



Pay criteria for teachers and researchers

About the pay criteria

All employees must know the grounds on which their salary is set and how they can influence their salary. Prior to a pay review, each employee is therefore offered a salary-setting dialogue/salary dialogue. The salary-setting dialogue/salary dialogue is conducted between the manager and employee and focuses on the employee's results and expertise in relation to established goals. The dialogue thus links to the goals discussed by the manager and employee during their performance appraisal meeting.

The assessment of work performance must be based on the university's pay criteria. This document also contains actions for each pay criterium, which can be used when assessing the employee's results and expertise. These are to be regarded as proposals; the idea is that each academic school/department/equivalent can choose to concretise what is important to their activities.

Pay criteria

For everyone (final item for managers only)

- Results and expertise in relation to operational goals
- Contributions to a good work and study environment
- Contributions to operational development
- Performance in management positions

Pay criteria

For teachers/researchers

- Educational expertise
- Scholarly expertise (for those with research as part of their position)
- Administrative expertise
- Performance in special assignments

Pay criterium: Results and expertise in relation to operational goals

This is demonstrated by the employee doing things such as:

- Prioritising and delimiting work based on established goals
- Taking their own initiative and driving their work forward
- Working independently and taking responsibility
- Taking responsibility for their learning and development, and sharing their knowledge and experience
- Demonstrating the ability to take a holistic approach and work in the best interests of the university

Pay criterium: Contributions to a good work and study environment

Demonstrated by things such as:

- Cooperation with colleagues at the university
- Sharing their knowledge and experience
- A professional and respectful approach
- Active and collegial participation in subject environment's work

Pay criterium: Contributions to operational development

Demonstrated by things such as:

- The ability to adapt to changing conditions and contribute to the development of working practices
- Active participation in development work of a departmental, school and university-wide nature
- The ability to build and maintain relationships and networks inside and outside the university

Pay criterium: Performance in management positions

Demonstrated by things such as:

- As a representative of the organisation, being responsible for planning and developing its activities.
- As a representative of the employer, representing both the school/department/equivalent and the entire university
- Being a role model as a leader
- Promoting a sustainable work environment and inspiring performances at work

Pay criterium: Performance in special assignments

Demonstrated by things such as:

- Good results in management or administrative special assignments within the university
- Contributions made during assignments on national and international research bodies

Pay criterium: Educational expertise

Demonstrated by things such as:

- Expertise in implementing, developing and leading high quality teaching in various student groups
- The ability to create engagement and interest in teaching content
- Contributing to educational development and innovation through collegial cooperation
- The ability to conduct teaching that is linked to research

Pay criterium: Scholarly expertise

Demonstrated by things such as:

- The ability to achieve scholarly results of a high quality
- The ability to apply for and receive external research funding
- The ability to organise and lead research projects and research groups
- Research-related assignment such as expert, reviewer, doctoral supervisor
- The ability to convey research results

Pay criterium: Administrative expertise

Demonstrated by things such as:

- The ability to take responsibility for administrative tasks in education and research and perform them well
- The ability to perform duties in accordance with our mission as a public authority
- Taking responsibility for information and communication issues in relation to students, doctoral students and colleagues