

## Recruitment and promotion policy at the Department of Economics and Business Economics (ECON), Aarhus BSS, Aarhus University

### Assistant Professor

Having a PhD degree is a requirement for being an assistant professor. ECON will only hire assistant professors that we believe have strong potential to become eligible for tenure/associate professorship at the Department.

### Associate Professor/Tenure

Obtaining a tenured position as associate professor requires a positive evaluation by an evaluation committee with a majority of external members. The evaluation committee will be asked to evaluate if the candidate has sufficient quality and quantity of research production to obtain tenure at a leading economics and business economics department in the Nordic region of Europe.

In case a candidate obtains a positive evaluation by the evaluation committee, the following criteria are taken into account at the Department:

#### 1. Research

The candidate should have demonstrated *research excellence in economics or business economics*. This is evaluated based primarily on articles in journals at level 3, 4, or 4\* in the ABS Academic Journal Guide 2015 (or journals that can convincingly be argued to be of similar standing and quality based on widely accepted journal rankings). At least four dimensions matter in this regard: 1) the number of articles, 2) the quality and scholarly contribution of each article, 3) the contribution of the candidate as an author to each article, and 4) the progress and momentum in research production.

We do not use a mechanical rule based on the count of articles. Journal articles outside the level 3, 4, and 4\* in the ABS Academic Journal Guide are helpful in supplementing these high quality publications. The pipeline matters. Revise-and-resubmit at level 4 and level 4\* journals in the ABS Academic Journal Guide (or similar) counts positively irrespective of whether the paper was ultimately rejected.

It enters positively in the evaluation if the candidate has shown ability to collaborate with other researchers. However, work with more senior authors is discounted if none of the following three circumstances applies: 1) the candidate has other significant sole-author work, 2) the candidate has other significant work with same-level co-authors, or 3) a convincing argument exists that the candidate has made substantial intellectual contribution to the joint production.

#### 2. Teaching

The candidate must perform satisfactorily in teaching. Teaching evaluations are important, but it is even more important that the candidate has shown seriousness in teaching. Sloppy behavior (for instance in writing and grading exams, by showing up late for class or not preparing adequately for class) is not tolerated and will count very negatively in the tenure decision.

Truly outstanding performance in teaching and documentation of high student appreciation of the candidate's teaching contribution can compensate for lack of top publications. However, such cases are exceptions, and the tenured associate professor will then receive a lower-than-usual research percentage.

### 3. **Organizational contribution**

Successful internal candidates must have taken active part in and contributed to the academic development at department and section level. This includes giving seminars, meeting seminar speakers, participating and taking part in organizing events. Helping PhD students at the department with advice either informally or as secondary supervisor also counts positively. External candidates should be able to demonstrate a similar record for organizational contribution.

### 4. **External Funding**

Assistant professors are encouraged to obtain external funding (such as postdoc stipends) that will advance their research. Having obtained external funds counts positively, but will not on its own be a strongly deciding factor for the tenure decision.

## Full professors

It is a requirement at Aarhus BSS that all members of the evaluation committee are external. The evaluation committee will be asked to evaluate if the candidate has sufficient quality and quantity of research production to become full professor at a leading economics and business economics department in the Nordic region of Europe.

In case a candidate obtains a positive evaluation by the evaluation committee, the following criteria are taken into account at the Department:

### 1. **Research**

The candidate should have demonstrated *research excellence and must be a recognized leading scholar within economics and/or business economics*. This is evaluated based primarily on having articles in journals at level 4 and preferably at level 4\* in the ABS Academic Journal Guide (or journals that can convincingly be argued to be of similar standing and quality based on widely accepted journal rankings in line with the ideas behind the Department's journal list). We do not use a mechanical rule based on the count of articles at respectively level 4 and level 4\* (or similar); however, there must be something to count. Journal articles in other relevant journals outside level 4 and 4\* journals in the ABS Academic Journal Guide level are also important in the evaluation. At least five dimensions matter: 1) the number of articles, 2) the quality and scholarly contribution of each article, 3) the contribution of the candidate as an author to each article, 4) the momentum in research production, and 5) impact measured, for example, by the candidate's google scholar citations count.

It enters positively in the evaluation if the candidate has shown ability to collaborate with other researchers. However, work with more senior authors is discounted if none of the

following three circumstances applies: 1) the candidate has other significant sole-author work, 2) the candidate has other significant work with same-level co-authors, or 3) a convincing argument exists that the candidate has made substantial intellectual contribution to the joint production.

2. **Teaching**

The candidate must perform satisfactorily in teaching. Teaching evaluations are important, but it is even more important that the candidate has shown seriousness in teaching. Sloppy behavior (for instance in writing and grading exams, by showing up late for class or not preparing adequately for class) is not tolerated and will count very negatively in the professor promotion decision.

3. **Organizational contribution**

Successful candidates must have taken active part in and contributed academic services to her/his former workplaces and the scientific community at large. The candidate must have demonstrated research leadership and administrative skills e.g. in attracting external funding, successful management of research projects, and supervision of young researchers and PhD students. A record for placement of PhD candidates at internationally recognized universities and research institutions counts positively.

4. **External Funding**

Having obtained significant external funds counts positively.