.
- The applicant must have drawn up a research plan in which an account is given of ongoing and planned research projects/articles that lie within one of the department's areas of research and which cover the duration of the assistant professorship.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction, if the applicant

- in addition to their PhD thesis has written a small number of scientific articles. These do not necessarily have to be available in published form by the end of the application deadline, but they should, as a starting point, be accepted for publication.

#### **Teaching/training:**

- The applicant must have documented teaching experience at university level (as a minimum equivalent to the teaching obligation included in the PhD course).

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction, if the applicant

- Has participated in educational (pedagogical) courses or strengthened their teaching skills in some other way.

#### **External funding:**

- There are no requirements for the applicant's experience with applying for external funds.

#### **Academic citizenship, management and leadership:**

The Department of Law emphasises a good academic and social working environment in which all the department's employees engage in activities that benefit the department.

It is expected that in addition to core tasks within research and teaching, the employees also participate in activities related to these.

- An applicant must have participated in academically relevant conferences, seminars or workshops.
- There are no requirements for the applicant's skills in research management.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction, if the applicant

- Has administrative experience.

#### **Knowledge exchange:**

- The applicant must have experience with knowledge exchange, at least via the dissemination of their PhD project or with selected parts of it, e.g. through interviews, lectures or conference presentations.
- Knowledge exchange can also take place through, for example, chronicles or other mediating publications.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction, if the applicant

- Has experience with paper presentations or has contributed to the preparation of (contributions to) textbooks.

## 2.4 Associate professor

Employment as an associate professor requires research and teaching qualifications at the level that can be achieved on the basis of a satisfactorily completed period of employment as an assistant professor, but will also be able to be achieved in other ways.

### Research:

- The applicant's scientific contribution must document original scientific output of high quality and must be published in accordance with recognised publication tradition within the specific subject area; see further below under item 3. It is the quality of output rather than the number of publications that is decisive, although a certain quantity is expected.
  - With regard to the *quality* of the applicant's scientific contribution, it should be noted that the quality of the individual publication is judged primarily on the basis of a concrete assessment that includes the following elements: author's methodological and theoretical awareness and certainty; author's analytical skills; the scope, difficulty and complexity of the subject matter and legal material; the degree of innovation and independence compared to previous research; the scope of the results; relevance of the subject matter as well as linguistic clarity and precision.
  - The *quantitative* requirements for the applicant's publications will depend on the scope of the individual publication, but will, depending on the circumstances, be met through:
    - Three comprehensive articles in recognised peer-reviewed journals or three comprehensive contributions in other recognised peer-reviewed publication channels. Of these, at least two must lie outside the narrow subject matter of the applicant's PhD thesis. For less extensive works, a larger number of articles must be expected.
    - Monographs published by publishers with fixed procedures for peer review will typically have quite significant merit value and could thus lead to a reduction in the requirement for the number of articles.
  - Research publications must preferably be published in publication channels with a referee system or another recognised form of peer review.
    - Not all publications must necessarily be available in published form by the end of the application deadline, but they should, as a starting point, be accepted for publication. Other works, including unfinished works and investigative works of research quality, may exceptionally be taken into account.
  - In the assessment of the merit rating of the applicant's publications, the age of the publications will be taken into account, as circumstances will allow, as a certain minimum of recent publications will normally be expected.
  - In the assessment of the merit rating of the applicant's publications, the applicant's PhD thesis may be credited in relation to an associate professorship. However, a number of publications are expected in addition to this. The assessment of the merit rating of the applicant's PhD thesis will include whether a monograph-style thesis has been published by a recognised publisher, or whether the articles in an article-based thesis have been published in recognised journals.
- The applicant must include a research plan detailing ongoing and planned research projects/articles. This can be advantageously linked with a publication and a funding strategy respectively, where in the latter an account is given of planned applications for external funding in connection with the planned projects.
- The applicant must be able to demonstrate or reflect on the societal and research impact that their research has had or is expected to have.
- The applicant must have demonstrated the ability to participate in research collaborations. This can, for example, be documented through the preparation of scientific publications in collaboration with others.

If the applicant's contribution to such co-publications is of a non-substantial nature, these will be considered meritable (a co-author declaration is required). However, the applicant must also have prepared non-joint publications.

- Depending on the area of research, it will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant has published in internationally recognised journals.

### **Teaching/training:**

The applicant must have good teaching qualifications documented in a teaching portfolio and through student evaluations. Good teaching qualifications mean that the applicant has the following qualifications:

- Good communication skills
- Conscious and systematic motivation of connections between the academic content and the teaching and evaluation methods used
- Commitment and ability to motivate students to learn
- Willingness and ability to engage in dialogue with students with a view to continuous evaluation of the teaching
- Ability to use different teaching methods and pedagogical tools
- The applicant must have experience with bachelor and thesis supervision, preferably outside the applicant's narrow field of research
- The applicant must have demonstrated the ability to contribute to the academic and pedagogical development of one (or more) subjects or an education programme either by themselves or in collaboration with others
- The applicant must have experience with educational administrative tasks such as subject responsibility, profile responsibility, etc.
- The applicant must have completed a higher education pedagogy course or in some other way have acquired pedagogical skills corresponding to this
  - The applicant should explain which elements are included in their completed higher education pedagogy course.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant can document

- Development of new teaching and/or methods of assessment, preferably exemplified by concrete course descriptions or reading/lesson plans
- Experience with and possibly development of online teaching
- Ability to, in a teaching context, put the academic content into perspective in terms of theories, practice and other subjects
- Ability to teach and create learning at different academic levels
- Ability to reflect on own guidance practice
- Participation on study administrative tasks and education-related committees/boards
- Preparation of academic events in collaboration with students
- Other things that can document the applicant's educational and teaching qualifications.

### **External funding:**

The applicant must explain their expectations for future acquisition of external funding and document experience (if any) with funding activities.

- Description of funding strategy, in which the applicant explains plans for applications for external funding related to the research projects/articles described in the research plan.

- There is no requirement for the applicant's experience with applying for external funds (an actual requirement for this may follow from the job advertisement)
- It will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant can document
  - Acquisition of external funds, participation in applications for external funding or participation in projects financed by external funds.

#### **Academic citizenship, management and leadership:**

The Department of Law emphasises a good academic and social working environment in which all the department's employees engage in activities that benefit the department.

It is expected that, in addition to core tasks within research, teaching and funding, the employees also participate in activities related to these.

- The applicant must have actively contributed to the development of one or more research environments, e.g. through participation in research seminars and/or workshops or participation in joint research projects.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant can document

- Commitment in relation to research or educational collaboration across the faculty and/or university.
- Building national and international research relationships through participation in conferences, networks, research stays at foreign universities and/or through engagement in other types of collaboration, including joint publications.
- Organisational and academic (co)responsibility for arranging conferences and theme days – in the research community, in teaching contexts and/or for dissemination purposes.
- Involvement of and collaboration with external stakeholders in relation to the design and implementation of specific research projects in order to impart new and relevant knowledge of value to both parties.
- Experience with research management, e.g. in the form of a PhD supervision as first author on joint publications or as PI.
- Participation in referee panels or other peer review work, editorial work, etc.

#### **Knowledge exchange:**

- It is expected that the applicant has demonstrated capacity for exchanging knowledge via the dissemination of research or other subject-relevant material to the surrounding community. Dissemination can take place through, for example, interviews, lectures, conference presentations, paper presentations, preparation of non-peer-reviewed textbooks, chronicles or other disseminating publications.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant can document

- Involvement in other forms of knowledge exchange, such as continuing and further education activities, alumni activities, advisory activities, participation in board work, etc.

### **2.5 Professor**

An applicant for a professorship must have achieved a high degree of original scientific output at an international level which documents that the applicant has developed one or more specific subject areas,

and the applicant must have experience in providing teaching at several levels, tests/examinations, courses/study management, as well as contributions to the development of teaching and course materials. The applicant must thus document that they have helped the subject area evolve in terms of research and teaching. Furthermore, emphasis must be placed on an assessment of the ability of the person concerned to perform research and teaching management tasks and possibly other functions, e.g. in relation to the university's external collaborations.

### **Research:**

The applicant's scientific contribution must document original scientific output of high quality and must be published in accordance with recognised publication tradition within the specific subject area; see further below under item 3. It is the quality of the output rather than the number of publications that is decisive, although significant quantitative requirements must be satisfied.

- With regard to the *quality* of the applicant's scientific contribution, it should be noted that the quality of the individual publication is judged primarily on the basis of a concrete assessment that includes the following elements: author's methodological and theoretical awareness and certainty; author's analytical skills; the scope, difficulty and complexity of the subject matter and legal material; the degree of innovation and independence compared to previous research; the scope of the results; relevance of the subject matter as well as linguistic clarity and precision.
- In the *quantitative* assessment of an applicant's research output, emphasis is placed on the applicant's ability to document a high cadence of publications over time.
  - Monographs published by publishers with fixed procedures for peer review will typically have quite significant merit value and could thus lead to a reduction in the requirement for the number of articles.
- Research publications must preferably be published in publication channels with a referee system or another recognised form of peer review.
  - Not all publications must necessarily be available in published form by the end of the application deadline, but they should, as a starting point, be accepted for publication. Other works, including unfinished works and investigative works of research quality, may exceptionally be taken into account.
- The applicant must be able to document international publications.
- In the assessment of the merit rating of the applicant's publications, the age of the publications will be taken into account, as circumstances will allow, as a certain minimum of recent publications will normally be expected.
- In the assessment of the merit rating of the applicant's publications, the applicant's PhD thesis in very special cases – typically due to its very special quality – could be credit-earning even in relation to a permanent full professorship. However, several publications are expected in addition to this, just as the applicant is expected to have expanded their research beyond the narrow subject matter of their PhD thesis. The assessment of the merit rating of the applicant's PhD thesis will include whether a monograph-style thesis has been published by a recognised publisher, or whether the articles in an article-based thesis have been published in recognised journals.
- The applicant must include a research plan detailing ongoing and planned research projects/articles. This can be advantageously linked with a publication and a funding strategy respectively, where in the latter an account is given of planned applications for external funding in connection with the planned projects.
- The applicant must be able to demonstrate or reflect on the societal and research impact that their research has had or is expected to have.



- The applicant must have demonstrated the ability to participate in research collaborations. This can, for example, be documented through the preparation of scientific publications in collaboration with others. If the applicant's contribution to such co-publications is of a non-substantial nature, these will be considered meritable (a co-author declaration is required). However, the applicant must also have prepared non-joint publications.
- Through their research, the applicant must have developed one or more relevant scientific areas.
- The complete list of publications is expected to document a certain breadth of subject matter in the applicant's research output.

**Teaching/training:**

The applicant must be able to document experience with teaching at multiple levels, tests/exams, course/study management, as well as contribution to the development of teaching and course materials. The applicant must also be able to document that they have developed the subject area in terms of teaching. Furthermore, emphasis is placed on an assessment of the applicant's ability to handle educational management tasks.

- The applicant must have good teaching qualifications documented in a teaching portfolio and through student evaluations. Good teaching qualifications mean that the applicant has the following qualifications:
  - Good communication skills
  - Ability to put the academic content into perspective in terms of theories, practice and other subjects
  - Conscious and systematic motivation of connections between the academic content and the teaching and evaluation methods used
  - Commitment and ability to motivate students to learn
  - Willingness and ability to engage in dialogue with students with a view to continuous evaluation of the teaching
  - Ability to use different teaching methods and pedagogical tools
  - Ability to develop new teaching and/or methods of assessment, preferably exemplified by concrete course descriptions or reading/lesson plans that the applicant has developed
  - Ability to teach and create learning at different academic levels.
- The applicant must have experience with bachelor and thesis supervision in various subject areas.
- The applicant must have managed the academic and pedagogical development of one (or more) subjects and/or contributed to the academic and pedagogical development of an education programme.
- The applicant must have experience with educational administrative tasks such as subject responsibility, profile responsibility or similar and have experience in participating on study administrative tasks and education-related committees/boards.
- The applicant must have completed a higher education pedagogy course or in some other way have acquired pedagogical skills corresponding to this.
  - The applicant should explain which elements are included in their completed higher education pedagogy course.
- While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant can document
  - Experience with and possibly development of online teaching
  - Ability to reflect on own guidance practice
  - Ongoing educational (pedagogical) upgrading
  - Other things that can document the applicant's educational and teaching qualifications.

### **External funding:**

- The applicant must have experience with acquiring external funds. Alternatively, as a minimum,
  - the applicant must have written at least one research application aimed at funds exposed to competition, such as the Independent Research Fund Denmark, the Carlsberg Foundation, EU funds or major Danish private foundations, and the applicant must have included young researchers in a research application.
- The applicant must include a funding strategy in which the applicant explains plans for applications for external funding related to the research projects/articles described in the research plan.
- It will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant can document
  - Acquisition of external funds.

### **Academic citizenship, management and leadership:**

The Department of Law emphasises a good academic and social working environment in which all the department's employees engage in activities that benefit the department.

It is expected that, in addition to core tasks within research, teaching and funding, the employees also participate in activities related to these.

- The applicant must have contributed actively to the development of one or more research environments, e.g. through planning and participation in research seminars and/or workshops or participation in joint research projects.
- The applicant must have built up national and international research relationships through participation in networks and/or by having engaged in other types of collaboration, including joint publications.
- The applicant must have experience with research management, e.g. in the form of PhD supervision, as first author on joint publications or as PI.
- Participation on assessment committees for scientific positions, participation in referee panels or other peer assessment work, participation in PhD assessment work, editorial work, research council work, etc.
- The applicant must have solid administrative experience through participation in e.g. councils, boards, development initiatives, etc. at the department.
- It is also normally expected that the applicant has involved and collaborated with external stakeholders in relation to the design and implementation of specific research projects in order to impart new and relevant knowledge of value to both parties.
- The applicant must also have taken organisational and academic responsibility for arranging conferences and theme days – in the research community, in teaching contexts and/or for dissemination purposes.

While not an unconditional requirement, it will be considered meritable and affect the assessment of the applicant in a positive direction if the applicant can document:

- Commitment to research or educational collaborations across the faculty and/or university
- Experience with management of research projects, research groups, research networks or similar.
- Preparation of academic events in collaboration with students
- That the applicant has acted as a mentor for young researchers and supported their career development.
- Research stays at or collaboration with research institutions abroad
- Guest lectures at educational institutions abroad.

### **Knowledge exchange:**

- It is expected that the applicant has demonstrated capacity for exchanging knowledge via the dissemination of research or other subject-relevant material to the surrounding community. Dissemination can take place through, for example, interviews, lectures, conference presentations, paper presentations, preparation of textbooks, chronicles or other disseminating publications.
- It is also expected that the applicant has engaged in other forms of knowledge exchange, such as continuing and further education activities, alumni activities, advisory activities, board work, Danish or international law-preparatory committee work, various types of investigative tasks, etc. In certain cases, such an activity will also be considered meritable in terms of research.

### 3. Recognised publication tradition

As far as the requirement for original scientific output is concerned, the assessment of this will have to take place in accordance with the prevailing publication tradition within the central part(s) of the relevant subject area, i.e. in recognised time shifts or other recognised publication channels with a referee system or another recognised form of peer review.

Within certain areas of law, research-related publication in the form of monographs by recognised Danish and international publishers has traditionally been (and still is) considered a priority publication channel. Within other areas of law, the relevant and preferred form of publication is primarily articles in recognised Danish and international journals.

Within certain areas of law, the subject matter in itself means that (part of) the research should be published in recognised international journals or by recognised international publishers. Most areas of law have seen a general internationalisation of the law, and in areas of law where a national perspective and thus national law have traditionally been the subject matter, publication in recognised international journals or by recognised international publishers should be required as a general rule as a result of this development. The subject area of the research within special areas of law may, however, justify a deviation from this, in which case it should be justified separately by the applicant. It is not generally possible to set specific requirements for the scope of the international output.

It should also be noted that language is not in itself decisive for whether a scientific output is at an international level. Jurisprudential research can continue to be at a high international level, even if the publication is in Danish.

### 4. Employment criteria

Below is a description of the factors that the appointment committee will normally take into consideration when assessing the applicant's overall qualifications in relation to the assessment of whether an applicant who has been found qualified by the assessment committee on the basis of the above qualification criteria can be offered employment. It will be an *overall assessment*, in which it is taken into account that research and research-based teaching are on an equal footing as tasks for the university. The overall assessment must also take account of the current post, the nature of the assessment, any matters which the assessment committee may not have considered but which are relevant to the post, and the information and impressions gained during the job interview.

- The connection between the applicant's skills and the department's current needs
- The connection between the applicant's skills and the expectations stated in the job advertisement
- The connection between the applicant's academic profile and the department's strategy

- Applicant's research potential assessed on the basis of the applicant's previous publications and the presented research plan
- Applicant's teaching potential assessed based on applicant's experience, teaching and pedagogical qualifications and applicant's basic pedagogical attitude and considerations
- Applicant's experience with and potential in relation to acquiring external funds
- Applicant's experience with and approach to handling administrative tasks
- Applicant's opportunity to and interest in participating in research and teaching collaborations
- Applicant's previous and expected interest and commitment in relation to the department and its development
- Applicant's past and expected contribution to the department's daily life and ongoing operations
- Applicant's past and expected contribution to the working environment at the department
- Applicant's previous performance of expected work tasks
- Applicant's general personal behaviour and appearance.

*Department of Law*

*November 2017*

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## Entry Criteria for Academic Positions

	PhD	Postdoc	Assistant Professor	Associate Professor	Professor
<u>Research</u>	<p>MSc in Law degree or master's degree from another relevant, related field with a strong grade level, especially in relation to the master's thesis (3+2).</p> <p>Studies at postgraduate level in Law from another relevant, related field with a strong grade level, especially in relation to the bachelor thesis (4+4).</p> <p>Ability to define a project description within the department's areas of research in line with the department's guidelines for project descriptions.</p>	<p>PhD degree in law or a related field.</p> <p>A promising research plan that lies within the department's areas of research.</p>	<p>PhD degree in law or a related field.</p> <p>A promising research plan that lies within the department's areas of research.</p>	<p>Scientific contributions that document original scientific output of high quality and are published in accordance with recognised publication tradition within the specific subject area.</p> <p>It is the quality of output rather than the number of publications that is decisive, although a certain quantity is expected.</p> <p>At a minimum, three comprehensive articles in recognised peer-reviewed journals or three comprehensive contributions in other recognised channels with peer review are expected.</p>	<p>Scientific contributions that document original scientific output of high quality and that are published in accordance with recognised publication tradition within the specific subject area.</p> <p>It is the quality of output rather than the number of publications, but emphasis is placed on a documented high cadence over time.</p> <p>Monographs published by publishers with fixed procedures for peer review will typically have quite significant merit value and could thus lead to a reduction in the requirement for the number of articles.</p>

				<p>Monographs published by publishers with fixed procedures for peer review will typically have quite significant merit value and could thus lead to a reduction in the requirement for the number of articles.</p> <p>A research plan that details current and planned research projects/articles. It is a good idea to couple this with a publication and a funding strategy, respectively.</p> <p>Ability to enter into research collaborations.</p>	<p>A research plan that details current and planned research projects/articles. It is a good idea to couple this with a publication and a funding strategy, respectively.</p>
<u>Education</u>	No requirements	Teaching experience at university level is only required if the position involves teaching obligations.	Teaching experience at university level (at least equivalent to the teaching obligation included in the PhD course).	<p>The applicant must have completed a higher education pedagogy course or in some other way have acquired pedagogical skills corresponding to this.</p> <p>Documented good teaching qualifications through a teaching portfolio and through</p>	<p>The applicant must have completed a higher education pedagogy course or in some other way have acquired pedagogical skills corresponding to this.</p> <p>Documented good teaching qualifications through a teaching portfolio and through</p>

				<p>student evaluations. Good teaching qualifications mean that the applicant has:</p> <ul style="list-style-type: none"> <li>• Good communication skills.</li> <li>• Conscious and systematic motivation of connections between the academic content and the teaching and evaluation methods used.</li> <li>• Commitment and ability to motivate students to learn.</li> <li>• Willingness and ability to engage in dialogue with students with a view to continuous evaluation of the teaching.</li> <li>• Ability to use different teaching methods and pedagogical tools.</li> </ul>	<p>student evaluations. Good teaching qualifications mean that the applicant has:</p> <ul style="list-style-type: none"> <li>• Good communication skills.</li> <li>• Ability to put the academic content into perspective in terms of theories, practice and other subjects.</li> <li>• Conscious and systematic motivation of connections between the academic content and the teaching and evaluation methods used.</li> <li>• Commitment and ability to motivate students to learn.</li> <li>• Willingness and ability to engage in dialogue with students with a view to continuous</li> </ul>
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				<ul style="list-style-type: none"> <li>• Experience with bachelor and master's thesis supervision, preferably within various subject areas.</li> </ul> <p>Demonstrated ability to contribute to the academic and pedagogical development of one (or more) subjects or a course of study by oneself or in collaboration with others.</p> <ul style="list-style-type: none"> <li>• Experience with teaching administrative tasks such as subject responsibility, profile responsibility, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• evaluation of the teaching.</li> <li>• Ability to use different teaching methods and pedagogical tools.</li> <li>• Ability to develop new teaching and/or methods of assessment, preferably exemplified by concrete course descriptions or reading/lesson plans that the applicant has developed.</li> <li>• Ability to teach and create learning at different academic levels</li> <li>• Solid experience with bachelor and thesis supervision, preferably in various subject areas.</li> </ul> <p>Taking care of the academic and</p>
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					<p>pedagogical development of one (or more) subjects and/or the contribution to the academic and pedagogical development of an education programme.</p> <p>Solid experience with educational administrative tasks such as subject responsibility, profile responsibility, etc.</p>
<u>External Funding</u>	No requirements	No requirements	No requirements	<p>Funding strategy, in which the applicant explains plans for applications for external funding related to the research projects/articles described in the research plan.</p>	<p>Experience with acquiring external funds, including that the applicant has written at least one major research application and that the applicant has included young researchers in a research application.</p> <p>Funding strategy, in which the applicant explains plans for applications for external funding related to the research projects/articles described in the</p>

					research plan
<u>Academic</u> <ul style="list-style-type: none"> <li>• Citizenship</li> <li>• Management</li> <li>• Leadership</li> </ul>	No special requirements	Participation in academically relevant conferences, workshops or seminars.	Participation in academically relevant conferences, workshops or seminars.	Active contribution to the development of one or more research environments, e.g. through participation in research seminars and/or workshops or participation in joint research projects.	Active contribution to the development of one or more research environments, e.g. through participation in research seminars and/or workshops or participation in joint research projects.  Building national and international research relationships through participation in networks and/or by having engaged in other types of collaborations.
<u>Dissemination</u>	No requirements	Experience with knowledge exchange via dissemination of the applicant's PhD project or with selected parts of it.	Experience with knowledge exchange via dissemination of the applicant's PhD project or with selected parts of it.	Demonstrated capacity for exchanging knowledge via dissemination of research or other subject-relevant material to the surrounding community.  Dissemination can take place through, for example, interviews, lectures, conferences	Demonstrated capacity for exchanging knowledge via dissemination of research or other subject-relevant material to the surrounding community.  Demonstrated engagement in other forms of knowledge exchange, such as

				<p>presentations, paper presentations, preparation of non-peer-reviewed textbooks, chronicles or other disseminating publications.</p>	<p>continuing and further education activities, alumni activities, advisory activities, board work, Danish or international law-preparatory committee work, various types of investigative tasks, etc.</p>
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