



Career Advancement and Recruitment Guidelines

Department of Psychology

University of Copenhagen

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The present text defines the career advancement and recruitment guidelines of the Department of Psychology at the University of Copenhagen (UCPH) with a focus on academic performance criteria and the recruitment process.

The academic performance criteria include the main areas of the department: education, research, and external outreach. In addition to these, leadership and administration are also included in the criteria.

Researchers seeking career advancement or a new position within the department must expect to be broadly evaluated along these criteria. This document describes and explains the criteria in detail and in relation to the different levels of employment, i.e. post-doctoral fellow, assistant professor, associate professor, professor with special responsibilities (mso¹), and full professor. The criteria are *guidelines* for the individual researcher and the department leadership. Thus, specific strengths and limitations of the candidate in the listed criteria will be weighted against each other as part of an in depth evaluation of the candidates in open competition for any given position.

Education

Education is a core purpose of the department and includes a number of different activities such as teaching lectures, classes, seminars, exercises, and supervision. In addition to these, course planning, organization, and development are important aspects of the continued maintenance and improvement of the different educational programs of the department.

The development and maintenance of a high level of education at the department is essential in career advancement and recruitment. At the administrative level, participation in the organization and administration of teaching in the department study board and teaching committees is also important. In addition, the department and the individual researchers must have continued focus on pedagogical training including pedagogical programs for assistant professors and courses for senior researchers (i.e. associate professors, mso, and full professors).

Evaluation of the candidate's qualifications regarding education will take the breadth and quality of teaching, pedagogical development and training, education planning, and administration into account. The evaluation will be based on the teaching portfolio of the applicant.

Research

Research publications are critically important for career advancement at the university. The department has a clear expectancy that individual researchers and the research groups they are part of publish regularly in international journals with a high profile and impact.

The department emphasizes quality over quantity; we value an extensive publication record, but place a premium on publications of exceptional quality, typically published in high ranking journals and presses.

As they advance in their career from assistant towards full professors, the department expects scientific staff members to demonstrate progression in their original field of

¹ mso: med særlige opgaver [Danish].

research as well as a diversification into adjacent or other fields of research, e.g. interdisciplinary research. In addition, the department expects the scientific staff to become recognized within their field of research. This may be achieved by a mix of single- and co-authored publications, but the researcher should take care to develop a distinct individual research profile.

Many areas of psychological research include applied aspects, e.g. work and organizational psychology, consulting psychology, educational psychology, and clinical psychology. For positions with applied content candidates with education and training within the applied area will be valued.

Finally, the department expects researchers to publish in English throughout their careers, not necessarily exclusively but consistently.

Outreach

The impact of the research and education of the department on society is important. Thus the department values candidates who have participated in the development and dissemination of new assessments and treatment methods, postgraduate supplementary training, and who have had an impact on public policy of psychological health and wellbeing in Denmark.

In addition to participating in the above mentioned activities, the researchers at the department are expected to participate in and organize conferences, panels, and workshops, both scientific and with a broader disseminating purpose.

Finally, researchers at all levels are expected to share knowledge with the general public. This may be demonstrated in a number ways, e.g. by writing books or articles for the general public, teaching or giving lectures to non-academic audiences, or appearances in the media.

Leadership, organization, and administration

Research and educational leadership and organization have become increasingly important in the task portfolio of the university faculty. The further a researcher progresses in her/his career, the more important these tasks become. Important indicators of these are establishment and management of externally funded research projects and research groups, organization and supervision of teaching programs, organization of research conferences, meetings, and workshops, editing of books or a special journal issues, supervision and organization of collective data sets providing a data infrastructure for several researchers.

The organization of research groups, including coordination and leadership of these, is pivotal to the strategy of the Department of Psychology both with respect to research and education. Thus, researchers who support this focus point in their work is valued by the department. The department will support research leadership training for researchers at all levels both financially and in relation to their career advancement.

Internationalization

The strategy of the Department of Psychology emphasizes internationalization as critical for the further development of the quality of education and research of the department. At the level of the individual researchers this means continued interaction with the international research community, including publication in international journals, participation in international research conferences and meetings, as well as participation in research projects with colleagues from other countries.

In addition to this, the department values researchers with international research experience from longer stays (typically 3 months or more) at research institutions abroad and researchers with an elaborate international network. The department will emphasize this in its recruitment policy and will also support post-doctoral fellows and assistant professors both financially and administratively in seeking sabbaticals abroad as part of their career development.

Recruitment criteria

The Department of Psychology aims to be among the leading psychological education and research institutes in Scandinavia and have research groups that are internationally leading within their fields of research. These aims are reflected in the career advancement and recruitment guidelines that emphasize internationalization, transparency, leadership support, and open competition. The guidelines enable the department to support the career development of the junior and senior faculty as well as to hire the strongest candidates for the positions offered.

Post-Doctoral fellow

The typical career at the Department of Psychology starts with a two-years Post-Doctoral fellowship either at the department including a longer stay abroad (i.e., minimum 3 months), or alternatively the whole or majority of the post-doctoral fellowship may be done at another department abroad. If the post-doctoral fellowship is done at the Department of Psychology, the department will try to ensure funding for the longer stay abroad. The position is typically funded by an external grant to either the applicant directly or to a larger research project managed by a senior research leader.

Assistant professor

The main aim of the assistant professorship position is to educate the holder of the position to become proficient in teaching psychology at the university level. At the same time the researcher will continue her/his line of research, showing the ability to maintain a position that encompasses both teaching and research. The positions will typically be limited to four years and include the pedagogical teaching program for assistant professors if the candidate has not already achieved this qualification². The position also includes 6 months of sabbatical that may be used at a research institution abroad.

- The typical candidate for an assistant professorship has teaching experience during the PhD studies and post-doctoral fellowship either from lectures, seminar classes, or working as a teaching assistant responsible for exercise classes, but rarely does the candidate have experience with planning and organization of whole courses or teaching programs. The position may also be applied for directly from the PhD, i.e. without any prior post-doctoral fellow experience.

² The assistant professors calls will also include the possibility of a six years *tenure track* assistant professorship, but this option will only be used rarely when an exceptional candidate applies for the position.

- The candidate typically has a minimum of 4 published papers in international peer reviewed journals including a number of first author papers³.
- The candidate has stayed abroad for a period of three months or more during the PhD studies and is thus beginning to establish an international research network.
- For positions with applied content candidates with education and training within the applied area will be valued.
- The candidate has some experience with dissemination of her/his research to the general public.

Associate professor

The associate professorships position is a permanent or in special cases fixed-term position at the department, which includes both teaching and research. The associate professor participates fully in both teaching and administration including PhD supervision, committee work, and evaluations. In this position the researcher consolidates her/his research and develops her/his research profile in broader directions. Researchers at the associate professor level are obliged to participate in the development and maintenance of the research groups of the department and to seek external research funding to support their research.

- The typical post-doctoral fellows or assistant professors seeking an associate professorship have had at least 2-3 years of teaching experience, but typically with limited opportunities to develop new and original courses. They have often been taking part or been responsible for introductory courses at the Bachelor's level or specific seminar courses at the Master's level.
- It is expected that the candidate has passed a pedagogical training program targeted at university teachers and have performed her/his teaching obligations with satisfactory results.
- It will add to the portfolio if the applicant has supervised a substantial number of Bachelor's or Master's theses.
- The candidate typically has 6-12 published papers in international peer reviewed journals including a substantial number of first author papers.
- It strengthens the candidate's application if she/he has stayed abroad for a total period of six months or more during the PhD studies and post-doctoral fellow/assistant professorship and has consolidated her/his international research network.
- For positions with applied content candidates with education and training within the applied area as well as a collaborative network with applied institutions in Denmark and internationally will be valued.
- The candidate has disseminated her/his research in oral and/or written form to the general public on several occasions.

³ Articles in journals and chapters in edited volumes each counts as one publication. A research monograph published at an international academic press counts as four publications. Edited volumes will be evaluated according to the level of editorial work involved.

Professor with special responsibilities (mso)

The temporary professorship with special responsibilities (mso) is used in relation to special responsibilities associated with the position. Further, the position is used to give promising associate professors within the department the opportunity to develop their career towards a full professorship or for a promising external candidate to enter the department at a higher level than as associate professor. The position is limited to five years with the possibility of extension to a total of eight years. During this period, the candidate should develop her/his field of research profile and research group to be able to apply for a full professorship at the department. If the professor with special responsibilities does not succeed in this during the 5(8) years period, the researcher is secured a permanent position as associate professor at the department afterwards.

- Candidates seeking a position as professor with special responsibilities (mso) must show an ability to adjust and develop already existing courses or to implement new and original courses at the Bachelor's and Master's level. This will be evaluated in terms of content, pedagogical methods, real world relevance, forms of exams, and teaching materials.
- The applicant's teaching portfolio should bear proof of a consistent high level of quality of the applicant's teaching.
- It is also valued that the applicant has supervised a considerable number of Master's theses and acted as supervisor for one or more PhD students and/or post-doctoral fellows.
- The candidate must demonstrate progression in their original field of research as well as a degree of diversification.
- The research profile must be solid, beyond emerging, and include publications in internationally prominent journals.
- The candidate typically has 12-18 published papers in international peer reviewed journals including a substantial number of first author and last author papers.
- In addition to demonstrating a strong research profile, candidates that have been able to secure external funding are valued by the department.
- For positions with applied content candidates with education and training within the applied area as well as a collaborative network with applied institutions in Denmark and internationally will be valued.
- The candidate has extensive experience with dissemination of her/his research and may have used this in a strategic way, e.g. as a way of increasing research funding.

Full professor

The full professorship is reserved for researchers who have become accomplished and recognized researchers within their field. Their education and research profile must be prominent and at a high international level including contributions that are excellent in terms of originality, significance, and rigor. The position may either be permanent or in special cases fixed-term.

One of the main tasks of a full professor is to lead, maintain, and develop her/his research group in relation to education and research and to organize the career development for PhD students, post-doctoral fellows, and assistant professors within the group.

- In addition to the above-sketched areas of education for assistant, associate and professors with special responsibilities (mso), the candidate for a full professorship must demonstrate skills that go beyond individual courses. This could for example be in the form of innovation and development of coherent study programs, interdisciplinary study programs, training, mentoring and supervision of PhD students and junior faculty, and participation in the administration of the study program.
- It is also expected that the applicant for a full professorship has directed or participated in courses targeted at PhD students and have acted as principal supervisor for a number of PhD students and post-doctoral fellows.
- Candidates for full professorship must demonstrate that they have become accomplished and recognized scholars. The research profile must be prominent and international, as for example documented by a high number of scientific citations or by leadership of international research societies or projects.
- The candidate has demonstrated the ability to extract substantial external funding to support the development, leadership, and maintenance of her/his research group.
- The candidate typically has more than 20 published papers in international peer reviewed journals. Several of the papers must be in high-ranking international journals.
- For positions with applied content candidates with education and training within the applied area as well as a collaborative network with applied institutions in Denmark and internationally will be valued. A demonstrated impact on society e.g. policymaking or impact of research results into practice will also be valued.
- The candidate is using dissemination strategically as an integrated way of maintaining the visibility of her/his research field in the general public and to attract external funding.