Recruitment Criteria and Career Advancement

Department of Psychology
University of Southern Denmark

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Background

The Department of Psychology, SDU, aims to be an attractive working place by having a high focus on cooperation and collegial teamwork. We aim to attract, develop and retain academic talent with a specific focus on the ability to foster mutual support and broad interests. To achieve this, the department has developed a set of criteria for the evaluation of assistant professors, associate professors and professors.

Department management must consider these criteria:

- In the individual yearly performance and development review (MUS), where researchers formulate their priorities and where both individual and team performance as well as career paths are discussed.
- In the department's strategic considerations about practices, needs, focus areas, and ambitions.
- In job postings, during recruitment interviews, and in the work of assessment committees to strengthen a broad focus on merits and qualifications.
- As part of the overall managerial evaluation in connection with recruitment.

The criteria are a supplement to the ministerial job structure for academic staff:
https://www.retsinformation.dk/eli/lta/2019/1443

Criteria

The evaluation criteria are divided into five different categories:

1. Research
2. Teaching
3. Academic citizenship
4. Leadership
5. Societal impact

The criteria are indicative a) in the dialogue about how the researcher is supported with the aim of achieving both high well-being and the experience of success in relation to own research, teaching and administrative tasks, as well as b) serving as a framework for managing expectations to the employee's contribution to the workplace.

For each category it is described what is expected of a researcher at the Department of Psychology, SDU. A researcher may have a strong profile in some categories and to a lesser degree in others. Hence, the criteria are dependent on the scientific field and can vary over time. Also, some criteria may be prioritized over others during different periods of a researcher's career as well as due to specific life circumstances. The individual prioritization takes place in dialogue with department management, for example, during performance and development reviews (MUS).

1. Research

The Department of Psychology aims to create and sustain an environment that fosters collaboration, innovation and academic excellence.

As researchers advance in their career, the department expects them to demonstrate progression in their original field of research while also extending their scope and exploring new directions for example in interdisciplinary collaborations or by expanding into related fields.

Regular publication of research findings is a fundamental expectation. The department prioritizes quality over quantity and emphasizes publications in high-impact, peer-reviewed international journals in English. National publications and monographs focusing on knowledge dissemination are also encouraged when relevant to the field.

Securing external funding for conducting research is considered an essential common task, and researchers are expected to actively cooperate with colleagues to apply for grants and funding opportunities.

Participation in national or international scientific networks and collaborations is expected. This includes engaging in e.g. research partnerships, conference presentations, editorial work, and contributing to the development of the scientific community within and beyond the university.

2. Teaching

Education is a core purpose of the department, and engagement in sharing original scientific knowledge with students is a fundamental responsibility of all assistant professors, associate professors and professors at the Department of Psychology.

Researchers are expected to deliver high-quality teaching that reflects the latest research and developments in the field. This includes developing and maintaining pedagogical skills via training programs and courses.

Experience with different levels of teaching is expected, depending on career stage. This includes teaching and supervision of students from undergraduate to post-graduate level.

Participation in the organization, administration, and development of teaching programs is expected. This includes designing new courses, revising curricula, and contributing to pedagogical initiatives that strengthen the department's educational program.

Teaching efforts are evaluated through a comprehensive teaching portfolio, which documents teaching experience, innovation in pedagogy, and contributions to curriculum development.

3. Academic citizenship

The Department of Psychology values a collegial and collaborative work culture, where supporting colleagues is a fundamental requirement.

Employees are expected to take an active role in fostering a dynamic and healthy work environment by engaging in e.g. department meetings, committees, and workgroups etc.

Regular and visible availability at the workplace is expected to maintain a strong academic community, facilitate collaboration, and ensure accessibility for students and colleagues.

4. Leadership

Research- and educational leadership are increasingly significant aspects of an academic career. As researchers progress in their career, their involvement in leadership roles and responsibilities become more important.

Key indicators of academic leadership include establishing and managing externally funded research projects and research groups as well as leading collaborative research initiatives. Additionally, involvement in organizing academic events such as research conferences, meetings, and workshops is highly valued.

Leadership in education involves e.g. the organization and supervision of teaching programs, curriculum development, and participation in accreditation processes.

Supervising and mentoring early-career researchers is an essential aspect of academic leadership. Providing guidance, career development support, and fostering an inclusive and supportive research environment are crucial responsibilities.

The department strongly encourages and supports research leadership training for researchers at all levels, recognizing the importance of developing managerial and strategic skills to enhance both research- and educational leadership.

5. Societal impact

It is imperative that the research and teaching conducted within the department is accessible and contribute meaningfully to society. The Department of Psychology encourages researchers to engage with stakeholders beyond the university and ensure that their work has a tangible societal impact.

Researchers are expected to communicate their findings to non-academic audiences through e.g. public lectures, media engagement, policy advisory roles, policy briefs, reports for practitioners, and participation in outreach activities.

Collaboration across academia, policymakers, and practitioners is highly encouraged. Engaging with e.g. nonprofit organizations, industry, healthcare institutions, or government agencies, enhances the societal relevance of research and fosters knowledge transfer that benefits the wider community.

ASSISTANT PROFESSOR

Entry criteria to be considered for the position
- Has a PhD within the field of Psychology or a related scientific field - Postdoctoral experience is highly valued, preferably with a change of research environment, ideally international - A minimum of 5 published papers in international peer reviewed journals/book chapters in recognized (for the field) publishers, preferably as first author - A research plan for their own individual research that demonstrates potential for further development, relevance, originality and an increasing trajectory towards academic independence - Beginning experience with participating in applications for research funding (mainly as co-applicant) - Experience with participating in national or international networks - Experience with teaching at university level (bachelor and/or master level)

Description of the different criteria of the position, when held		
1.	**Research**	*The Assistant Professor shows intellectual interest, develops their individual research profile and provides valuable contributions to research-based knowledge.* - Publish minimum 2 scientific papers or book chapters annually - Co-applicant of minimum 1 grant application annually - Presence in national or international networks, research associations, and scholarly debates with potential to be acknowledged within the research field - Interest in collaborations within and outside of the department
2.	**Teaching**	*The Assistant Professor delivers research-based teaching within one or more fields of study.* - Complete a lecture training program with documentation of own teaching development - Teaching on different university levels (bachelor and master level) - Study program (co)management and/or course development and coordination
3.	**Academic citizenship**	*The Assistant Professor contributes to a dynamic workplace environment.* - Commitment to the social and professional life of the department with visible and regular availability at the department - Active participation in department meetings, seminars, workgroups and other events - Member of assessment committees for PhD project proposals - Positively contributing to good work relations with colleagues and taking responsibility for a healthy work environment
4.	**Leadership**	*The Assistant Professor shows self-management including management of own projects.* - Experience with management of research projects - Co-supervision of PhD students - Exhibit motivation and ability to take part in scientific, educational and departmental development
5.	**Societal impact**	*The Assistant Professor shows the ability to put their own research into a societal perspective.* - Contribute to conferences - Communicate findings to non-academic audiences - Experience with collaboration with non-academic partners

ASSOCIATE PROFESSOR

Entry criteria to be considered for the position
- A minimum of 10-15 published papers in international peer reviewed journals/book chapters in recognized (for the field) publishers, preferably as first author - Has multiple publications independent from the PhD supervisor - An independent research plan, that includes a vision and a strategy for the field - Established scientific collaborations, some of which are international - Experience with project management - Experience with research funding, both as main and co-applicant - Has completed a lecturer training program with documentation of own teaching development - Ample experience with participating in national and international research networks - Ample experience with teaching at university level

Description of the different criteria of the position, when held		
1.	**Research**	*The Associate Professor demonstrates intellectual originality, academic autonomy and the ability to work in teams, has a clear research profile, and makes valuable contributions to research-based knowledge within a given discipline or interdisciplinary field.* - Publish minimum 2 scientific papers or book chapters annually - Publication profile across years, that includes first-, middle- and last authorship - Main applicant of minimum 1 larger grant application annually or co-applicant of 2 grants in co-operation with colleagues - Exhibit research impact through high research quality and/or many (for the field) citations - Presence in national and international networks, research associations, and scholarly debates, primarily with own contributions - Active participation in collaborations within and outside of the department
2.	**Teaching**	*The Associate Professor delivers high-quality research-based teaching in one or more subject areas and contributes to the development, organization, and evaluation of teaching courses.* - Teaching and (co)supervision on all university levels, including postgraduate - Study program management and course development and coordination
3.	**Academic citizenship**	*The Associate Professor is a co-creator of a dynamic academic environment and member of the department's formal forums, working groups, and assessment committees.* - Commitment to the social and professional life of the department with visible and regular availability at the department - Active participation in department meetings, seminars, workgroups and other events - Active participation in department assessment committees as well as councils, boards and committees at SDU - Positively contributing to good work relations with colleagues and taking responsibility for a healthy work environment
4.	**Leadership**	*The Associate Professor acts as an independent research- and educational leader and focus´ on the development of early-career researchers.* - Exhibit motivation and ability to take on leadership in scientific, educational and departmental development - Successful management or co-management of larger research projects, successful supervision of PhD students (as main supervisor) and completion of externally funded projects - Building and leading department-based research environments within a research field. - Mentoring early-career researchers in both research and teaching
5.	**Societal impact**	*The Associate Professor engages with external collaborators, communicates their research, and generates knowledge that benefits societal development.* - Attend international conferences - Communicate findings to academic and non-academic audiences - Exhibit strategic and planned dissemination of research-based knowledge - Collaborate with non-academic partners, e.g. councils, boards, agencies and foundations. - Have a visible role in relevant scientific societies nationally and internationally

	- Demonstrate the ability to shape a research agenda in scientific communities as well as out-side academia

PROFESSOR

Entry criteria to be considered for the position
- A minimum of 35 published papers in international peer reviewed journals or monographs/book chapters in recognized (for the field) publishers, preferably as first or last author - A strong research plan, that includes a vision and a strategy for the field as well as the relation to adjacent fields - Extensive experience and success with research funding for major projects, primarily as main applicant - Successful completion of externally funded projects - Supervision of PhD students in a manner that fosters academic excellence, maturity, and well-being - A strong national and international network of both scientific and non-academic collaborations - Proven societal impact within the field - Solid experience with teaching at all university levels

Description of the different criteria of the position, when held	
1. **Research**	*The Professor is an internationally recognized researcher in their fields. The research is influential and contributes to the development of their discipline as well as to broader academic progress.* - Publish minimum 2 scientific papers or book chapters annually - Publication profile across years, that includes first-, middle- and last authorship - Main applicant of minimum 1 larger grant application annually, but also co-applicant to support younger researchers - Exhibit significant research impact through high quality and/or many (for the field) citations - Significant influence in national and international networks, research associations, and scholarly debates, preferably as invited speaker - Active participation and engagement in collaborations within and outside of the department
2. **Teaching**	*The Professor delivers research-based teaching of the highest quality in one or more subject areas and contributes to the development, organization, and evaluation of courses at all levels* - Teaching and (co)supervision on all university levels, including postgraduate education - Study program management and course development and coordination - Responsibility for aligning research and curriculum development
3. **Academic citizenship**	*The Professor takes responsibility for fostering a dynamic academic environment, participates in assessment committees as well as councils, boards, and committees at the University, and contributes to strengthening the departments reputation.* - Strong commitment to the social and professional life of the department with visible and regular availability at the department - Active participation in department meetings, seminars, workgroups and other events - Active participation in department assessment committees as well as councils, boards and committees at SDU - Positively contributing to good work relations with colleagues and taking responsibility for a healthy work environment
4. **Leadership**	*The Professor develops their academic field in synergy with other disciplines and engages in academic leadership, including the development of and delegation of responsibilities to early-career researchers.* - Take on leadership in scientific, educational and departmental development - Successful management of larger research projects, successful supervision of PhD students (as main supervisor) and completion of externally funded projects - Building and leading department-based research environments across research fields - Mentoring early-career researchers in both research, teaching and leadership
5. **Societal impact**	*The Professor engages with external collaborators and seek new partnerships, communicates and generates knowledge that significantly benefits societal development, including shaping public debate within their research field.* - Attend international conferences - Communicate findings to academic and non-academic audiences - Exhibit strategic and planned dissemination of research-based knowledge - Collaborate with non-academic partners, e.g. councils, boards, agencies and foundations - Have a leading role in relevant scientific societies nationally and internationally

	- Demonstrate the ability to significantly shape a research agenda in scientific communities as well as outside academia