

Faculty Expectations

The faculty expectations sheet below is a tool that makes mutual expectations explicit.

The expectations sheet defines an ideal for academic staff members in a department:

- It makes explicit that every academic staff member has a responsibility not only for research and teaching but also for dissemination, administration, fund raising, the everyday life of the department, and leadership. The sheet describes the dimensions that we think are relevant aspects of academic work.
- It specifies how we expect different things from different positions within academic staff. Thus, a Ph.D.-student is expected to *engage* in the life of the research group and the Ph.D.-community, whereas a full professor should take a leading role in *developing* the department as a working environment. The sheet thus describes the roles that different staff members have as they progress in their careers.
- The sheet describes an ideal. We may all fail to live up to the expectations. Perhaps the overall context makes it hard to do what is expected, perhaps one's strengths are found in particular areas, and perhaps things are just tough this semester. Still the point is that there are a set of legitimate expectations, and one cannot simply perform in one dimension and choose disregard the rest.
- The sheet is a tool for reflection and dialogue. It serves a backdrop in the context of MUS, career development, promotion, recruitment, staff seminars, and department strategies.
- It is a way of telling newcomers and those already here what we value and expect from each other, both as staff members in a department and as part of the wider RUC community. It is also a way of telling those who manage departments, research groups, study programs – and the university as a whole – that we should value more than just one or a few dimensions and that our organization should aim to make it possible to live up to these expectations.

The sheet specifies distinct expectations for Ph.D.-students, post-docs, assistant professors, associate professors, professors MSO, and full professors. There are however one thing that we expect from all full time academic staff members:

- All full time academic staff are expected to engage actively in the work of the department. Active engagement means being present at the department whenever work routines and other particular obligations permit it. Active engagement also means prioritizing and participating in regular staff meetings, all-staff seminars, or staff retreats.

The present version of the faculty expectations sheet was approved by the executive university management (the rectorate and the heads of department) in December, 2018. The sheet will be reviewed in December 2021.

	PhD	Post doc.	Assistant professor	Associate professor	Professor MSO	Professor
Research	<p>Actively partake in 'Work in Progress' seminars, i.e. present papers/chapters and provide feedback</p> <p>Present papers at reputable conferences</p> <p>Show determination and basic ability to engage in research</p> <p>Engage in a research group</p>	<p>Develop a specific field of expertise by adding new significant elements to the doctoral thesis</p> <p>Publish in internationally reputable journals / publishing houses in the field - or in leading national journals (on the BFI list)</p> <p>Presentation at leading international conferences</p> <p>Take active part in a research group</p>	<p>Develop a field of expertise by adding new significant elements to the doctoral thesis</p> <p>Publish in internationally reputable journals / publishing houses in the field – or in leading national journals (on the BFI list)</p> <p>Presentation at leading international conferences</p> <p>Take active part in a research group</p>	<p>Contribute to the development of the research profile of the department</p> <p>Publish internationally in quality journals / publishing houses in the field (as defined by BFI level 2 or equivalent international metrics)</p> <p>Take active part in a research group, i.e. present draft papers and provide comments on other papers</p>	<p>Develop a specific research area of importance to the department</p> <p>Help to build research environments / themes / teams</p> <p>Actively contribute to the development of the research profile of the department</p> <p>Regularly publish internationally in quality journals / publishing houses in the field (as defined by BFI level 2 or equivalent international metrics)</p>	<p>Actively contribute to boost the international recognition of research in the department</p> <p>Actively help to build research environments / themes / teams</p> <p>Take leading responsibility for 'young' scholars, e.g. by helping to turn drafts to publications and provide them with access to international (publication) networks</p> <p>Regularly publish internationally in high quality journals / publishing houses in the field (as defined by BFI level 2 or equivalent international metrics)</p>
Teaching	<p>Demonstrate willingness to teach at both BA and MA level</p> <p>Participate in introductory qualifying courses for university teachers</p> <p>Familiarity with principles and methods of problem-based project learning (PPL)</p>	<p>If the post-doctoral position has a teaching component:</p> <p>Demonstrate willingness to teach at both BA and MA level</p> <p>Participate in introductory qualifying courses for university teachers</p> <p>Familiarity with principles and methods of problem-based project learning (PPL)</p>	<p>Familiarity with principles and methods of problem-based project learning (PPL)</p> <p>Actively work with pedagogical development</p> <p>Finalise a qualifying program for university teachers (e.g. EAE)</p> <p>Teach at both BA and MA level</p>	<p>Work with one's own pedagogical development and the pedagogical development of the teaching team</p> <p>Teach at both BA and MA level</p> <p>Play an active role in developing problem-based project learning (PPL) and other new teaching methods</p> <p>Teach/supervise /assess PhDs</p> <p>Take part in the doctoral school's teaching programme</p> <p>Demonstrate ability to handle a variety of pedagogical tools</p>	<p>Work with one's own pedagogical development and the pedagogical development of the teaching team</p> <p>Teach at both BA and MA level</p> <p>Play an active role in developing problem-based project learning (PPL) and other new teaching methods</p> <p>Play an active role in teaching, supervising, and assessing PhDs</p> <p>Play an active role in the doctoral school's teaching programme</p> <p>Demonstrate ability to handle a variety of pedagogical tools</p>	<p>Work with one's own pedagogical development and the pedagogical development of the teaching team</p> <p>Teach at both BA and MA level</p> <p>Play a leading role in developing problem-based project learning (PPL) and other new teaching methods</p> <p>Play an active role in teaching, supervising, and assessing PhDs</p> <p>Play a leading role in the doctoral school's teaching programme</p> <p>Demonstrate ability to handle a variety of pedagogical tools</p>
Dissemination	Occasionally disseminate research outside strictly academic circles	Occasionally disseminate research outside strictly academic circles	Occasionally disseminate research outside strictly academic circles	Disseminate research outside strictly academic circles	Take active part in the public debate within one's own area of expertise	<p>Take active part in the public debate within one's own area of expertise</p> <p>Take part in external councils and boards to the benefit of the department and RUC at large</p>

Administration	Take part in administrative tasks related to the PhD project and the PhD school	Take part in administrative tasks related to the post doc. project	Perform minor administrative tasks related to teaching and research	Perform administrative tasks related to teaching (study boards, heads of study etc.) Take on other administrative tasks such as assessment work and hiring committees	Actively partake in administrative tasks related to teaching and research Take on other administrative tasks such as assessment work, hiring committees, membership of councils, boards and committees that benefit the department	Actively partake in administrative tasks related to teaching and research Take on other administrative tasks such as assessment work, hiring committees, membership of councils, boards and committees that benefit the department and RUC at large
Fundraising	Make use of possibilities to apply for external funds to fund field work, conferences etc.	NA	Take part in generating external funds for own projects (incl. for conferences, copy-editing, fieldwork etc.)	Actively engage in external fundraising Responsibility to help attract funds for the department	Actively engage in external fundraising to increase funds for PhDs, post docs etc. at the department Responsibility to attract funds for the department	Actively engage in large-scale international external fundraising to increase funds for PhDs, post docs etc. Leading responsibility to attract funds for the department
Everyday life of the department (on top of being present at the department)	Engage in the broader PhD environment	Engage in and contribute to everyday life of the department by attending seminars, meetings etc.	Engage in and contribute to everyday life of the department by attending seminars, meetings etc.	Engage in and contribute to everyday life of the department by arranging and attending seminars, meetings etc.	Engage in and contribute to everyday life of the department by arranging and attending seminars, meetings etc. Take responsibility for the long-term well-being of the department	Take leading responsibility for the creation and/or consolidation of a pleasant working environment at RUC Take responsibility for the interaction between different groups within the department Take leading responsibility of developing our teaching programmes and research groups
Leadership	Take responsibility for PhD project	Take responsibility for post doc. project Assist in organising academic workshops/conferences	Assist in organising academic workshops/conferences	Develop and show academic leadership by developing and managing core educational tasks Organise academic workshops/conferences Work actively to attract new PhD students Act as a mentor for junior researchers	Develop and show academic leadership by developing and managing core educational and research related tasks Play an active role in organising academic workshops/conferences Work actively to attract new PhD students Act as a mentor for junior researchers	Take strategic responsibility for development of the department Take strategic responsibility for engaging with external stakeholders to the long-term benefit of the department and the university as a whole Leading responsibility to attract new PhD students Leading responsibility to act as a mentor for junior researchers