

Appointment criteria at Department of Business and Management

October 2019

Competences and appointment criteria for the position of Assistant Professor at the Department of Business and Management

Competences

A suitable candidate for an Assistant Professor position should have a profile, which makes the candidate likely to embark on a successful career at the Department. This implies that the candidate should be able to present a promising research strategy for the coming years and show potential to publish in internationally recognised high-quality outlets.

Criteria

The criteria described below are split into two categories. The first category (“Required”) includes requirements that must be met in order to qualify for a position of Assistant Professor. They are based on [“Stillingsstruktur for videnskabeligt personale ved universiteter”](#) and “Forventninger ved ansættelse som videnskabelig medarbejder ved Det Samfundsvidenskabelige Fakultet på Aalborg Universitet” (brief from the Faculty of Social Sciences, 30 January, 2019).

The second category (“Desirable”) includes examples of activities and performance, which will increase the likelihood of being considered for the position.

The criteria should be included in announcements of positions, along with the specific requirements for the position in question. It is possible to deviate from/adjust the desirable criteria, if there are well-founded reasons for doing so.

Required

- The candidate must hold a doctoral degree or equivalent research training that is relevant to the Department’s research focus and strategic direction.
- The candidate must demonstrate experience in teaching and research dissemination.¹

Desirable

Research

- Publications in recognized peer reviewed journals, as well as papers in a revise and resubmit process with recognized peer reviewed journals.
- Publications in peer reviewed edited books with internationally recognised editors.
- Reviewer activities for academic journals and conferences.

Teaching

- Experience with PBL-based teaching.

Communication/dissemination

- Publications in Danish or international, non-academic professional journals.

Other

- Experience with externally funded activities.
- Experience with administrative activities.

¹ Experience with research dissemination includes presentations at relevant conferences, seminars and workshops etc.

Competences and appointment criteria for the position of Associate Professor at the Department of Business and Management

Competences

Appointment as Associate Professor signals the maturity of an Assistant Professor to become a well-rounded academic. In order to be considered for the position of Associate Professor at the Department, candidates must therefore have established an individual research profile, and be active teachers, including having documented teaching qualifications.

The candidate must have demonstrated an ability to independently initiate research activities, as well as publish research in internationally recognized outlets.

Criteria

The criteria described below are split into two categories. The first category (“Required”) includes requirements that must be met in order to qualify for a position of Associate Professor. They are based on [“Stillingsstruktur for videnskabeligt personale ved universiteter”](#) and “Forventninger ved ansættelse som videnskabelig medarbejder ved Det Samfundsvidenskabelige Fakultet på Aalborg Universitet” (brief from the Faculty of Social Sciences, 30 January, 2019). Specifications of how the qualification requirements in relation to publications and teaching are interpreted and operationalised at Department of Business and Management are added.

The second category (“Desirable”) includes examples of activities and performance, which will increase the likelihood of being considered for the position.

The criteria should be included in announcements of positions, along with the specific requirements for the position in question. It is possible to deviate from/adjust the desirable criteria, if there are well-founded reasons for doing so.

Required

- The candidate must possess research qualifications, teaching and dissemination skills corresponding to those obtained after successful completion of a period of employment as an assistant professor. Alternatively, equivalent academic qualifications may also be accepted.² Documentation of the required qualifications and skills include:
 - High standard, peer-reviewed publications, including publications in peer-reviewed journals (at the Danish BFI-list, the Academic Journal Guide (AJG) list or other recognised lists of business research journals), as well as book publishing with peer-reviewed publishers, including contributions to edited books.³

² Employment as a postdoc does not in itself qualify for subsequent employment as Associate Professor since the postdoc position does not include pedagogical training.

³ Papers in a revise and resubmit process with recognized peer reviewed journals or book-publishers can also be relevant to include in the assessment.

- A track record of research-based teaching skills, including completion of a course in university pedagogy or equivalent experience,⁴ documented in a teaching portfolio or equivalent.

Desirable

Research

- Publication output that illustrates that the candidate works well in research teams and alone.
- Reviewer activities for academic journals.

Teaching

- Experience with course responsibility and course development.
- Experience with supervision of bachelor and master students.
- Experience with PBL-based teaching.

Communication/dissemination

- Contributions to organization of conferences, workshops, and conference tracks.
- Presentations at international peer-reviewed conferences.
- Participation in cross-disciplinary and/or inter-organisational research networking.
- Publications in Danish or international, non-academic professional journals.
- Experience with stakeholder engagement and third mission activities.

Other

- Contribution to external research funding activities.
- Experience with administrative activities.

⁴ According to [Stillingsstruktur for videnskabeligt personale ved universiteter](#), it is required that the candidates have received supervision and upgrading of pedagogical skills, and have a documented (in writing) positive assessment of teaching qualifications.

Competences and appointment criteria for the position of Professor MSO⁵ at the Department of Business and Management

Competences

Experienced Associate Professors with a promising research agenda that is considered pivotal for the Department's research strategy can be considered for a Professor MSO position. The candidate should have the documented competences to develop a prioritised research or teaching area according to international standards.

The candidate must have the ability to conduct and publish original research at an international level individually as well as collectively. Furthermore, the candidate should be able to carry out research leadership and research management.

Criteria

The criteria described below are split into two categories. The first category ("Required") includes requirements that must be met in order to qualify for a position as Professor MSO. They are based on "[Stillingsstruktur for videnskabeligt personale ved universiteter](#)" and "Forventninger ved ansættelse som videnskabelig medarbejder ved Det Samfundsvidenskabelige Fakultet på Aalborg Universitet" (brief from the Faculty of Social Sciences, 30 January, 2019). Specifications of how the qualification requirements in relation to publications, teaching and communication/dissemination are interpreted and operationalised at the Department of Business and Management are added.

The second category ("Desirable") includes examples of activities and performance, which will increase the likelihood of being considered for the position.

The criteria should be included in announcements of positions, along with the specific requirements for the position in question. It is possible to deviate from/adjust the desirable criteria, if there are well-founded reasons for doing so.

Required

Research

- The candidate must have a strong academic record as documented by publications in highly ranked international journals (e.g. level 3 or above at the Academic Journal Guide (AJG) list; or level 2 at the Danish BFI-list) and peer-reviewed books with internationally recognized publishers.⁶
- Documented research impact and impact on the development of the research field, for example measured by citations and documented impact on society and/or policy-making.

Teaching

- The candidate must have extensive experience with research-based teaching, including contributions to the development of teaching programmes. This includes
 - Experience with supervision and teaching activities at master level.
 - Experience with new course development.

⁵ Please note that in the proposal for revision of "[Stillingsstruktur for videnskabeligt personale ved universiteter](#)", which is expected to come into operation from January 2020, the position of Professor MSO is being phased out.

⁶ Papers in a revise and resubmit process with highly recognized peer reviewed journals or book-publishers can also be relevant to include in the assessment.

- The teaching experience must be documented in a teaching portfolio or equivalent.

Communication/dissemination

- The candidate must have experience with research dissemination, e.g. dissemination to society in various forms, such as statements to the media, presentations and shorter articles as well as organization of international conferences, workshops, and conference tracks.

Desirable

Research

- Editorial board membership in peer-reviewed journals.
- Editorship of special issues of peer-reviewed journals.
- Editorship of peer-reviewed books.
- Research leadership activities, including design and coordination of research activity.

Teaching

- Experience with PhD supervision and PhD successful completion.
- Experience with PBL-based teaching.
- Teaching awards.

Communication/dissemination

- Experience with stakeholder engagement and third mission activities.

Other

- Experience with research leadership and/or directorship of studies.
- Experience with administration and management of study programs.
- Experience with PhD assessment committee work.
- Ability to attract external funding.
- Experience with administrative activities.
- Participation in regulatory bodies, research councils, commissions, etc.

Competences and appointment criteria for the position of Full Professor at the Department of Business and Management

Competences

A candidate for the position of Full Professor must document internationally recognised professional qualifications, including the ability to provide original scientific contributions to the international research agenda. The candidate must have the ability to perform leadership tasks, including research leadership.

High-quality teaching competences are required to obtain the position of Full Professor. This includes the ability to transfer the current body of knowledge and communicate effectively with students.

Criteria

The criteria for assessing the research performance are of the same type as for Professors MSO, but the quality, quantity and impact of the research are expected to be higher.

The criteria described below are split into two categories. The first category (“Required”) includes requirements that must be met in order to qualify for a position as Full Professor. They are based on [“Stillingsstruktur for videnskabeligt personale ved universiteter”](#) and “Forventninger ved ansættelse som videnskabelig medarbejder ved Det Samfundsvidenskabelige Fakultet på Aalborg Universitet” (brief from the Faculty of Social Sciences, 30 January, 2019). Specifications of how the qualification requirements in relation to publication, teaching and communication/dissemination are interpreted and operationalised at the Department of Business and Management are added.

The second category (“Desirable”) includes examples of activities and performance, which will increase the likelihood of being considered for the position.

The criteria should be included in announcements of positions, along with the specific requirements for the position in question. It is possible to deviate from/adjust the desirable criteria, if there are well-founded reasons for doing so.

Required

Research

- The candidate must have a strong academic record as documented by publications in highly ranked international journals (e.g. level 4 or above at the Academic Journal Guide (AJG) list; or level 2 at the Danish BFI-list) and peer-reviewed books with internationally recognized publishers.⁷
- Documented research impact and impact on the development of the research field, for example measured by citations and documented impact on society and/or policy-making.

Teaching

- The candidate must have extensive experience with research-based teaching, including contributions to the development of teaching programmes. This includes
 - Experience with supervision and teaching activities at master level.
 - Experience with new course development.
- The teaching experience must be documented in a teaching portfolio or equivalent.

⁷ Papers in a revise and resubmit process with highly recognized peer reviewed journals or book-publishers can also be relevant to include in the assessment.

Communication/dissemination

- The candidate must have experience with research dissemination, e.g. dissemination to society in various forms, such as statements to the media, presentations and shorter articles as well as organization of international conferences, workshops, and conference tracks.

Desirable

Research

- Editorial board membership in peer-reviewed journals.
- Editorship of special issues of peer-reviewed journals.
- Editorship of peer-reviewed books.
- Research leadership activities, including design and coordination of research activity.

Teaching

- Experience with PhD supervision and PhD successful completion.
- Experience with PBL-based teaching.
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Communication/dissemination

- Experience with stakeholder engagement and third mission activities.

Other

- Experience with research leadership and/or directorship of studies.
- Experience with administration and management of study programs.
- Experience with PhD assessment committee work.
- Ability to attract external funding.
- Experience with administrative activities.
- Participation in regulatory bodies, research councils, commissions, etc.