

Expectations towards professors at the Department of Biomedical Sciences

As part of the University of Copenhagen (UCPH), the Department of Biomedical Sciences (BMI) uses as basis for professor evaluation, the [UCPH criteria for recognizing merit](#). In addition to the UCPH criteria, BMI has identified supplementary local criteria. The following section provides an overview of the UCPH criteria and the local BMI criteria.

Important to note:

- **This is a guide for the evaluation of candidates, not a checklist by the assessment and hiring committees** for applicants. Researchers at or outside BMI cannot use this list to pre-qualify themselves for a professor position.
- **This is not an automation of the professor evaluation.** All appointments are subject to full and final evaluation of the complete research profile, merits and fit to the department and position in question.
- **Positions are filled on a competitive basis.** Thus, candidates that fit or excel at all parameters or have been deemed professor qualified in other processes may end up not being offered the position.
- Management reserves the right to **emphasize certain merits** above others at different times.

Criteria for recognizing merit

It is not expected that a candidate can and shall fully live up to all criteria (neither the UCPH criteria nor the BMI criteria), and as such, the overall evaluation will be an integrative view. If a candidate is particularly strong within certain areas, this can compensate for not fully meeting criteria within other areas.

Research

UCPH criteria for recognising merit		Additional BMI criteria for professors
Associate professor	Professor	
<i>Associate professors demonstrate intellectual originality, scholarly autonomy, have a clear research profile and provide valuable contributions to research-based knowledge within a given discipline or interdisciplinary field.</i>	<i>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.</i>	
Appointment as associate professor requires:	Appointment as professor requires:	<ul style="list-style-type: none"> • Publications and citations on positive trajectory. • At least four completed PhD students as primary supervisor. • Lab size: ≥ four full-time equivalent (FTE) on average in the research group.
An internationally recognised research profile	An excellent research profile with leading international expertise in the subject area	
An articulated vision and strategy for their subject area	An articulated vision and strategy for their subject area, also covering ties to adjacent areas	
A considerable number of peer-reviewed publications in recognised journals and/or books or anthologies	Significant influence on the subject area via many peer-reviewed publications across recognised journals and/or books or anthologies	
Research impact through high research quality and/or citations in 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, primarily with own contributions	Participation in national and international scientific networks and conferences, including invitations to present research	
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External funding

UCPH criteria for recognising merit		Additional BMI criteria for professors
Associate professor	Professor	
<i>Assistant professors are in charge of grant application activities regarding research funds.</i>	<i>Professors initiate grant application activities regarding research funds and obtain and manage funds.</i>	
Appointment as associate professor requires:	Appointment as professor requires:	<ul style="list-style-type: none"> • Show ability to continuously obtain funding from multiple sources (multiple grants, >DKK 20 million received in total). • Show sustained momentum in grant income and maintenance of research group.
Experience of applying for research funds	Experience of applying for, obtaining and managing research funds	

Teaching

UCPH criteria for recognising merit		Additional BMI criteria for professors
Associate professor	Professor	
<i>Associate professors provide high-quality, research-based teaching in one or more disciplines and contribute to developing, organising and evaluating courses</i>	<i>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.</i>	
Appointment as associate professor requires:	Appointment as professor requires:	<ul style="list-style-type: none"> • At least four successful supervisions of PhD students completed as primary supervisor. • Experience with course leadership and/or course development.
Considerable teaching experience, including examination work and experience with practical course development that incorporates knowledge of learning, teaching and education	Extensive teaching experience, including examination work and acting as opponent of PhD theses or doctoral theses	
Experience of supervising bachelor and/or master's degree students	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	A teaching portfolio that documents teaching experience and reflections on teaching skills	
Ongoing development of pedagogical and didactic skills, e.g. documented by completing a teacher training course	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,	Interest in including feedback from colleagues, students and others in the development of own teaching as	

as well as knowledge sharing with colleagues about teaching practice	well as mentoring of colleagues with the aim of developing their teaching practice	
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Societal impact

UCPH criteria for recognising merit		Additional BMI criteria for professors
Associate professor	Professor	
<i>Associate professors interact with external partners, communicate their research and generate knowledge that benefits societal developments</i>	<i>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.</i>	
Appointment as associate professor requires:	Appointment as professor requires:	<ul style="list-style-type: none"> • Have several company/industry collaborations, for instance industrial PhDs and Postdocs. • Have several clinical collaborations. • Strong focus on and experience with entrepreneurship and innovation (e.g. patents, spin-outs).
Experience of communicating research to relevant stakeholders, including students	Considerable experience of communicating research to relevant stakeholders, including students	
Contributions to popular science communication	Frequent contributions to popular science communication	
Collaboration with private and/or public organisations	Strategic collaboration with private and/or public organisations and a significant network of external stakeholders	

Leadership

UCPH criteria for recognising merit		Additional BMI criteria for professors
Associate professor	Professor	
<i>Associate professors act as independent heads of research and focus on the development of young researchers.</i>	<i>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.</i>	
Appointment as associate professor requires:	Appointment as professor requires:	<ul style="list-style-type: none"> • Completed relevant leadership course(s).
Interest in the development of own academic leadership skills	Experience of developing own academic leadership skills	
Interest in academic leadership tasks, e.g. research, course or programme management	Experience of academic leadership tasks, e.g. research, course or programme management	
Contribution to well-being, collaboration, equal treatment, diversity and a good working environment	Responsibility for and contribution to well-being, collaboration, equal treatment, diversity and a good working environment	

Organisational contribution

UCPH criteria for recognising merit		Additional BMI criteria for professors
Associate professor	Professor	
<i>Associate professors are co-creators of an active academic environment and are members of the department's formal forums, working groups and assessment committees.</i>	<i>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.</i>	
Appointment as associate professor requires:	Appointment as professor requires:	<ul style="list-style-type: none"> • Experience with participation in international boards, councils and scientific societies.
Interest in joining the department's formal forums and working groups	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 and relationship-building	A collegiate spirit and commitment to collaboration as well as strong relationship and conflict resolution skills	
Participation in interdisciplinary collaboration	Development and management of interdisciplinary collaborations	