



**DEPARTMENT OF ECONOMICS
AND BUSINESS ECONOMICS**
AARHUS UNIVERSITY

Recruitment and promotion criteria for Department of Economics and Business Economics

Recruitment and promotion criteria for Department of Economics and Business Economics consist of criteria specified by

- [the Ministerial Order on the structure of university positions](#)
- [Aarhus University](#)
- [Aarhus BSS](#)
- the specific criteria of the Department of Economics and Business Economics below

It is important to note that while satisfaction of the set of criteria outlined may imply that the individual candidate is qualified, it does not imply the offer of a job. The latter always depends on resources, priorities, particular needs and the competition among qualified candidates and is not a decision taken by the assessment committee, but by the head of department and the dean.

The Department of Economics and Business Economics acknowledges that individual candidates can excel more in one category than in another. The assessment of a candidate is a comprehensive assessment of the overall achievement at the relevant career level and future prospects and potential.

Postdoc/Assistant Professor

Applicants to positions at the level of Postdoc or Assistant Professor are formally deemed qualified, if they hold a PhD within the academic field covered by the job advertisement. All internal candidates and selected external candidates are invited for a campus visit and give a job talk at the department.

Positions at the level of Postdoc or Assistant Professor are to a high extent, but not entirely, funded by external grants. If positions are (partly) funded by external funds, the candidates must also satisfy specific criteria specified by the grantee, who is typically a senior researcher from the Department of Economics and Business Economics.

Associate Professor

Research qualifications

Candidates should have demonstrated research excellence in the relevant research area and shown progress and momentum in research production. Candidates must have demonstrated publications in high-ranked academic journals.

Emphasis will be on the following:

- There is a trade-off between quantity and quality of research. When considering the quantity of the research production, the assessment considers articles published or forthcoming in peer-reviewed outlets, articles with a documented status as revise-and-resubmit, but also articles that are submitted or working papers in the pipeline are relevant. When considering the quality of the research production, reference can be made to acknowledged journal rankings relevant for the

specific research field (e. g. ABS, CNRS). Interdisciplinary research counts as a part of the research portfolio.

- As a rule of thumb candidates should document at least 3-6 publications (depending on field) in good general interest or good field journals and a productivity equivalent to at least one publication per year. Top general interest or top field publications count more and may substitute for several publications in journals below the top level.
- Research momentum is key. Emphasis will be on recent research and post-graduate research. The production in the years close to the application deadline should document research progress and potential.
- A good portfolio of substantial contributions is more important than the exact number of publications. More weight is put on documenting a variety of contributions rather than re-using the same idea in many articles. More weight is put on quality and high impact works (as measured by, for instance, citations, research impact, invited lectures) rather than many works. More weight is put on a research portfolio with a variety of co-author constellations (junior/senior, local/international, solo/joint work) rather than many articles with PhD supervisors or a narrow network of collaborators. Existence of single-authored publications counts positively.
- Candidates should have started establishing national and international networks, and experience with research environment change counts positively.
- The research production is evaluated relative to the research time available in previous positions, and maternal/parental leave and jobs without time for research are discounted.

Teaching qualifications

Candidates should have demonstrated ability to deliver high-quality teaching at Master's and/or Bachelor's level and ability to take course responsibility (curriculum development, maintenance and development of course material, etc.). Candidates must have completed the pedagogical course for assistant professors at Aarhus BSS (or a similar course).

Teaching qualifications will be assessed using the teaching portfolio. Emphasis is on teaching performance, broad experience in various forms of teaching, dedication and seriousness in carrying out teaching. Furthermore, contributions and efforts to improving and developing courses and pedagogical knowledge and skills counts positively.

Other qualifications

Candidates should be “good citizens” who contribute to a collegial work environment and they should have the potential to contribute with departmental services. Furthermore, a potential for and willingness to do fund raising and outreach are important academic qualifications that count positively on top of research and teaching qualifications.

Candidates should be considered qualified for similar associate professorships at leading European universities in particular those in Scandinavia.

Professor

A full professorship is a potential next step after having gained experience in an associate professorship for a number of years. All candidates must live up to and have further developed the criteria listed for associate professors in terms of teaching and research qualifications (including progress and momentum in research production).

Candidates for full professorships are established researchers who take responsibility beyond their own narrow interests and publication goals, who have established networks and collaborations (nationally and internationally), and take on a leadership role in research collaboration, teaching development and administrative duties.

Candidates for a full professorship demonstrate independence and research leadership along important dimensions such as being able to acquire research funding for collective research projects, manage research projects, supervise PhD students and establish external research relations (e.g. stays abroad, joint international collaboration).

Candidates should be considered qualified for similar full professorships at leading European universities in particular those in Scandinavia.

Research and leadership qualifications

Candidates should have demonstrated research excellence and independence in the relevant research area. Candidates must have demonstrated a solid impact on the profession and numerous publications in high-ranked academic journals.

Emphasis will be on the following:

- There is a trade-off between quantity and quality of research. To qualify for a professorship, a higher quantity and a higher quality of research is required compared to associate professorships. Numerous works should have been published in good general interest or good field journals, and several in top general interest or top field journals.
- As a rule of thumb, candidates should document at least 10-15 publications (depending on field) in good general interest or good field journals among which a portion should be in top general interest or top field journals. The candidate should be a senior author and a driving force in several of these publications.
- The research production should have made a substantial impact on the profession as measured by, for example, scholarly citations, research impact, invited lectures, editorial board membership.

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