



## Criteria for appointment of assistant professors at the University of Copenhagen

Six overall criteria apply for assistant professor appointments at the University of Copenhagen. The six criteria are considered a framework for the overall assessment of candidates.

Each candidate must always be assessed according to the specific requirements stated in the job advertisement and the application material submitted.

### Research

Assistant professors demonstrate intellectual originality, develop their research profile and provide valuable contributions to research-based knowledge.

- A plan for own research that shows development potential
- Peer-reviewed publications in recognised journals and/or books or anthologies
- Participation in scientific seminars and conferences, also with own contributions

### Teaching

Assistant professors provide research-based teaching within one or more subject areas.

- Teaching experience
- Interest in supervising bachelor and/or master's degree students
- Interest in developing own teaching skills, e.g. documented by completing an 'Introduction to teacher training course'
- Interest in including feedback from colleagues, students and others in the development of own teaching

### Societal impact

Assistant professors have the ability to put their research into a societal perspective.

- Ability to put research and teaching into a societal perspective
- Understanding of how to describe research as popular science
- Interest in collaborating with external partners

### Organisational contribution

Assistant professors contribute to an active academic environment.

- Interest in joining the department's formal forums and working groups
- A collegiate spirit and commitment to collaborate and build relationships
- Oriented towards and motivated for engaging in interdisciplinary collaboration



### **External funding**

Assistant professors participate in grant application activities regarding research funds.

- Experience of participating in grant applications for research funds

### **Leadership**

Assistant professors have self-management skills, including management of own projects.

- Ability to manage minor research projects
- Contribution to well-being, collaboration, equal treatment, diversity and a good working environment



## Criteria for the hiring and promotion of tenure track and permanent academic staff at the Natural History Museum of Denmark

The Natural History Museum of Denmark is the national museum for nature in Denmark, and is organised as a department under the Faculty of Science, University of Copenhagen. The museum is responsible for maintaining, safeguarding and developing the Danish natural history heritage collections and a key player in the national and international museum world. According to the Danish Museum Act and the University Museum Order the main mission of the museum is to preserve, increase, enhance and communicate its collections and conduct collection-based research. This is done through the integrated tasks of collecting, registration, digitization, preservation, research, teaching, exhibitions and public engagement. Due to the dual role as both museum and university department, the museum has expanded the university criteria to better reflect this dual role. The list below can serve as an aid in the evaluation.

	<b>Assistant Professor</b>
<b>Research – Impact</b>	Collection-based research with internationally recognized potential to make a future impact.
<b>Research – review services</b>	May have served as reviewer for international journals.
<b>Teaching and supervision</b>	Development of teaching portfolio.
<b>Curation - Assistant professors provide curatorial expertise and take active part in curatorial activities</b>	Is a scientific specialist in one of the areas that are curated. Some curatorial experience.
	Develop, maintains and improves collections under his/her responsibility and direct all intellectual aspects of these collections.
	Show interest in national and international museum collaborations through organizations and programs.
	Fund-raising for digitization and collection development.
<b>Public engagement/Societal impact</b>	Popular lectures and other public engagement activities in the media and/or at events for a general museum audience or similar.
	An interest in public engagement and participate in public engagement activities.
	Act as curator/consultant for exhibits and public engagement within his/her field of collection(s) and research.
<b>External funding</b>	Some personal grants or a designated (by name) part of a major grant.