

## Terms of reference for the dean's advisory committee with regards to use of the programme for promotion to professor

### The composition and role of the committee

The committee consists of the vice-dean for career development (chairperson) at NAT, the dean, selected professors with permanent positions at NAT and a representative from the Academic Council at professor level, all of whom comply with [AU's rules on disqualification](#). The committee has an advisory function, and decisions regarding admission to the programme and any subsequent appointment as a professor lie with the dean.

Administrative support for the committee is provided by HR.

### Advice from the committee on admission to the programme for promotion

During the annual admission rounds, the committee reads the applications to the faculty and advises the dean on

- the applicants' academic level and the potential for developing this within education, research and collaboration.
- the applicants' academic level and the potential for developing this within management, academic tasks, strategy and administration.
- the relevance of the applicants' profile with regards to the department's strategic aims for the position and in relation to the faculty's strategies.
- special factors which should be noted when preparing the individual applicant's development plan.

In the assessment of an applicant's potential for academic development, this must be measured against the normal academic level of the subject area for professors employed through an ordinary, open and competitive job advertisement for which there are several qualified applicants.

### Advice on the applicant's transition to a professorship

In connection with transition to a professorship, after completing the development programme, the candidates will be assessed academically in the same way as for an ordinary job advertisement. If the candidate is assessed as qualified for a professorship, the advisory committee will read the development plan and the academic assessment, and advise the dean on

- the applicant's academic level within education, research and collaboration
- the applicant's academic level within management, academic tasks, and administration
- the ability of the applicant to support the department's strategic objectives for the position and the faculty's strategies in general.

When assessing the applicant's academic level, this will be measured against the normal academic level of the subject area for professors employed through an ordinary, open and competitive job advertisement for which there are several qualified applicants. In this context, the intention is to ensure that professors appointed



through the promotion programme have the same academic level as professors appointed on the basis of an ordinary job advertisement.

—

—

—