

# Criteria for the hiring and promotion of permanent academic staff at Department of Biology (Page 1 of 2)

**A criteria: Should be fulfilled. B criteria: Desirable**

Criteria relate to the candidates qualifications at the entry into the respective type of position.

Note that the listed criteria may serve as a guideline for evaluation but will always be supplemented by a thorough assessment of unique qualifications as detailed in the candidate's self-evaluation of their research and teaching track record as well as their future plans for research and teaching.

Activity/ Benchmark	Assistant Professor	Associate Professor	Full Professor
<b>Research impact (A)</b>	<p>Internationally competitive research and/or research with internationally recognized high potential to make a future impact.</p> <p>An increasing number of citations and first author publications in high ranking international journals which are either (i) leading in the specific field, or (ii) good, more general journals.</p>	<p>Internationally recognized research.</p> <p>An increasing number of citations and several publications in high ranking international journals, both first and independent last authorships, including correspondence authorship.</p>	<p>Internationally recognized academic research leadership and excellence status in area of specialization (documented by fulfillment of most of the criteria summarized below).</p> <p>Strong track record of research publications across the discipline's best journals, supplemented by review papers and publications in highest impact general biology and/or interdisciplinary journals.</p> <p>Evidence of wider impact, for example by prestigious lecture invitations or advisory board invitations.</p> <p>Continued and constant impact of citations over a series of years.</p>
<b>Funding track record (A)</b>	<p>Some personal grants or a designated (by name) part of a major grant.</p> <p>Highly qualified for early career grants.</p>	<p>Personal national and/or international grants.</p> <p>Career development grants (e.g. Danish Research Council, Sapere Aude, similar grants from private foundations (VKR, Novo, Lundbeck), ERC starting grants and other international funding sources.</p>	<p>A series of substantial grants with a range of international partners in addition to national colleagues.</p> <p>Substantial departmental or external funding for PhD fellowships. Hosting of multiple international postdocs.</p> <p>International excellence via funding (e.g. ERC consolidator or advanced grants, research center grants from the Danish National Research Foundation, private foundations (e.g. VKR, Lundbeck, Novo) – or other major national and international programs.</p>
<b>Teaching and supervision credentials</b>	<p><b>A</b> Co-supervision of Bsc and MSc students.</p> <p><b>A</b> Experience with co-supervision of PhD students.</p> <p><b>B</b> Interest in and ability to teach: Documented ability to reflect on own teaching as evidenced by a teaching portfolio, expressing teaching skills through a coherent and reflective description of the development of teaching practice.</p>	<p><b>A</b> Teaching experience, lectures, and (co)-supervision of BSc and MSc students. Passed the "University pedagogics" or similar teaching course with good evaluations.</p> <p><b>A</b> Experience in practical and theoretical course development.</p> <p><b>A</b> Teaching and development of PhD courses. (Co-)supervised/hosted PhD students/postdocs.</p> <p><b>A</b> Documented ability to reflect on own teaching as evidenced by a teaching portfolio, expressing teaching skills through a</p>	<p><b>A</b> Strong track record in teaching and supervision of BSc and MSc students.</p> <p><b>A</b> Broad track record in independent course development. Guest lecturer at international courses and institutions.</p> <p><b>A</b> Frequent supervision/hosting of students/postdocs. Has supervised several PhD students/postdocs.</p> <p><b>A</b> Documented ability to reflect on own teaching as evidenced by a teaching portfolio, expressing teaching skills through a coherent and reflective description of the development of teaching practice linked to concrete examples.</p>

## Criteria for the hiring and promotion of permanent academic staff at Department of Biology (Page 2 of 2)

		coherent and reflective description of the development of teaching practice linked to concrete examples.	
<b>Departmental administrative track record (B)</b>		Occasional membership of local committees.	Senior departmental citizenship via frequent memberships of evaluation committees and other committees, service as head of study, vice chair, research groups leader, PhD coordinator or similar senior research academic administrative tasks.
<b>Peer review</b>	<b>B</b> Served as reviewer for international journals	<b>A</b> Regular review activity for good international journals	<b>A</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 scholarly activity and positions of trust</b>		<b>B</b> Some experience on Editorial Boards, congress organization committees, and as session chair;	<b>A</b> Some experience on Editorial Boards, in congress organization committees, and as session chair; international experience as external evaluator of PhD theses.
<b>Research dissemination and recognition</b>	<b>A</b> Some oral presentations at international meetings; international network. <b>B</b> Few popular lectures or other outreach activities in the media. <b>B</b> Poster awards and similar recognition of scientific work	<b>A</b> Several lectures and invited presentations at international meetings and conferences. <b>B</b> Popular lectures and other outreach activities in the media. Publication of popular science articles or books. <b>B</b> Early career awards and similar recognition of scientific work.	<b>A</b> High visibility at international congresses and workshops, both from own presentations (a number of them invited) and via those of junior collaborators. Regular invitations as invited speaker; <b>B</b> Regular contributions to national and international public outreach. <b>B</b> Frequent publication of popular science articles or books. Contribution to or publication of textbooks. <b>B</b> Appearance in the national or international media for outreach and expert opinion. <b>B</b> Prestigious research achievement awards. <b>B</b> Election as fellow of prestigious national or international learned societies.

**Criteria for the hiring and promotion of permanent academic staff at  
Department of Biology (Page 2 of 2)**

<p><b>Innovation and entrepreneurship</b></p>	<p><b>B</b> Occasional participation in matchmaking events.</p>	<p><b>B</b> Organization of matchmaking events.</p> <p><b>B</b> Engagement of private sector contacts in teaching activities.</p> <p><b>B</b> One or more patent applications filed.</p>	<p><b>B</b> Consultancy for private or public sector.</p> <p><b>B</b> Frequent engagement of private sector contacts in teaching activities.</p> <p><b>B</b> One or more patent applications filed.</p> <p><b>B</b> Establishment of spin-out company.</p>
---	---	--	--