Criteria for Evaluating Candidates for Positions as Full and Associate Professor

The set of criteria below may be used by:

- Evaluation committees, research committees, department heads, deans, and others who discuss the qualifications of candidates.
- Researchers to evaluate their own prospects for obtaining a position in Department of Computer Science at Aalborg University.

Candidates are judged by a balanced evaluation of the criteria. They are divided into three categories:

- **A-criteria** are very important.
- **B-criteria** are also important, but it is acceptable if some are only partly fulfilled.
- **C-criteria** are qualifications and experiences that are not specifically required by a candidate for this type of position. However, these count positively and may to some extent compensate for not fulfilling all A- and B-criteria.

The letters in front of a criterion indicate the demand for a full professor and an associate professor, respectively. Words in square brackets [ ] apply for full professorships, while words in curly brackets { } apply associate professorships.

### Research (peer-reviewed publications)

- **A A** [Numerous] {Several} papers in high-quality publication channels.
- **A A** [Several] {Some} papers in the very best publication channels within the research area.
- **A A** [Many] {Some} papers with good citation numbers.
- **A A** [Excellent] {Good} H-index (depending on research area {and number of years after PhD degree}).
- **A A** Independent production after the Ph.D. study (e.g., demonstrating ability to work in different subareas and with different people).

### Research (network)

- **A A** [Extensive] International research collaborations (e.g., joint papers and applications).
- **A B** Program/organizing committees, editorial boards, invited lectures, peer-reviewing, etc.
- **A B** Productive stay(s) at another university/research institution, preferably in another country.
- **C C** Ph.D. study/employment in a world-class research group.

### Research (academic leadership/funding)

- **A B** [Demonstrated] Ability to perform ground-breaking research.
- **A B** [Demonstrated] Ability to provide scientific leadership, inspiration and guidance of research colleagues.
- **A B** [Demonstrated] Ability to manage large research projects {or substantial parts of these}.
- **A A** [Demonstrated] Ability to attract [substantial] external funding.
- **C C** Experience with interdisciplinary research.
- **C C** Elite funding such as ERC and Sapere Aude.

### Teaching and outreach

- **A A** Supervision (or co-supervision) of Ph.D. students and Master’s thesis students/bachelor projects.
- **A A** Demonstrated ability to deliver high-quality undergraduate/graduate teaching.
- **A B** Development of teaching plans/material.
- **C C** Implementation/development of innovative teaching methods.
- **B C** Public outreach, e.g., popular science lectures/articles.
- **B C** Experience with Problem-Based Learning

### Industrial/public sector collaboration

- **B B** Collaboration with/employment in industry/public organisations or planning and management of consultancy/advisory projects or monitoring programs.
- **C C** Patents/spin-off companies.

### Additional skills

- **A A** Very good communication skills (oral and written).
- **A A** Ability to collaborate and build relationships.
- **B C** Contribution to local administration (e.g. participation in departmental committees).