

Principles for Talent Development of Students at SDU

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1 Purpose

The purpose of these principles is to set a framework for SDU's work with talent development to ensure that SDU's talent development activities fulfil a common standard and a high level of quality.

The principles have been prepared on the basis of the Ministerial Order on Talent¹ (15 May 2015) and thus constitute SDU's implementation of the Ministerial Order. Reference is regularly made to the current sections in the Ministerial Order on Talent in the individual sections of these principles.

The principles describe the types of talent activities offered at SDU. In addition, the different types of talent activities are described which at SDU make the student eligible for receiving documentation for completion of a talent programme in the form of an appendix to their diploma. Each type of talent activity states what the activity must fulfil to in order to be eligible for documentation for implementation. In addition, it is stated who is responsible for ensuring that the activities meet the established criteria.

2 Principles

- Talent development for students at SDU aims to support and strengthen the efforts of particularly talented students, so that a limited proportion of the most talented and highly motivated students face greater academic challenges than through the requirements of their ordinary programme².
- Talent development at SDU aims to strengthen a diverse talent effort through various programme offerings for talented students. The talent programmes may cover all subject areas at both undergraduate and postgraduate level.
- At SDU, each activity must reflect the approach to talent development in the goals, organisation and target group of the talent programme.
- SDU attaches great importance to quality and a high professional level. This applies both in relation to the student and the talent program itself.
- SDU wants to create a talent environment that supports talent development.
- Talent development at SDU meets the criteria currently set by the University for talent development.

3 Criteria for talent development

SDU has set the following criteria for talent development:

- The talent development activity requires a high degree of independence in the task solution.
- SDU offers the student a high degree of individual and joint feedback from lecturers and other resource personnel associated with the activity.
- The student is given access to the lecturers' and other resource personnel's networks relevant to the talent development activity.
- The approach to teaching and other activities that are part of the talent development activity is based on knowledge and experience in promoting talents.
- There is an ongoing development of the approach to teaching and other activities based on lecturers' and resource personnel's learning and experiments with teaching and learning methods.

¹ Ministerial Order on talent initiatives in higher education in the area of the Ministry of Higher Education and Science (the Ministerial Order on Talent)

² Section 2 of the Ministerial Order on Talent

4 Talent programmes³

Talent programmes consist of activities organised by SDU either locally or across faculties. Students for talent programmes must be selected following a concrete assessment of applicants. The assessment is made according to objective and academically specific admission criteria.

The ECTS credits of each talent programme at SDU indicate the expected workload.

4.1 Criteria for talent programmes

- There must be a clear purpose and goal for the programme so that it is clear to the student what needs to be worked towards and what is required to achieve it.
- Talent programmes must be organised in such a way that it is possible for the student to complete the programme in parallel with his/her primary programme and within the prescribed period of study⁴.
- In the case of inter-faculty talent programmes, the execution of tasks includes a requirement for collaboration between the students.
- Talent programmes at SDU must have a scope corresponding to a minimum of 10 ECTS in order for the student to receive documentation for completion of the talent programme in the form of an appendix to the student's diploma.
- The selection of students for the talent programmes is based on admission criteria that ensure the best match between the student and the programme in question.
- Students can only be admitted and enrolled in talent programmes as well as receive an appendix to the diploma for completion of the talent programme if they complete the programme they are enrolled in within the prescribed period of study⁵.
- Talent programmes must be evaluated at the end, so that the learning experience drawn from the talent activity sets new standards for future talent development.
- There must be clear descriptions of which subjects/courses are included in a talent programme.
- When performing tests in a talent program, students have one test attempt each.

4.2 Procedure for approving talent programmes

SDU generally offers two types of talent programmes: locally based programmes and inter-faculty programmes offered by two or more faculties.

4.2.1 Talent programmes anchored at a faculty, department or educational level

Faculty-based talent programmes must be approved by the relevant study board, who are responsible for ensuring the programme meets SDU's criteria for talent development and talent programmes.

³ 'Talent programmes' is SDU's term for what is referred to as a talent course with extra ECTS credits in Section 6 of the Ministerial Order on Talent.

⁴ Section 6 (3) of the Ministerial Order on Talent. The concept of prescribed period of study follows the definition that appears in Section 6 (1) of Ministerial Order No. 20 of 09/01/2020 on organised full-time university programmes (the Ministerial Order on Education).

⁵The concept of prescribed period of study follows the definition that appears in Section 6 (1) of Ministerial Order No. 20 of 09/01/2020 on organised full-time university programmes (the Ministerial Order on Education). In accordance with Section 5 (7) of the Ministerial Order on Talent, SDU may dispense with requirements regarding the prescribed period of study if unusual circumstances apply.

4.2.2 Inter-faculty talent programmes

Talent programmes offered to students across SDU's faculties must be approved by the Council for Education, who are responsible for ensuring the programme meets SDU's criteria for talent development and talent programmes. As part of the Council for Education's approval, it is decided which study board is responsible for the execution, administration and quality assurance of the inter-faculty programme in question.

5 Individual extra-curricular talent activities⁶

Individual extra-curricular talent activities are talent activities that are not part of a talent programme, for which no ECTS credits are awarded and which are initiated by the student or their supervisor. Recognition of extra-curricular activities on the diploma presupposes that the student has participated in documentable academic activities that meet the criteria listed below.

Individual extra-curricular talent activities may, for example, consist of⁷:

- Active participation in subject-relevant national and international conferences.
- Publication of articles in international journals.
- Participation in academically relevant competitions.
- Participation in research and development activities or similar.

5.1 Criteria for recognition of individual extra-curricular talent activities

In order for an individual extra-curricular talent activity to be recognised on the student's diploma, the following criteria must be met:

- The activity must meet SDU's criteria for talent development.
- The student must have participated in documentable academic activities that are related to the programme the student is admitted to and its purpose. Furthermore, the activities must strengthen the quality and relevance of the programme in relation to the labour market.
- The student must have completed the programme in which they are enrolled within the prescribed period of study⁸.
- The activity must be genuinely extra-curricular and thus cannot be an activity that is already part of the student's education programme. This excludes, for example, the best Bachelor project or Master's thesis and participation in one of SDU's talent programmes.
- The activity must require a certain work effort on the part of the student. As an indicative scope, activity must at least be on a par with a course awarding 5 ECTS credit.
- The activity must be successfully completed.

⁶ 'Individual extra-curricular talent activities' is SDU's term for what is referred to as extra-curricular activities in Section 5 of the Ministerial Order on Talent.

⁷ Section 5 (2) of the Ministerial Order on Talent

⁸ Section 5 (3) of the Ministerial Order on Talent. The concept of prescribed period of study follows the definition that appears in Section 6 (1) of Ministerial Order No. 20 of 09/01/2020 on organised full-time university programmes (the Ministerial Order on Education).

5.2 Procedure for recognition of individual extra-curricular talent activities

Each study board prepares guidelines for which activities can lead to the recognition of extra-curricular activities on their students' diploma. For use in preparing guidelines, Appendix 1 provides a list of possible activities that may lead to recognition. It is up to each study board to decide which of the activities in Appendix 1 make the students eligible for recognition of extra-curricular activities on their diploma. The fact that an activity appears on the list does not mean that it is considered an extra-curricular activity by all study boards.

In order to have individual extra-curricular talent activities recognised on the diploma, a supervisor must be associated with the activity. He or she shall recommend to the relevant study board that the activity which the student in question has completed should be recognised on their diploma. The recommendation must contain an account of the student's contribution to the specific activity and document participation and completion.

6 Diploma with distinction⁹

It is the individual faculty that determines whether the students enrolled in the faculty's programmes should have the opportunity to receive a distinction on their diploma.

The faculty determines the procedure for awarding distinctions on the basis of the Ministerial Order on Talent. The Central Administration assists with the issuance of distinctions as an appendix to the diploma only, subject to a decision being submitted on the issuance of a distinction to SDU Student Services.

⁹ Section 4 of the Ministerial Order on Talent

Appendix 1: Gross list of individual extra-curricular talent activities that may lead to recognition on a diploma

The list is indicative and is considered comprehensive for the present, but there will be an opportunity to adapt and expand the list as needed.

- Participation in academically relevant conferences – *with requirements for either paper, posts, presentations or otherwise taking on an academically active role*
- Publication of articles in recognised journals
- Participation in subject-relevant competitions
- Participation in subject-relevant activities that are not included in the programme's ECTS credits, such as:
 - select activities at other universities or organisations at home and abroad
 - student-driven academic activities, where students contribute to creating teaching-supporting activities
 - excavation activities
- Participation in research, innovation and development activities
- Student policy work – *only where it is deemed relevant in relation to the programme in question*
- (Participation with talent in) business development
- Implementation of project-oriented courses that are not included in the specification of the programme's ECTS credits.

The following can be approved in the case of particularly extensive activities:

- Organisation of company visits
- Guest lectures
- Participating in a public debate that corresponds to academic communication

It is up to the individual study board to decide which of the above activities can entitle the students to a recognition on their diploma. The fact that an activity appears on the list does not mean that it is considered an extra-curricular activity by all study boards.