

RECRUITMENT & PROMOTION CRITERIA FOR THE DANISH CENTRE FOR POPULATION RESEARCH, CPop DEM

August 18, 2020

Excellence in research is the main criterion for hiring and promotion. Excellence in teaching, academic service, and contributions to society will also be considered.

Hiring and Promotion in CPop DEM for professor positions on any level will hinge on 7 statements to be provided by the candidate. PhD and Postdoc positions require statements 1) to 4).

Statements 1) to 4) describe excellence in research. Statements 5) to 7) capture excellence in teaching, academic service and contributions to society.

SEVEN STATEMENTS CONCERNING EXCELLENCE

- 1) The primary criterion for excellence in research is innovativeness in opening new research perspectives, breaking unexplored ground, and going beyond the state of the art. A **statement about innovativeness** should be submitted by a candidate. This statement should cite specific publications by the candidate and note any awards or honors for innovativeness. Innovativeness will be assessed based on an applicant's publications and research in progress. Heavy weight will be given to articles in Nature, Science and PNAS but pathbreaking advances published in other journals will also be important.
- 2) Because CPop DEM is the kernel of the interdisciplinary CPop, the candidate should also provide a **statement describing the interdisciplinarity** of his or her research in terms of the journals in which the research was published and the disciplines of co-authors. Interdisciplinarity can be demonstrated by publication in multi-disciplinary journals such as Nature, Science, PNAS, PLoS, eLife, Nature Communications, Science Advances, etc, as well as publications with co-authors from more than one discipline, especially if the applicant is first or last author or has played a major role in conceiving, designing or conceptualizing the research.
- 3) CPop DEM is a centre for demographic research, so the candidate should also provide a **statement describing contributions of his or her research to Demography**, as evidenced by publications in Demography, Demographic Research, Population, Population Studies, Population and Development Review and other demographic journals.
- 4) CPop DEM is highly international in terms of research and the backgrounds of researchers. The fourth statement provided by a candidate should describe his or **her international experience and network**.

Candidates for positions at the Assistant Professor, Associate Professor or Professor level should provide three additional statements.

- 5) One should describe teaching excellence and innovation, including teaching at the PhD level and mentoring postdocs. Extensive teaching at the undergraduate or master's levels is not required but a record of lecturing and supervision and mentoring of students and Ph.D. candidates is important, especially if these contributions were innovative or cutting-edge.
- 6) The second additional statement should describe excellence and innovation in academic service, including reviewing journal submissions and grant applications, serving on review, promotion and other academic committees, contributing to academic organizations (such as Population Europe, the European Doctoral School of Demography or the European Association for Population Studies), being the head of a research group, etc.

- 7) The third additional statement should describe the candidate's contributions to society. This would include, e.g., publications that were covered by news media and that got considerable public attention, interviews with journalists, publications in newspapers or popular journals, giving talks at public forums, doing research relevant to policy issues that was of interest to policymakers and policy analysts (e.g. COVID), and organizing and leading initiatives to involve university students and researchers in thinking about important societal questions, such as the sustainability goals or the impact of population aging.

For PhD candidates each of the 4 statements should be half a page or less in length. For the positions of Assistant and Associate Professor, none of the 7 statements should exceed one page. Applicants for full Professor positions should limit the statement about innovativeness and the statement about interdisciplinarity to 2 pages maximum each and limit the other 5 statements to a single page each. In every case, statements should include citations of publications, names of awards and honors, or lists of relevant activities.

EXPECTATIONS BY ACADEMIC LEVEL

--A Ph.D. candidate should show interest and promise and, if possible, some achievement in these seven areas.

--A candidate for a postdoctoral position should have demonstrated innovativeness in his or her Ph.D. dissertation, and should show interest and promise and, if possible, some achievement in the other six areas.

--A candidate for a position as Assistant Professor should have demonstrated innovativeness in his or her Ph.D. dissertation and other research, and should show interest and promise and, if possible, some achievement in the other six areas.

--A candidate for an Associate Professor position should have demonstrated innovativeness and interdisciplinarity in his or her publications to date and current research, as well as some accomplishments in the other five areas.

--A candidate for full Professor should have an outstanding record of innovativeness and interdisciplinarity, should have made substantial contributions to demographic research, should have substantial international experience and extensive networks, should have a range of teaching experience, should have helped academic organizations in various ways, and should have made some contributions and have considerable interest in making contributions to society.

The committees evaluating candidates may use various summary measures to help compare candidates but will avoid relying on easy-to-calculate measures that do not appropriately capture innovativeness, interdisciplinarity and the other five criteria. The committees will focus on the applicant's qualifications, especially as revealed by single-authored, first-authored and last-authored publications as well as multi-authored publications to which the candidate made a major contribution. Differences between disciplinary publication cultures will be acknowledged. The members of the committees will put heavy weight on a candidate's publications that they have read.

In evaluating a candidate, years since PhD, taking into account parental leave, etc., will be considered.

Not all announcements of positions in CPop DEM may explicitly require submission of the 7 (or 4) statements within the initial call. Candidates will be required, however, to submit these statements upon invitation for an interview for the position.