

Talent programmes for assistant professors and associate professors

Department of Law, SDU

1. Introduction

According to Section 1.2 of the Ministerial order on job structure for academic staff at Danish universities,¹ the position of assistant professor 'may be filled as part of a tenure track programme in which the employee is transferred to an appointment as associate professor after a maximum of six years. Transition presupposes that the employee is assessed professionally qualified to associate professor level'. (*Note: Quotes from the Ministerial Order are translated from the Danish source.*)

Similarly, Section 1.3.1 states that the university 'may offer particularly talented associate professors a professorial promotion programme. For an open advertisement for a position as associate professor, particularly talented applicants may also be offered the programme upon recruitment. The content of the promotion programme is developed in more detail at each university'.

Together, the two programmes at the Department of Law are referred to as 'talent programmes'.

The talent programmes at the Department of Law are intended for particularly talented academic staff, and the department therefore emphasises that it is only a supplement to the current career paths for academic staff. For the vast majority of academic staff at the department, their career will therefore follow the general merit and career paths as described in the executive order on job structures in the department's guidelines for recognition of merit.

The REEAD concept (Research, Education, External funding, Academic Citizenship and Dissemination) constitutes the framework for merit at the department, as embodied in the written guidelines for recognition of merit. The same applies to criteria for the application of promotion programmes. Application material, including not least the promotion plan, must therefore be based on the department's REEAD-based guidelines for recognition of merit.

The guidelines for the talent programmes as described here aim to ensure that it is clear and transparent for applicants for both talent programmes which criteria are emphasised – both when admitted to the talent programmes and in the academic assessment when transferring from assistant professor to associate professor and from associate professor to professor.

2. Tenure track

Tenure track positions should be offered where it is considered essential to attract or retain staff who have an exceptionally promising publication and teaching profile, or where it is essential to recruit in a specific area of great importance to the department.

2.1 Recruitment

The position as assistant professor can be filled as part of a tenure track programme. Assistant professorships associated with a tenure track programme are always advertised by an open call through the department's usual channels. The vacancy must state that the position involves a tenure track programme. The vacancy should refer to this document, which clarifies the department's tenure criteria for potential applicants.

Applicants must have submitted and assessed a PhD thesis within law or a related area of interest to the department's research strategy. The PhD assessment must reflect the applicant's exceptional potential in relation to research. Applicants are expected to have demonstrated their potential by a research production

¹ Ministerial Order no. 1443 of 11/12/2019

that clearly exceeds what can be expected of an average applicant with the same seniority and at the same job level, or by the development of teaching/programme activities that clearly exceed what can be expected of an average applicant with the same seniority and at the same job level.

The applicant must attach to the application a research plan describing the research projects and publications that he or she plans during the programme and reflecting the applicant's research potential. As part of the research plan, the applicant is expected to have considered obtaining external funding. It will be considered an advantage if the applicant has experience with external financing.

Together with the application, the applicant must enclose a tenure plan which expresses their expectations as to which associate professor competencies are to be acquired and when during the programme. The tenure plan will be based on the REEAD concept, and emphasis will be placed on whether the applicant's exceptional talent is clearly expressed in relation to the core activities of research and/or research-based teaching.

The assessment of whether the applicant meets the criteria for employment in a tenure track programme is made by an assessment committee appointed by the head of department for the occasion. The committee generally consists of an internal chairperson and two to four 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.²

2.2 The tenure track programme

The start-up of the programme is conducted in dialogue between the assistant professor and the head of department and will include establishing the expected duration of the programme. The duration should be at least two years and can be a maximum of six years. The duration and content of the programme will be individually determined, depending on the assistant professor's level of experience and need for the acquisition of competence before the assessment to associate professor. It is expected that assistant professors with some experience will need a shorter programme than newly hired assistant professors. It is possible for the assistant professor to leave the programme while the programme is underway, for example, if there is an opportunity to obtain an associate professorship by other means. In connection with leave, the promotion programme is paused.

At the start-up, the assistant professor establishes his/her tenure track portfolio, preferably with inspiration from/on the basis of the tenure track plan. The tenure track portfolio serves as a basis for appraisal, evaluation and assessment in relation to skills development and final associate professor assessment. The portfolio must reflect the criteria for the recognition of merit for associate professors; these criteria are laid down in the department's guidelines for recognition of merit. It is important that the tenure track portfolio is targeted in relation to the skills that the assistant professor must acquire during the period of the tenure track programme. The plan must therefore be realistic in relation to the duration of the programme.

The portfolio is constantly updated as the assistant professor achieves new goals and contributes to the fulfilment of the criteria for recognition of merit for associate professors. The portfolio is thus continuously updated by the assistant professor during the actual programme, so that it describes and documents the ongoing progress in relation to the associate professor criteria, including achieved goals and contributions in relation to the criteria (research results, teaching portfolio, grants, dissemination, etc.).

Progress during the programme is ensured by the assistant professor and the head of his/her research group annually discussing the assistant professor's acquisition of skills and updating the assistant professor's tenure

² The recruitment committee for positions as assistant professor and associate professor 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.

track portfolio, preferably in connection with the performance and development review. After the performance and development review and/or the annual status discussion, the head of the research group informs the head of department about the assistant professor's progress.

The head of department and the assistant professor jointly assess whether the assistant professor needs a mid-term evaluation. The mid-term evaluation is a way of having an assessment committee with one or two external members assess the assistant professor's progress and suggest special focus areas for the assistant professor's remaining time on the programme. The chairperson of the committee must prepare a short, written assessment that can be included in the assistant professor's promotion portfolio. The evaluation does not count as an assessment.

Recommendations for assessment must be made no later than six months before the scheduled expiry of the programme – and thus no later than five and a half years after start-up, as per the programme's maximum duration of six years. It is the head of department who, after dialogue and agreement with the assistant professor and the head of the research group, recommends him or her for assessment. The assessment committee shall be established in accordance with current rules, including the impartiality rules. The academic assessment normally takes place within the last six months of the assistant professor period. However, the assistant professor may submit to previous academic assessment within the first four years. If the assistant professor is assessed as academically unqualified, he or she may submit to another assessment within the last six months of employment. Thus, a maximum of two academic assessments can be made.

If the assistant professor fails to request that his/her academic qualifications be assessed within the last year of employment, or if he or she is assessed as academically unqualified, the employment relationship will cease after the end of the period of employment.

2.3 Transition to associate professorship

When advertising tenure track positions, it must be clear and transparent to applicants which criteria are considered in the academic assessment when transitioning from assistant professor to associate professor. The criteria are the same as for recognition of merit for an associate professorship in general, and which are stated in the department's guidelines for recognition of merit.

Employment as an associate professor requires research and teaching qualifications at the level that can be obtained on the basis of a satisfactorily completed period of employment under the tenure track programme.

Research

- The assistant professor'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 assistant professor'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: the author's methodological and theoretical awareness and certainty; the 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; the relevance of the subject matter as well as linguistic clarity and precision.
 - The *quantitative* requirements for the assistant professor's publications will depend on the extent of the individual publication, but may, 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 be outside the narrow scope of the assistant professor's PhD dissertation. 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, in exceptional circumstances, be considered.
- In the assessment of the degree of merit of the assistant professor'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 assessing the degree of merit of the assistant professor's publications, the assistant professor's PhD dissertation may be meritable in relation to an associate professorship. However, a number of publications are expected in addition to this. The assessment of the degree of merit of the assistant professor'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 assistant professor must include a research plan detailing ongoing and planned research projects/articles. This can advantageously be linked to a publication strategy and a funding strategy, respectively. The latter must include an account for planned applications for external funding in connection with the planned projects.
- The assistant professor must be able to demonstrate or reflect on the societal and research impact that their research has had or is expected to have.
- The assistant professor must have demonstrated the ability to engage in research collaborations. This can, for example, be documented through the preparation of scientific publications in collaboration with others. If the assistant professor's contributions to such joint publications are of a not insubstantial nature, these will be considered meritable (a co-author declaration is required). However, the assistant professor must also have prepared non-joint publications.
- Depending on the area of research, it will be considered meritable and have a positive impact on the assessment of the assistant professor if he or she has published in internationally recognised journals.

Teaching/training

The assistant professor must have good teaching qualifications documented in a teaching portfolio and through student evaluations. Good teaching qualifications mean that the assistant professor possesses 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 assistant professor must have experience with bachelor and master's thesis supervision, preferably outside the assistant professor's narrow field of research
- The assistant professor 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 assistant professor must have experience with educational administrative tasks such as subject responsibility, profile responsibility, etc.
- The assistant professor must have completed a higher education pedagogy course or in some other way have acquired pedagogical skills corresponding to this.
 - The assistant professor should explain which elements are included in their completed higher education pedagogy course.

While not an absolute requirement, it will be considered meritable and have a positive impact on the assessment of the assistant professor if he or she 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
- Anything else that can document the assistant professor's pedagogical and teaching qualifications.

External funding

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

- A description of a funding strategy must be included, in which the assistant professor explains plans for applications for external funding related to the research projects/articles described in the research plan
- There is no requirement for the assistant professor's experience with applying for external funds (an actual requirement for this may follow from the job advertisement)
- It will be considered meritable and have a positive impact on the assessment of the assistant professor if he or she 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 values a good academic and social working environment in which all the department's employees engage in activities that benefit the department.

In addition to core tasks within research, teaching and funding, the employees are expected to participate in activities related to these.

- The assistant professor 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 absolute requirement, it will be considered meritable and have a positive impact on the assessment of the assistant professor if he or she can document:

- Engagement in research or educational collaboration across the faculty and/or university
- Building national and international research relationships through participation in conferences, networks, research stays at universities outside Denmark and/or through engagement in other types of collaborations, 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 the design and implementation of specific research projects in order to provide 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

The assistant professor is expected to have demonstrated capacity for exchanging knowledge through 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 absolute requirement, it will be considered meritable and have a positive impact on the assessment of the assistant professor if he or she 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.

3. Promotion programme

The promotion programme may apply both to already employed associate professors and to new employees recruited to associate professorships, in which admission to the programme can be included.

Positions under the promotion programme shall be offered where it is considered essential to attract or retain staff who have an exceptionally promising publication and teaching profile and where it is essential to recruit or retain in a specific area of high importance to the department.

3.1 Recruitment

3.1.1 Admission process for currently employed associate professors

The employed associate professor enters into dialogue with the head of his or her research group to agree on the associate professor's possible suitability, the timing of the application for programme admission, etc. The dialogue can also be initiated by the head of department, as per his or her management task with career development and support. The dialogue could also take place as part of the associate professor's annual performance and development review.

If the head of the research group can support the wish to be admitted to the promotion programme, the employed associate professor will continue with the process and apply to the head of department for admission to the programme. Applications for admission to the programme can be submitted on an ongoing basis. The application must contain the usual application material for professorships, such as a teaching portfolio, in accordance with the applicable rules and practices in the main field. The application must also include the associate professor's promotion plan.

The head of department assesses the associate professor's application, e.g. with regard to the associate professor's excellence and the associate professor's match with the strategic planning and priorities of the department and faculty. The head of department then submits his or her assessment to the dean with an indication of the head of department's recommendation for admission or rejection of the application. Following dialogue with the head of department, the dean conclusively assesses and approves whether the associate professor's application should proceed to review.

After approval by the dean, the head of department shall appoint a review group set up for the occasion consisting of one internal and two external members. The head of department is not part of the review group. The group is to be put together following the same principles as an assessment committee for a professorship, including with regard for the group's competence and the group's representation of genders. The head of department submits the application material and promotion plan to the review group. The group prepares a written statement indicating the group's assessment of the associate professor's suitability and the review group's recommendation for admission or refusal. The statement is sent to the head of department and the applicant associate professor.

The head of department submits the review group's statement to the dean. After dialogue with the head of department, the dean finally assesses and approves whether the associate professor should be admitted or refused. When the dean assesses whether the candidate can be included in a promotion programme, emphasis will be placed on whether the exceptional talent is clearly expressed in relation to the core activities: research and/or research-based teaching. The associate professor is informed about admission to the programme or the grounds for refusal.

3.1.2 Admission process for job postings

The head of department decides that a possible admission to the promotion programme can be included in the advertised position of associate professor. The job advertisement must mention that the position involves a possible promotion programme admission; that applicants who wish to be considered for the programme must include a promotion plan; and that the assessment committee assesses the applicant's potential to become a professor.

Job postings with the possibility of admission to the promotion programme must be open and prepared and advertised in accordance with current rules and practice. The application must contain the usual application material for associate professorships, such as a teaching portfolio, in accordance with the applicable rules and practices in the main field. The application must also include the applicant's promotion plan.

After the expiry of the posting, recruitment takes place in accordance with the applicable rules and practices. The head of department assesses the use of a shortlist, etc.

The assessment committee is composed according to applicable rules and practices. If some applicants have applied for admission to the promotion programme, the assessment committee will be composed on the same principles as an assessment committee for a professorship. It is normal practice that in the case of professorships, the committee generally consists of three to five external members.

The assessment committee assesses the suitability of the candidates. The material includes the applicants' promotion plan. The committee assesses, for example, the applicant's potential to acquire professorial skills. Assessments are arranged and approved in accordance with the applicable rules and practices.

Selection, interviews, etc. proceed in accordance with the applicable rules and practices. Possible admission to and content of the promotion programme are discussed with selected applicants, i.a. on the basis of the applicant's promotion plan. 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.³

In connection with the appointment, the dean finally assesses and approves whether the newly appointed associate professor should be admitted to the programme.

3.1.3 The promotion plan

The promotion plan is to be prepared by the associate professor as part of their application to the promotion programme, either as a currently employed associate professor or as applicant for an associate professorship in which admission to the promotion programme is included.

The plan is similar to the research plan to be drawn up in connection with applications for associate professorships and professorships in standard job postings. The plan includes the associate professor's expectations of which professor skills should be obtained and when during the course of the programme.

The promotion plan must also reflect the applicant's special talent and thus potential for research and/or teaching.

It is crucial that the associate professor is ambitious and realistic in relation to the research goals set out in the promotion plan, both in terms of quality and quantity, including that the proposed publishing channels are internationally recognised journals and publishers. The aim of the research may also be the preparation of a doctoral dissertation. This lowers the requirements for the number of publications in general. The applicant must explain the expected 'impact' of the planned research, especially the societal relevance. It is also important that the promotion plan includes plans for external funding, which also includes junior academic staff positions. Finally, it is important that the applicant explains the development of several subjects based on the applicant's research profile, as well as how the applicant can contribute to the teaching and development of established subjects – especially in the bachelor programmes for which the department is responsible.

Alternatively, the applicant can demonstrate excellence in teaching.

3.2 Progress of the promotion programme

The start-up of the programme is conducted in dialogue between the associate professor and the head of department and will include determining the expected duration of the programme. The duration and content of the programme will be individually determined, depending on the associate professor's experience and need to acquire skills prior to the assessment for professor. The duration should be at least two years and can be a maximum of eight years. It is expected that internal associate professors who have been employed in the position for several years will need a shorter programme than newly hired associate professors.

It is possible for the associate professor to leave the programme while the programme is underway, for example, if there is an opportunity to obtain a professorship by other means. In connection with leave, the promotion programme is paused.

At the start-up, the associate professor also establishes his or her promotion portfolio, preferably with inspiration from/on the basis of the promotion plan. The promotion portfolio serves as a basis for appraisal, evaluation and assessment in relation to skills development and final professorial assessment. The portfolio, like the promotion plan, must reflect the criteria for recognition of merit for professors as determined by the

³The 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 head of research groups 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.

associate professor's faculty and department, respectively. It is important that the promotion portfolio is targeted in relation to the skills the associate professor must acquire for the duration of the promotion programme. The plan should be realistic in relation to the duration of the programme.

The portfolio is constantly updated as the associate professor achieves new goals and contributes to the fulfilment of the criteria for recognition of merit for professors. The portfolio is thus continuously updated by the associate professor during the programme itself. The portfolio describes and documents the progress in relation to the professor criteria, including achieved goals and contributions in relation to the criteria (research results, teaching portfolio, grants, communication, etc.).

Progress during the programme should be ensured by the associate professor and head of his/her research group annually discussing the associate professor's acquisition of skills and updating the associate professor's promotion portfolio, preferably in connection with his or her performance and development review. After the annual review and/or performance and development review, the head of the research group informs the head of department about the progress of the associate professor.

3.2.1 Mid-term evaluation

The head of department and the head of the research group jointly assess whether the associate professor needs a mid-term evaluation.

The mid-term evaluation should be initiated after 2–4 years on the promotion programme if, at this time, the associate professor is not evaluated as ready to commence the final assessment. This is particularly relevant for newly hired associate professors.

The purpose is:

- to evaluate the associate professor in relation to the goals of the promotion portfolio to ensure that the associate professor is on track to achieve a positive assessment after completion of the promotion programme
- to guide the associate professor in planning the remaining time of the promotion programme, including proposing special focus areas for the associate professor's remaining time on the programme.

The head of department appoints an assessment committee with one to two external members, who hold interviews with the associate professor and prepare a written evaluation that is part of the associate professor's promotion portfolio. The evaluation does not count as an assessment.

The evaluation is a preliminary assessment of how much progress the associate professor has made. There may be cases in which the associate professor's mid-term evaluation is so positive that the person concerned may, in agreement with the head of department, be nominated for the final assessment. If the evaluation shows that the associate professor is not performing satisfactorily, the associate professor still has the opportunity to rectify this before the final assessment.

3.2.2 Recommendation for assessment

A recommendation for assessment must be made no later than six months before the scheduled expiry of the programme – and thus no later than seven and a half years after start-up, as per the programme's maximum duration of eight years. The head of department will, after dialogue and agreement with the associate professor, nominate the associate professor for assessment.

In agreement with the head of department, the assessment can be made earlier. If the associate professor fails to request that his/her qualifications be assessed at least six months before the end of the promotion programme, or if he or she is not assessed as academically qualified, he or she will continue his/her employment as an associate professor outside the promotion programme. However, the university may offer the person concerned an extra attempt within the specific promotion programme. A maximum of two academic assessments can be made.

3.3 Transition to professorship

The university is responsible for ensuring that it is clear and transparent to associate professors which criteria are considered in the academic assessment when transitioning from associate professor to professor level. The criteria are the same as apply to recognition of merit for an associate professorship in general, and which are stated in the department's guidelines for recognition of merit.

The assessment committee is established in accordance with current rules,⁴ including the impartiality rules, and assessment is carried out as with a regular professorial assessment.

The transition to professorship requires a positive assessment that is approved by the dean. For associate professors on the promotion programme, a maximum of two assessments can be made. In the event of negative assessment, the associate professor remains employed under the customary associate professor terms.

Research

The associate professor's scientific contribution must document original scientific production of high quality and must be published in accordance with recognised publication tradition within the specific subject area. See further under Section 3 of the department's guidelines for recognition of merit. 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 each publication is judged primarily on the basis of a concrete assessment that includes the following elements: the author's methodological and theoretical awareness and certainty; the 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, in exceptional circumstances, be considered.
- The applicant must be able to document international publications.
- In the assessment of the degree of merit 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 degree of merit of the applicant's publications, the applicant's PhD thesis in very special cases – typically due to its exceptional quality – could be meritable 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 degree of merit 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.

⁴ In the case of professorships, the committee generally consists of three to five external members.

- The applicant must include a research plan detailing ongoing and planned research projects/articles. This can advantageously be linked to a publication strategy and a funding strategy, respectively. The latter must include an account for 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 contributions to such joint publications are of a not insubstantial 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 associate professor 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 associate professor 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 associate professor'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 relation to 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 forms of teaching and/or methods of assessment, preferably exemplified by concrete course descriptions or reading/lesson plans developed by the applicant
 - Ability to teach and create learning at different academic levels
- The applicant must have experience with bachelor and master's 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 absolute requirement, it will be considered meritable and have a positive impact on the assessment of the applicant if he or she 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.

While not an absolute requirement, it will be considered meritable and have a positive impact on the assessment of the associate professor if he or she 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:
 - have written at least one research application aimed at competitive funding, e.g. DFF, the Carlsberg Foundation, EU funds or major Danish private foundations, and have included junior researchers in a research application
- The applicant must include a funding strategy in which he or she explains plans for applications for external funding related to the research projects/articles described in the research plan.
- It will be considered meritable and have a positive impact on the assessment of the applicant if he or she can document:
 - Acquisition of external funds

Academic citizenship, management and leadership:

The Department of Law values 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 in assessment committees for scientific positions, participation in referee panels or other peer review work, participation in PhD assessment work, editorial work, research council work, etc.
- The applicant must have solid administrative experience through participation in, for example, councils, boards, development initiatives, etc. at the department.

- The applicant is also normally expected to have 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 absolute requirement, it will be considered meritable and have a positive impact on the assessment of the applicant if he or she can document:

- Commitment to research or educational collaboration across the faculty and/or university
- Experience in managing research projects, research groups, research networks, etc.
- Preparation of academic events in collaboration with students
- Experience as a mentor for junior researchers and experience in supporting their career development
- Research stays at or collaboration with research institutions abroad
- Guest lectures at educational institutions abroad.

Knowledge exchange

- The applicant is expected to have demonstrated capacity for exchanging knowledge through the dissemination of research or other subject-relevant material to the surrounding society. Communication can take the form of interviews, lectures, conference presentations, paper presentations, preparation of textbooks, feature articles or other disseminating publications.
- The applicant is also expected to have 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.

*The Department of Law
November 2022*