

All employees in positions with research obligations at AU Herning

Research production expectations at AU Herning

For several reasons, it is important that AU Herning builds a robust research environment supporting the study programmes that are to be research-based in accordance with national accreditation standards. In addition, we must do our best to ensure that BSS acquires and/or maintains the international accreditations (AACSB, EQUIS and AMBA).

Therefore, the management team at AU Herning has prepared bibliometric targets and financial incentives to increase the publication rate and the research level at AU Herning.

This document has been presented to and approved by the Department Forum on 10 October 2013 as well as noted by the Liaison Committee at AU Herning on the same date. The figures are based on the minimum qualifications standards which AACSB considers as “academically qualified” for a position as a researcher affiliated with an AACSB accredited programme. The figures also reflect an assessment of the requirement for research production at comparable institutions within our research areas.

The incentive structure is rooted in the approved BSS salary agreement catalogue and various policies, including the professor policy and possibly other BSS agreements, such as the working hours agreement. In addition, the established targets for PhD students must at all times follow the requirements set out by the graduate school in which the student is enrolled. Until otherwise announced, employees should aim at the targets stated in this document.

No information contained in this document should conflict with current national, AU, BSS or other guidelines and policies. In case of conflict, the document will be revised as needed. Department Forum’s research committee is responsible for maintaining and developing the policy in cooperation with the management team.

As a general rule, research results can be verified in the PURE system, which academic members at Aarhus University must use in accordance with applicable AU guidelines. Follow-ups will take place at annual SDDs (Staff Development Dialogues).

Peer-reviewed publications should normally be published in one of the journals that have been approved by the national authority lists. Group I publications result in “1 credit” and group II publications result in “3 credits”. At present, the authorship is

AU Herning

Michael Evan Goodsite

Head of Department,
Professor, PhD

Date: 28 October 2013

Direct tel.: +45 87164747
Mobile: +45 60112557
Fax: +45 87164701
Email: michaelg@hih.au.dk
Web: AU.dk/michaelg@HIH

Sender CVR no.: No.
31119103

Page no.1/5

not weighted, since AU Herning does not want to create incentives making researchers “stand alone” with their research.

The table below illustrates the targets that researchers are expected to reach within a given period of time.

Position	Period of time	Publication credits	Funding	Communication
PhD student	Three years	No expectations as to publishing while doing a PhD unless otherwise agreed with the PhD graduate school (cf. the student’s approved PhD plan). However, it is expected that the PhD student writes four articles, which as a minimum can be published under GI. At least one article must be written by the PhD student without co-authors.	No expectations regarding funding. However, it is expected that the PhD student actively seeks travel grants and other smaller grants to support the research project.	As agreed with the PhD graduate school. Typically, participation in one conference per year. In the first year of study, the student may participate without having a contribution, but in the second and third year of the study, the PhD student must contribute with a poster or a presentation in order to participate, unless otherwise agreed with the supervisor.
Postdoc	Up to four years	Postdocs are not students. By default, a postdoc must meet the deliverables specified in the project(s) relating to his/her employment. In addition, it is expected that a postdoc receives	Must be able to take a coordinating role in research projects/research centres and participate in the preparation of applications.	One conference in the project period with active participation in the form of either a poster or a presentation.



		two research credits through publication.		
Assistant Professor	A period of four years	At least six credits where the aim is one GII article and three GI articles.	Must be able to write smaller applications and actively contribute to larger applications.	Attend at least two international conferences with contributions either in the form of a poster or a presentation.
Associate Professor	A period of five years	At least seven credits of which at least one is a GII article.	Write or participate as a co-author in at least two applications per year – unless the associate professor is PI on an existing funded research project. The aim is to fund his/her own research/research time.	Attend at least three invited talks at international conferences with contributions either in the form of a poster or a presentation.
Professor, including professorships with special responsibilities (Professor MSO in Danish)	A period of five years	11 credits of which at least two are GII articles.	Is expected to be able to build up his/her research area with emphasis on external funding and by involving colleagues. Write and/or manage applications that are large enough to receive centre funding. Write or participate as a co-author in at least two applications per year to fund own and others' research time/research activities.	Attend at least five invited talks at international conferences with active participation either in the form of a poster or a presentation.



Centre Director	A period of five years	12 credits of which at least two are GII articles.	Coordinate the department's applications and make sure that the agreed strategy and targets of the department are achieved. Make sure to be a synergetic centre of excellence to pool research applications. Provide a suitable structure for department meetings, series of seminars, etc. Welcome visiting researchers as well as associate professors.	Attend at least five invited talks at international conferences with active participation either in the form of a poster or a presentation.
Visiting Assistant Professor Visiting Professor Visiting Associate Professor	Employment at least one month per year.	As a minimum one credit within the project that pays his/her salary.	One application as a spin-off of the project in which the person in question is engaged.	One active conference participation in the form of a presentation/a poster with reference to AU Herning.

Incentives

For funding with an overhead (OH) exceeding the administrative costs, it may be agreed that part of the OH can be reimbursed to the researcher/the centre activities, if the funding is spent within the same budget year. This percentage may account for 1-1.5% for funding with at least 40% OH.

BSS's other incentive structure as well as salary agreement catalogue are used. This means that publications in the finest journals as well as publications and awards may lead to a pay rise in the form of supplements for qualifications or one-off bonuses according to the BSS salary agreement catalogue – these are typically between DKK 5-25,000. Supplements for responsibilities are granted for coordinative work or temporary work as described in the BSS salary agreement catalogue. For further information, see BSS's salary agreement catalogue.

NB: As a main rule, the incitement structure only applies to full-time researchers. Research-active full-time teaching associate professors demonstrating academic qualifications, cf. AACSB's minimum qualifications standards, are, if possible, transferred to positions under the university job structure.

AU Herning must meet the same requirements in terms of quality and research as other departments. By reaching the above targets, we will have the necessary foundation to further enhance the research base of the study programmes which are to be research-based.

Best regards



Michael Evan Goodsite