



## **Policy guidelines for deploying and developing the skills of full- and part-time academic staff at the University of Copenhagen**

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The University of Copenhagen (UCPH) aims to provide research-based education of the highest quality. The general policy is that full-time academic staff, i.e. researchers from active research environments, should deliver the majority of the teaching. The University is responsible for ensuring a balance between the time academic staff spend on research and on teaching, and for guaranteeing that study programmes remain research-based.

UCPH is responsible for ensuring that its graduates are prepared for the world of work, e.g. by providing study activities with a practical component, including profession-oriented study programmes. External (part-time) lecturers provide specialist, practical knowledge and add an applied dimension to individual study programmes. It is important that part-time academic staff are integrated into the academic environment that underpins the study programmes. As a rule, their main job is outside academia, in the public or private sector.

UCPH deploys part-time and full-time academic staff to varying degrees depending on the nature of the programme and its funding. The priority is to make the most of their individual strengths in pursuit of the overarching goal of ensuring high-quality, relevant study programmes. This means that both categories are deployed where it makes sound academic sense. Students will be able to acquire the competences they need only if the University manages to keep a reasonable balance between the number of part-time and full-time academic staff to cover the field of study.

Good teaching is predicated on the pedagogic competences of both the full-time and the part-time academic staff, and this is a top priority for UCPH, both during the recruitment process and the employment at the University.

Where there is a high proportion of part-time academic staff on a programme, it is particularly important that they have the opportunity to contribute to the ongoing development of the programme.

Each faculty at UCPH has a duty to draw up a policy outlining how and why they deploy part-time and full-time academic staff on their study programmes and the forms of pedagogic skills development they provide. As a minimum, the policy must include a description of the following:

1. the extent to which the faculty employs part-time academic staff, including which types, and on which study programmes?
2. what duties are performed by full-time academic staff and why?
3. what duties are performed by part-time academic staff and why?
4. how the faculty integrates its part-time academic staff into the academic environment that underpins the study programmes and ensures that both full-time and part-time academic staff have the opportunity to contribute to the ongoing development of the programme and the teaching?
5. what the faculty provides in terms of pedagogic skills development for both part-time and full-time academic staff?