

Criteria for the hiring and promotion of tenure track and permanent academic staff at the Department of Mathematical Sciences

There are two main pillars of all tenure and promotion cases: Research and teaching. For the research pillar, the overall most important factor is excellence in research as measured through publications in top international journals, with derived markers of research excellence being research dissemination, awards and honors, as well as ability to attract external funding. For the teaching pillar, it is necessary that teaching and supervision credentials are clearly met, with a good age-adjusted record.

Below is an expansion of these principles in list form, at the different position levels, which can serve as an aid in the evaluation. The points in the list will always be supplemented by a thorough overall assessment of the applicant's qualifications and merits. Not all benchmarks are expected to be met, but it is necessary that the department's overall threshold is met in both research and teaching.

Legend: (A) High priority. (B) Priority.

	Assistant professor	Associate professor	Full professor
Research impact - publications (A)	Internationally highly competitive research: Early career research output at a strong international level. Strong letters of recommendations from senior referees	Internationally highly recognized research, through publications in leading international journals. On track to become an academic research leader	Internationally recognized academic research leadership and excellence status in area of specialization. Strong track record of research publications across the discipline's best journals. Publications in top general journals.
Research dissemination (A)	Some oral presentations at international meetings; evidence of international network.	Several lectures and invited presentations at international meetings and conferences. Strong international network.	High visibility through invited plenary lectures at international conferences and workshops. Strong international network.
Scientific administrative leadership and positions of trust (B)		Experience in congress organization committees.	Experience in congress organization committees, as external evaluator of PhD theses and other (national and international) evaluation boards. Experience on Editorial Boards.
Funding track record (A/B)	(A) Some personal grants and/or being part of a major collaborative grant. (B) Qualified for early career grants.	(A) Personal national and/or international grants. (B) Career development grants, e.g. Danish Research Council, Sapere Aude, similar grants from private foundations (VKR, Novo, Lundbeck), ERC starting grants and other international funding sources.	(A) PI or leading partner on a number of national and/or international grants. Substantial funding for personal research, and for PhD and postdoc stipends.
Awards and honors (B)	Possible scientific awards (e.g. for PhD thesis or presentations).	Scientific awards and similar recognition of scientific work.	Scientific awards and similar recognition of scientific work, including international awards or honors. Elected as fellow of prestigious national or international societies.

Peer review (B)	Served as reviewer for international journals	Regular review activity for good international journals.	Substantial contributions for a wide array of international journals and/or membership of major national or international review panels for grant giving agencies.
Teaching credentials (A)	Interest in and demonstrated ability to teach.	Documented teaching experience at all levels. Pedagogical competences similar to the learning objectives of "University pedagogics". Experience in practical and theoretical course development.	Extensive teaching experience at all levels, ranging from first year courses to PhD courses, is expected. Pedagogical competences similar to the learning objectives of "University pedagogics". Experience in practical and theoretical course development.
Supervision credentials (A)	Possible supervision or co-supervision of BSc and/or MSc students.	Supervision of BSc and/or MSc students. Possible (co-)supervision of PhD students and postdocs.	Strong track record in teaching and supervision of BSc and/or MSc students. Supervision of a number of PhD students and postdocs.
Departmental administrative track record (B)		Occasional membership of local committees.	Senior departmental citizenship via frequent memberships of various department committees including evaluation committees. Possibly service as head of study, vice chair, research group leader, PhD coordinator or similar senior research academic administrative tasks.
Public outreach (B)	Popular lectures or other outreach activities in the media.	Popular lectures (including lectures for high school students). Contributions to or publication of popular science articles or books and/or other outreach activities in the media.	Popular lectures (including lectures for high school students). Contributions to national and international public outreach. Contributions to or publication of popular science articles or books and/or other outreach activities in the media. Contribution to or publication of textbooks. Appearance in the national or international media for outreach and expert opinion.
Private and public sector collaboration (B)		Research or teaching collaboration with industrial partners or public partners outside academia (small scale, short-term: Crash courses, consultancy, co-authorships with the outside world).	Research or teaching collaboration with industrial partners or public partners outside academia (large scale, long-term: co-financed Ph.D., larger coordinated research projects).