

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

The professorship consists mainly of research (including publication/academic dissemination duties) and research-based teaching (with associated examination duties). Moreover, research-based public sector consultancy may be required. In addition, the post may also include a duty to share knowledge with the rest of society – including participation in public debate. Furthermore, 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.

Applicants for a position of professor at Department of Business Administration are assessed on the basis of the qualifications stipulated in the job advertisement, but must also be able to document a high degree of original academic production at international level, which documents that the applicant has contributed to developing the academic discipline. Emphasis must also be placed on an assessment of the applicant's ability to manage research and any other management functions, for example in relation to the university's cooperation with the outside world. On appointment, other qualifications may also be required, e.g. in relation to knowledge and technology transfer and, for example, patenting and cooperation with external parties.

Research qualifications

A high degree of original scientific production at international level is required and must document that the candidate has contributed to the further development of his/her subject area. Amongst other things:

- Applicants are expected to publish in respected international journals or other respected international publication outlets with peer review including those of [the department journal list](#). It is the quality of research rather than the number of publications that is important.
- It is expected that some publications have been published in the most respected outlets within the relevant area of research and that the applicant has been actively publishing his/her work internationally in recent years.
- Applicants have to demonstrate the 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.
- Applicants have to demonstrate strong competences within research management and have to have a proven track record of attracting

external grants, either as the main applicant or as member of a consortium.

- Furthermore, applicants have to have experience with evaluating research through participation in assessment committees, as a reviewer or as an editor of scientific journals or publishers.

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 have to have strong teaching skills. 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

Applicants need to have broad experience in terms of teaching at different levels and the use of a variety of teaching methods. Furthermore, applicants have to demonstrate the ability to contribute (either alone or in collaboration with others) to the development of the content and pedagogy of courses or programs. Applicants are also required to have experience with managing, planning and coordinating teaching.

Required teaching qualifications must be documented. Such documentation 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 be 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

In accordance with the policy adopted by the School of Business and Social Sciences on mandatory completion of a teaching and supervision course 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. Dialogue is understood as activities through which the applicants have disseminated their own research or the research of others to an audience outside of the research community, typically in business but also students and society at large. Examples of such activities include writing opinion pieces, interviews, presentations to firms, further education activities and contributions to textbooks or other research dissemination outlets.

Administrative qualifications

Applicants should demonstrate the ability and willingness to perform relevant administrative tasks. More specifically, the candidate's experience and ability to perform administrative tasks like management of research, managing departments, study board, membership of research councils, boards and committees as well as similar managerial responsibilities must be assessed.

Other relevant qualifications

Examples of other relevant qualifications include: representative positions/fiduciary duties, member of commissions, appointments to non-academic positions that may satisfy any practical experience requirements.