

Enclosure 6

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Plan for professor openings

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This document contains a rough plan for professor openings at ITU in 2012 and the coming years. The plan is based on considerations of retention of existing faculty and obtaining a better balance in the IT triangle. Moreover, the plan is based on a wish of increasing the percentage of full professors among faculty. The plan does not include detailed descriptions of particular areas for professor openings; the majority of openings will be done with calls covering a wide range of areas (in each corner of the IT triangle).

Other Danish institutions that we compare ourselves to have a percentage-rate of professors among all faculty between 20% and 33%. With 65 faculty in 2013 that corresponds to 13-22 professors.

The planned development of professor positions can be summarized as in the following table.

	2012	2013	2014	2015	2016
Nat	4	5-7	5-8	6-8	6-8
Arts	1	2-4	3-5	4-7	4-8
Business	0	1-3	2-5	3-7	4-8

Concrete calls that are planned to start this year are:

1. A call within the broad area of computer science in August 2012.
2. A call within the broad area of arts in the mid Fall of 2012. JCG and KYP are in charge of a search committee for attracting external candidates.
3. A call within the broad area of business, targetted at one or more of the areas that the working group related to teaching in business identifies. PS is in charge of a search committee for attracting external candidates. Call should be announced mid Fall.

In parallel with the above, the department management will focus on developing in particular our most talented female assistant / associate professors with the aim of increasing their possibilities for qualifying for professor positions in the future.