

Qualifications for associate professors at the Department of Management, School of Business and Social Sciences, Aarhus University

The associate professorship consists mainly of research (including publication/academic dissemination duties) and research-based teaching (with associated examination duties). In addition to research and research-based teaching, the post may also include a duty to share knowledge with the rest of society – including participation in public debate. Furthermore, associate professors may be asked to manage research, provide guidance and supervision of PhD students and junior faculty (assistant professors, post doc fellows and researchers), as well as take part in academic assessments.

The university determines the exact ratio between the different responsibilities. The ratio may vary over time.

Research qualifications

Research qualifications must correspond to the level achieved upon successful completion of an assistant professorship, but such qualifications may also have been attained otherwise.

Requirements for scientific production at international level are significantly greater than for appointment as assistant professor (or similar). It will not be sufficient to simply present scientific papers which essentially repeat former academic dissertations or parts thereof.

The quality of scientific production must demonstrate academic progression since the appointment to the rank of assistant professor. The volume and quality of the scientific production must be assessed in consideration of reasonable expectations for research achievements within the limits of an assistant professorship.

Applicants are expected to have published at least three articles in respected international peer-reviewed journals or other peer-reviewed outlets. It is the quality of publications rather than the quantity that is important. Applicants are expected to have published in international peer-reviewed outlets. Not all articles have to be published at the end of the assistant professorship, but they should be accepted for publication. It will be natural if one or more of the applicant's publications is based on their PhD dissertation, but the application has to demonstrate that their research has progressed beyond their PhD dissertation during their assistant professorship or post doc fellowship.

Applicants have to demonstrate their ability to cooperate and contribute to the development of an academic environment.

Applicants must have established international relations through participation in relevant international conferences, networks and/or engagement in other types of international activities within their field.

The scientific production must be in the academic field defined in the job advertisement, unless stated in the advertisement that other qualifications will have priority.

Teaching qualifications

Applicants must have good teaching qualifications that correspond to the level achieved upon successful completion of an assistant professorship, but such qualifications may also have been attained otherwise. Good teaching qualifications are understood to include the following qualifications:

- good presentation skills
- English proficiency
- the ability to relate the content of a course to theory, practice and other courses
- deliberate and systematic motivation of relations between the content of a course and the means of teaching and evaluation that are used
- commitment and ability to motivate student learning
- ability and commitment to engage students in dialogue in order to continuously evaluate teaching
- interest in and ability to rethink course contents and teaching methods
- ability to use alternate, develop and use different teaching methods
- ability to teach and stimulate learning at different academic levels
- ability and interest in strengthening the international dimension of courses at Aarhus University

Required teaching qualifications must be documented and are evaluated based on a trial lecture. Documentation of teaching qualifications must be presented in the form of a teaching portfolio and will form the basis of an assessment of the candidate's teaching qualifications and pedagogical competence, cf. circular on job structure for academic staff at Danish universities, a teaching portfolio must provide the following documentation:

- the nature of the teaching duties undertaken by the candidate
- the way that the teaching duties were carried out
- the reason for choosing this approach and
- the results achieved

Assistant professors applying for associate professorships must also include an assessment of teaching qualifications demonstrated during the assistant professorship. Such assessment may form part of the candidate's teaching portfolio.

Teaching qualifications of assistant professors at the School of Business and Social Sciences must be assessed; in accordance with the circular on job structure for academic staff at Danish universities, the policy adopted by the School of Business and Social Sciences on mandatory completion of a teaching and supervision course and the School's guidelines on the use of teaching portfolios. It must be stated whether the candidate has successfully completed the mandatory teaching and supervision provided by the Centre for Learning

and Education, or whether the candidate can document to have acquired corresponding teaching skills elsewhere.

Dialogue

It is expected that applicants have demonstrated skills and competences in relation to dissemination of research to business and society.

Administration

Applicants are not expected to have actual experience with administrative tasks, but it is a qualification if an applicant has participated in organising conferences and workshops for researchers, as part of their teaching activities and or for disseminating research results.

Other requirements

Any other qualifications required in the job advertisement must also be assessed. Examples of other relevant qualifications: representative positions/fiduciary duties, member of commissions, appointments for non-academic positions that may satisfy any practical experience requirements.