

Annex to Job Structure for Academic Staff at Universities 2007

Transitional terms for sector researchers

Employees at sector research institutes whose duties are integrated into universities will transfer to the university under the Act on Employees' Rights in the Event of Transfers of Undertakings. It implies that sector researchers employed at the time of integration will, also in future, be subject to the job structure of sector research, whereas researchers who are appointed after the date of integration will become subject to the job structure of the universities. The point of departure is that reappointment as well as new appointment will imply transfer to university conditions.

In connection with the forthcoming mergers, steps must be taken to ensure that sector research is brought into play with respect to the education of bachelors and masters. Consequently, academic staff will over time be required to provide teaching. Pedagogical enhancement will, therefore, become part of the assistant professor/researcher programme.

The present sector researchers have, in general, not had the opportunity to acquire teaching competence. Therefore, they are not immediately able to meet the teaching competence requirements which have been stipulated for associate professors and professors. Insufficient transitional opportunities may constitute a career barrier to researchers who have been employed in fixed-term positions subject to the job structure of sector research.

For these researchers, a transitional scheme will be established, which implies that they may be promoted under the job structure of sector research.

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Steps must be taken to ensure that sector research is brought into play with respect to the education of bachelors and masters. It is therefore recommended that sector researchers who have no teaching competence, but possess other competencies which imply that they can contribute to education should be offered pedagogical supplementary training.

Sector researchers with the necessary pedagogical competencies may transfer to university conditions subject to agreement between the individual and the university. In this connection, an assessment must be conducted of the teaching competencies of the person in question. Transfer to university conditions requires no job advertisement.

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Transitional terms for university researchers

In connection with the forthcoming mergers, steps must be taken to ensure that the previous sector research duties continue to be performed by researchers with the necessary competencies.

University researchers have, in general, not had the opportunity to acquire the same experience of providing research-based Public Sector Consultancy as researchers in the sector research area. Therefore, it is not immediately possible to employ them in positions that imply the performance of such duties.

University researchers who have no experience of performing traditional sector research duties may be offered supplementary training enabling them to acquire the competencies that are a prerequisite for performing guidance and public authority tasks.

In future, the enhancement of competencies with a view to performing duties relating to guidance and Public Sector Consultancy will become part of the assistant professor/researcher programme in the areas where such duties are performed.

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