



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

Six overall criteria apply for 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

Professors are internationally recognised researchers in their fields of expertise. Their research is influential and contributes to the development of their own subject area as well as more broadly.

- An excellent research profile with leading international expertise in the subject area
- An articulated vision and strategy for their subject area, also covering ties to adjacent areas
- Significant influence on the subject area via many peer-reviewed publications across recognised journals and/or books or anthologies
- Significant research impact through high research quality and/or many citations in recognised journals and/or books or anthologies
- Participation in national and international scientific networks and conferences, including invitations to present research

### Teaching

Professors provide research-based teaching of the highest quality in one or more disciplines and contribute to developing, organising and evaluating courses on all levels.

- Extensive teaching experience, including examination work and acting as opponent of PhD theses or doctoral theses
- Experience of supervising bachelor students, master's degree students, PhD students and/or postdocs
- A teaching portfolio that documents teaching experience and reflections on teaching skills
- Ongoing development of pedagogical and didactic skills, including own and others' practice in relation to teaching and supervision
- Interest in including feedback from colleagues, students and others in the development of own teaching as well as mentoring of colleagues with the aim of developing their teaching practice

### Societal impact

Professors interact with external partners and seek out new collaborations, communicate and generate knowledge that greatly benefits societal developments, e.g. by influencing the public debate within their field of research.

- Considerable experience of communicating research to relevant stakeholders, including students
- Frequent contributions to popular science communication
- Strategic collaboration with private and/or public organisations and a significant network of external stakeholders



### **Organisational contribution**

Professors take responsibility for developing an active academic environment, sit on assessment committees, councils, boards and committees at UCPH and contribute to enhancing the University's brand.

- Membership of the department's formal forums, working groups and assessment committees and interest in joining councils, boards and committees at UCPH.
- A collegiate spirit and commitment to collaboration as well as strong relationship and conflict resolution skills
- Development and management of interdisciplinary collaborations

### **External funding**

Professors initiate grant application activities regarding research funds and obtain and manage funds.

Experience of applying for, obtaining and managing research funds

### **Leadership**

Professors develop the subject area in synergy with other subject areas and exercise academic leadership, including the development of and delegation of responsibilities to junior researchers.

Experience of developing own academic leadership skills

Experience of academic leadership tasks, e.g. research, course or programme management

Responsibility for and 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>Full Professor</b>
<b>Research – Impact</b>	Collection-based research with internationally recognized potential to make a future impact. An excellent research profile with leading international expertise in the subject area and a thorough understanding of collection based-research
<b>Research – review services</b>	Substantial contributions for a wide array of international journals and/or membership of major national or international review panels for grant giving agencies
<b>International and national scholarly activity and positions of trust</b>	Experience on editorial boards, in congress organization committees and as session chair; international experience e.g. as external evaluation of PhD theses, officer in international learned societies or similar
<b>Curation - Professors provide curatorial expertise and take active part in curatorial activities</b>	Is a scientific specialist in one of the areas that are curated. Considerable curatorial experience. Well evaluated.
	Significant curatorial impact documented by improved collections, and development of collections. Initiatives to make the collections of use to the broader public
	Leading roles in national and international museum collaborations through organizations and programs
	Documented grants for digitization and collection development at a broader scale (e.g., museum-wide, nation-wide)
<b>Public engagement/Societal impact</b>	Regular contributions to national and international public engagement. Frequent science public engagement contributions, such as popular science publications, interviews, participation in citizen science-projects, open house events, high school visits, and presentations for a general museum audience.
	Experience with public engagement and



	participation in public engagement activities. Act as curator/consultant for exhibits and public engagement within his/her field of collection(s) and research. Acting as lead curator on permanent and temporary exhibits.
<b>Organisational contribution</b>	Membership of the museums formal forums, working groups and assessment committees and interest in joining councils, boards and committees at UCPH
<b>External funding</b>	A series of substantial grants for personal as well as for the wider museum community with a range of national and international partners. Substantial external funding for PhD fellowships. Hosting of international postdocs. Contribution to the museum economy through grants (e.g. overhead and salary)
<b>Leadership</b>	Experience of academic and museum leadership tasks, e.g. research, museum organization and management course or programme management