

Policy Paper



Policies concerning researchers'/research teams' contributions to teaching/education at the University of Copenhagen

In UCPH's Five Point Plan for education¹ aimed at boosting the quality of educational programmes, one of the chosen action areas is that UCPH is to:

"Ensure that all researchers and research teams, including those with external funding, routinely contribute to educational programmes."

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On this basis, the following policies have been drawn up:

- In order to provide the highest level of research-based education, UCPH wishes to ensure that scientific staff employed as assistant, associate and full professors (incl. professors with special responsibilities) contribute substantially to teaching. The University Act requires the University to ensure that research and teaching are equally balanced.² This policy is also intended to ensure against tasks being assigned to individual researchers for lengthy periods in their whole working time so as to deprive them in reality of their freedom of research.³
- The highest quality research is a precondition for research-based teaching. The university management is responsible for maintaining the balance between research and teaching and for ensuring that the University is always able to cover the need for research-based teaching and hence comply with its obligations to drive research and teaching to the highest level.
- All assistant, associate and full professors (incl. professors with special responsibilities) contribute to educational programmes at the University of Copenhagen. Terms and conditions may have been agreed for existing externally-funded posts that require the main emphasis of such posts to be research. In future, endeavours will be made to incorporate teaching obliga-

¹ Link to Five Point Plan: https://intranet.ku.dk/ku_en/News/Pages/boost_to_quality_of_study_programmes.aspx

² Cf. University Act Secs. 1 & 2

³ Cf. University Act Sec 14 (6.3). "Tasks are not to be assigned to scientific personnel for lengthy periods to occupy their whole working time so as to deprive them in reality of their freedom of research."

tions in applications for external funding.^{4 5}

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- Advertisements for all posts as assistant, associate and full professor (incl. professors with special responsibilities) must state that such posts involve both research and teaching.
- The Head of Department, or the person to whom authority has been delegated, is to determine the precise allocation between teaching and research assignments. The weighting between different assignments may vary over time and is to be organised in good time by way of dialogue with individual assistant, associate and full professors (incl. professors with special responsibilities) to ensure a reasonable balance, also in accordance with the policies laid down in the University Act.
- These policies may be addressed when discussing budgets⁶ during the annual review of overall academic staff planning requirements in the Collaboration Committee.
- It is to be possible to organize scientific work "in waves" to allow individual assistant, associate and full professors (incl. professors with special responsibilities) to concentrate in periods on major research or educational projects.
- The above policies are to replace the practice of latitude for teaching buy-outs observed hitherto.

⁴ Servicing and collaboration with official bodies are comparable to teaching and are undertaken on the same terms and conditions.

⁵ Postdocs and PhDs assist in teaching in accordance with current regulations.

⁶ Cf. guidelines for recruitment and employment at UCPH (Sec 4 of the HR Policy Handbook):

https://intranet.ku.dk/employeeguide/HR/pp/pph/Documents/Guidelines%20on%20recruitment%20and%20appointments%20at%20the%20University%20of%20Copenhagen_revised.pdf