



## PROCEDURE FOR THE DEVELOPMENT OF THE LECTURER'S ACADEMIC QUALIFICATIONS

1 SEPTEMBER 2014

REVISED 13 JANUARY 2016

### **SCIENCE's research environments**

SCIENCE uses UCPH's definition of research-based teaching. The Faculty's study programmes are based on research and are closely related to active research environments. All academic staff at SCIENCE's departments is organised in more academically focused research environments, called sections. The sections coordinate both research and teaching activities with a view to ensuring optimum utilisation of the individual competences and resources available in the section. The section also promotes the long-term academic development, and new research fields and academic breakthroughs are identified.

### **The departments' Scientific Advisory Boards**

SCIENCE aims to provide the highest level of research and teaching and to be competitive in relation to the best research institutions in the world. One important tool for this is the departments' Scientific Advisory Boards. It is a requirement from the faculty management that each department must have a Scientific Advisory Board, consisting of 3-5 internationally recognised researchers at a high level within relevant subject areas as well as industry representation.

A Scientific Advisory Board (SAB) performs an evaluation of the relevant department every 3-5 years, comprising:

- Strengths and weaknesses in the department's research and teaching profile considering the international research-related development in the area(s), teaching and dissemination.

- Recommendations for strengthening or reduction of funding for current research and teaching areas and, possibly, promotion of new research and teaching initiatives.
- Confirmation that teaching is research-based in accordance with the department's research and teaching profile.

The evaluation is made after a visit to the department, where SAB meets with the department management, research groups, and other stakeholders, e.g. PhD students and any graduate/undergraduate students. Before the visit, SAB will receive the department's self-evaluation report describing the department's strategy, CVs/publication lists for all permanent academic staff, accreditation reports and a SWOT analysis.

SAB must issue a report with recommendations/comments after the evaluation. The department in question will then draw up an action plan with specific follow-up measures, describing how the recommendations will be implemented at the department. The action plan will be discussed with the Faculty management.

### **Research obligation<sup>1</sup>**

All academic staff members at SCIENCE have a duty and a right to undertake active research activities at a high scientific level, and it is expected that an academic staff member spends about half of his or her total working hours on research on average. Research activities include, among other things, regular publication as a principal or co-author, preferably in recognised international journals, as well as regular contributions to congresses and/or symposia, to textbook or note material or the like. In addition, research activities comprise regular applications as a principal or a co-applicant to external national as well as international grant donors and national and/or international research collaboration. Also, the academic staff members must supervise, or possibly co-supervise, PhD students.

There is wide academic diversity in the academic staff at SCIENCE, ranging from natural science, health science and technology science researchers to researchers involved in social sciences and the humanities. For this reason, the individual departments have set up specific rules on how the academic staff contributes to the department's research performance in a satisfactory manner. The individual employee's research performance must be agreed and evaluated annually by and with the head of department in connection with the performance and development review.

---

<sup>1</sup> <https://intranet.ku.dk/forskning/praksisudvalget/forskningsindsats/Sider/default.aspx>

To support the preparation of the report, publication lists from CURIS with information about the number of publications at department and researcher level as well as the number of citations must be submitted to the head of department. The departments' research application activities and success rates are registered on an ongoing basis to ensure that the head of department every year receives information about the number of submitted applications at department and section level and can request information on the individual researchers' applications.

The departments then submit a report to the dean, stating whether their permanent academic staff meets the department's requirements for research activities. The report must contain non-named information about how many of the researchers at the department comply with the research requirement, how many, if any, do not, and the measures taken to remedy non-compliance.

The dean takes note of the reports and discusses them with the individual heads of department as required.

See the annual wheel for monitoring of the research obligation.