

Criteria for merit at the Technical Faculty of IT and Design (TECH)

Criteria for hiring assistant professors, associate professors, and professors

The criteria apply to hiring personnel at the level of assistant professor, associate professor, and professor at the Technical Faculty of IT and Design. Assessments are based on these criteria. Additional specific qualification requirements may be indicated in the job posting.

Academic staff may have a strong profile in some areas and a weaker profile in others. If a candidate meets the criteria across multiple areas, it does not necessarily mean that a relevant position is available at that time.

The criteria describe academic practice and career progression in the three position categories, emphasising fairness and transparency in recruitment and aligning expectations between leadership and employees.

These criteria are a supplement to the existing governmental employment structure for academic staff that all universities must follow.

How to read the criteria

TECH has five main criteria that encompass research, teaching and supervision, societal contributions, funding, as well as leadership and organisational contributions. Each main criterion includes several sub-criteria. These sub-criteria should be understood as access or entry criteria for the three job categories, i.e., competencies that can be expected of the individual academic staff member upon entering the position.

How the criteria are used

- **Recruitment:** Used as a reference in job postings for assessment and in interviews.
- **Career development:** Facilitates dialogue with management about career paths and development, including in personal career plans, tenure track career plans, and professor promotion plans.
- **Strategic planning:** Integrated into strategic considerations regarding practice and development goals for departments and the faculty.

Research

Assistant Professor	Associate Professor	Professor
	Has an independent research profile	Has an excellent research profile with leading international expertise in a subject area
Can plan own research that demonstrates visions and potential	Has a vision and strategy for the subject area and interest in adjacent subject areas and interdisciplinary research collaborations	Has a well-founded vision and strategy for the subject area, which also covers the relationship to adjacent areas and interdisciplinary research collaborations
Has experiences from foreign research environments/international mobility	Has international collaborations	Has significant international collaborations
		Is open to and curious about others' expertise and seeks innovation through this interaction
Has publications in peer-reviewed journals and conferences or book releases	Has significant publications in peer-reviewed journals and conferences or book releases	Has significant influence on the subject area through publications in peer-reviewed journals and conferences or book releases
	Has experience with co-supervision of Ph.D. students	Has experience with supervision of Ph.D. students and conducting Ph.D. courses
	Has contributed with open science/data, software, or products	Has contributed with open science/data, software, or products

Teaching and supervision

Assistant Professor	Associate Professor	Professor
Can, under guidance, organize and conduct teaching and supervision.	Can independently organize and conduct teaching, supervision, and exams in accordance with academic goals	Can independently organize and conduct teaching, supervision, and exams at multiple levels in accordance with academic goals
	Can systematically work to develop own teaching and supervision	Can systematically work to develop own teaching and supervision
	Can collaborate with students to create a constructive study and teaching environment	Can collaborate with students to create a constructive study and teaching environment
	Can collaborate with colleagues and students on the development and implementation of teaching, supervision, and exams	Can communicate, share knowledge, and collaborate with colleagues and students on the development of teaching, supervision, and exams
	Has a teaching portfolio that documents teaching experience and reflections on teaching competencies	Has a teaching portfolio that documents teaching experience and reflections on teaching competencies
		Masters a broad spectrum of teaching and supervision practices and can innovate and test new teaching practices
	<i>If the applicant has not completed sufficient pedagogical courses, they must undergo the necessary courses within up to 2 years to achieve pedagogical-didactic competencies</i>	

Societal contributions

Assistant Professor	Associate Professor	Professor
Has the ability to put own research into a societal context	Puts own research into a societal context	Puts research into a societal context
Is involved in professional tasks, e.g., reviews	Collaborates with private and/or public organizations and may have contributed to the commercialization of results	Has significant collaboration with private and/or public organizations and may have contributed to the commercialization of results
	Is involved in professional societies, e.g., reviews or via contributions to the organization of conferences	Holds leadership roles in professional societies, at conferences, or on editorial committees

Funding

Assistant Professor	Associate Professor	Professor
Has contributed to applications for research funds	Has been responsible for applications for research funds	Has applied for, obtained, and administered research funds

Leadership and organizational contributions

Assistant Professor	Associate Professor	Professor
	Has experience with academic leadership tasks in a research group	Has significant experience with academic leadership tasks in a research group or research consortium
	Has a plan for the development of own academic leadership competencies	Has experience with the development of own academic leadership competencies, such as research management
	Has some experience with participating in organizational working groups and assessment committees	Has experience with participating in working groups and assessment committees and an interest in participating in councils, boards, and committees in the workplace