

Rules and practice concerning the teacher training programme for assistant professors and post.docs

The *teacher training programme for assistant professors and post.docs* has existed for almost 20 years, and has developed during that time in terms of scope, content and form.

Practice for the teacher training programme

Course part

The teacher training programme for assistant professors consists of two parts: (i) a number of course modules and (ii) practical training. The course consists of four modules – a residential course and three modules held on campus in Aarhus. The four course modules focus on planning of teaching, mastering and development of teaching techniques, use of Educational IT in teaching as well as documentation of own teaching competencies in the form of a teaching portfolio.

The course corresponds to 150 working hours. The course must be completed in one semester, however exemption is possible if applied for.

The course is offered to all Danish-speaking assistant professors each spring. Every autumn the course is offered to both Danish and English-speaking assistant professors. In the autumn, all course content (e.g. coursesite in Blackboard, texts etc.) will be in English. The participants are expected to hand in assignments, give feedback etc. in English.

See the programme and course dates at AU Educational Development Network's [website](#).

Practical part

The practical part consists of the assistant professor being affiliated with an experienced colleague from his/her own academic environment for two semesters. The assistant professor can discuss teaching-related issues with this colleague on an ongoing basis, e.g. issues concerning the planning and execution of the teaching, supervision, exam and marking as well as teaching evaluation. It is recommended that the assistant professor and the supervisor to some extent mutually attend one another's teaching sessions.

Standard duration of the work

Assistant professor

The values set for the standard duration of the participation in the assistant professorship programme are governed by the local working hour agreements and are, as such, a departmental issue. The values set differ widely from department to department. Some departments offer no compensation, while others have agreed on a reduction of teaching hours or similar.

Assistant professors should enquire locally about the rules.

Supervisor

The values set for the standard duration of the work as pedagogical supervisor for an assistant professor also form part of the local working hour agreements and are, as such, a departmental issue. The values set in this area also differ widely from department to department.

What is expected of the supervisors?

The supervisor is expected to discuss teaching-related issues on an ongoing basis over a period covering two semesters, e.g. issues concerning the planning and execution of the teaching, supervision, exam and marking as well as teaching evaluation. It is recommended that the assistant professor and the supervisor attend one another's teaching a couple of times.

Who is responsible for appointing the assistant professor's pedagogical supervisor?

The practice differs from department to department. The head of department is ultimately responsible for appointing the supervisor. The assistant professor should be consulted as mutual trust between the assistant professor and the supervisor is crucial for a good relationship.

Is the supervisor required to assess the assistant professor?

No. The supervisor must first and foremost support the assistant professor, provide him/her with inspiration and discuss pedagogical and didactic issues relating to the course (subject-related didactics). This should be considered a supplement to the course part, which to a higher extent focuses on general didactics and university pedagogics.

The supervisor may write an assessment of (aspects) of the assistant professor's teaching and teaching competencies, which the assistant professor may choose to include in his/her own teaching portfolio along with other documents.

The assessment of the assistant professor's teaching competencies primarily takes place upon his/her application for and assessment regarding the next position (associate professorship) based on the assistant professor's overall teaching portfolio.