



# Policy on deploying and developing the skills of full- and part-time academic staff

The Faculty of Health and Medical Sciences aims to conduct research-based education at up to the highest international level within its academic areas and to provide students with teaching that is based on a high level of pedagogy and didactics. The Faculty of Health and Medical Science's policy on deploying and developing the skills of full- and part-time academic staff shall support these objectives.

Full- and part-time academic staff can contribute in different ways to the study programmes, and the faculty strives to deploy the academic staff's specific competences to enhance the quality of the programmes.

This policy should be seen in tandem with the [Policy for quality assurance of study programmes and courses at HEALTH](#).

## *Full-time academic staff*

On study programmes at the Faculty of Health and Medical Sciences, teaching is mainly conducted by permanently employed academic staff, whose pedagogic and didactic skills development is an integral part of their career path. The following forms of competence development are offered to academic staff:

- Classes and courses for university teachers (through the The Department of Science Education (DSE) at SCIENCE), including:
- [Introduction to University Pedagogy \(IUP\)](#)
- [Universitetspædagogikum or Teaching and Learning in Higher Education Programme \(UP\)](#)
- [PhD supervision and courses in communication and teaching](#)
- [The annual performance and development review](#) (the link requires log-in)
- Continuing professional development, by agreement with the head of department.

All permanently employed academic staff at HEALTH must continually participate in formal pedagogic and didactic skills development. The objectives of the pedagogic and didactic skills development are set at the annual performance and development review, and it is thus the head of department who is responsible for the academic staff's competence development.

The requirements for the pedagogic and didactic skills development of new, part-time and full-time staff are stated in HEALTH's [quantifiable standards](#).

In addition, the Faculty of Health and Medical Sciences provides consultancy and acts as a sounding board on pedagogy and didactics for academic staff in these units:

- [Center for Online and Blended Learning](#)
- [Pædagogik og Didaktik](#)
- [Centre for Internationalisation and Parallel Language Use](#). CIP is based at the Faculty of Humanities. The centre's services are used by all of the University of Copenhagen for a charge.

### ***Part-time academic staff***

The Faculty of Health and Medical Sciences strives to ensure that the deployment of part-time academic staff, to the extent possible, enhances the quality of the teaching. Emphasis is placed on part-time academic staff contributing to the quality of teaching by, for example:

- providing insight into practice-based and clinical aspects, as well as into work-related issues and opportunities within businesses and public organisations
- giving the study programmes an international perspective
- contributing industrial research perspectives to the study programmes; providing insight into areas that are not covered by the faculty's full-time academic staff; and forming bridges to fields of practice
- acting as one-to-one coaches and supervising, for example, training courses. Moreover, together with full-time academic staff, organising and implementing teaching elements with practice-based content seen from an academic perspective.

Emphasis is placed on part-time academic staff having good teaching competences and an attachment to an academic environment. The head of department hires part-time academic staff and is responsible for their integration in the various activities of the department to the extent that is deemed necessary and relevant.

### ***Part-time lecturers***

Part-time lecturers at the Faculty of Health and Medical Sciences contribute to a high degree to the teaching with practice-based, clinical and work-related knowledge. Part-time lecturers are recruited from, for example, other research institutions and companies. Part-time lecturers who are recruited from research institutions are expected to deliver research-based teaching on equal terms with internal academic staff and moreover, to contribute often to the teaching with specialist competences.

Part-time lecturers are integrated to the extent possible in the academic environment at the department, for example, through invitations to participate in planning meetings, departmental meetings and similar activities.

***Assistant lecturers, teacher's assistants and specimen preparation assistants***

On bachelor level courses, where students are primarily to acquire a basic knowledge of the field, for example, in practice classes, older students or graduates/young doctors are often used as teachers. The course organiser trains and advises the part-time academic staff and is responsible for the teaching proceeding satisfactorily.

***Senior clinical instructors in dentistry and clinical instructors whose main employment is at a hospital or similar workplace.***

Especially on the study programmes in medicine and dentistry, clinical instructors provide students with clinical and practice-based teaching.

Senior clinical instructors in dentistry contribute to the dentistry programme with clinical skills and experience. At the same time, they make the teaching more clinically related and practice based.

The Department of Odontology integrates part-time academic staff in the academic environment by holding joint teacher meetings within the individual subject areas, where the specific learning objectives of the teaching and treatment guidelines, among other topics, are reviewed. Part-time academic staff are represented in the study board and contribute in this way to the development of study programmes and teaching.

The Department of Clinical Medicine (IKM), where all the clinical instructors on the study programmes in medicine are employed, offers introductory courses to all employees. Furthermore, an annual meeting is held, to which all employees of IKM are welcome.

The study board for medicine has established a 'flying squad', which, through continuous dialogue with the clinical instructors and their departments help maintain and enhance the quality of the study programmes.