Tenure Track Assistant Professorship at CS

Information Letter

AAU formal regulations regarding the tenure track positions are available here:

https://www.hr.aau.dk/digitalAssets/1070/1070192_tenure-track-employment-at-aau.pdf

following the ministerial order (Bekendtgørelse nr. 1443 from 11/12/2019) available at https://www.retsinformation.dk/eli/lta/2019/1443.

The aim of the tenure-track assistant professorship is to attract talented scientists that are early in their career and to give them a transparent possibility of promotion to a tenured position. Highly qualified candidates are appointed for the tenure track for a period of *six years* with the prospect of *performance-based advancement* (based on positive evaluation by an external committee) to an associate professor position. The evaluation criteria primarily include

1. *research*, with the obligations towards an internationally competitive and sustained publication output and scientific dissemination,
2. *teaching*, with the emphasis on high quality both in lecturing and problem-based project supervision, and
3. *engagement* activities, including the establishment of industrial collaboration, contribution to acquiring external funding and the establishment of an agenda for independent research.

For a successful promotion to a tenured position, it is expected that the assistant professor meets the requirements for being employed as associate professor in the CS department (see the appendix) and successfully completes the pedagogical course for assistant professors offered by AAU.

After three years of employment, the university carries out a **mid-term evaluation** by an internal assessment committee to review the progress of the tenure track candidates.

The **final assessment** of the qualifications is carried out by an assessment committee latest after five and half years of the employment. If the assessment is positive, the candidate's position is transferred into a tenure position as associate professor at the Department of Computer Science.

In order to assist the tenure track employees in their career and successful promotion to a tenure position, the department will:

- Assign a **mentor** to each tenure track employee. The role of the mentor is to regularly monitor and advice the assistant professor on the progress and to provide feedback on the extent to which the expectations for the successful evaluation to a tenured position are being fulfilled.
- Allocate to each tenure track assistant professor a financial budget in order to support mobility and other research activities (currently **25.000 kr.** per year).
- Offer a **pedagogical course for assistant professors** and allocate teaching advisors.
- **Support** the applicant with respect to writing project proposals and establishing an independent research agenda.
- Conduct a yearly **evaluation seminar** where the assistant professor presents the results achieved during the past year (on the topics that are relevant for a positive assessment for associate professor position---see the appendix) and receives feedback (from the mentor and at least one other full professor) on the progress towards obtaining the permanent position.
- Assistance with creating of career plan (within the first three months of employment) and reflecting on the plan after 6 months of employment.

The tenure track employee is expected to:

- initiate discussion with the mentor about the career plan that should be submitted to the department HR within the first **3 months** of employment to be archived in WorkZone,
- regularly ask for meetings with the mentor about career advice and progress towards obtaining the necessary qualifications (meeting at **6th months** of employment is mandatory – see the faculty regulation)
- initiate the planning of annual evaluation together with the mentor (in **regular yearly intervals**) and assist in announcing the evaluation seminar that consists of a public lecture followed by the progress evaluation (see a separate document with details about the evaluation seminar).

APPENDIX:

Expected Qualifications for Associate Professor in CS

Primary Criteria:

- Publication of *several* papers in high-quality outlets with *some* papers in the best publication channels within the research area.
- *Some* papers or other research artifacts with larger impact, demonstrated e.g. via a higher number of citations, best paper awards or software usage.
- *Independent and significant* production after finishing a PhD degree, demonstrated e.g. by international research collaboration with joint papers or grant applications, by invitations to deliver invited talks at institutions and scientific workshops or conferences.
- Ability to deliver *high-quality* teaching and research-based project supervision, including the supervision of *several* master/bachelor projects.
- Demonstrated *attempts* for acquiring external funding as an applicant or co-applicant and efforts towards establishing research consortia.
- *Very good* communication skills (both oral and written).

Secondary Criteria:

- Ability to manage research projects and to successfully attract external funding.
- Ability to perform innovative research and to provide scientific leadership and inspiration to research colleagues.
- Ability to collaborate and build relationships.
- Co-supervision of PhD students and postdocs.
- Collaboration with industry and public institutions.
- Participation in programme/organizing committees, editorial boards, peer-reviewing.
- Research stay(s) at another university/research institution.
- Patents and spin-off companies.
- Implementation and development of innovative teaching methods.
- Contribution to local administration (e.g. participation in departmental committees, advisory boards and study boards).

It is expected that associate professors satisfy to a high degree all the primary criteria (interpreted relative to the given scientific field) and that they demonstrate a fulfilment of a number of the secondary criteria that can possibly compensate for some minor deficiencies in the primary criteria.