

Tenure at CBS

Academic positions at Danish Universities

All academic positions at Danish Universities and the required qualifications for each academic position are described in a collective agreement between the Ministry of Higher Education and Science and the trade union for the academic staff.

The academic positions can be divided into:

- Fixed-term positions (post doc, assistant professor)
- Permanent positions (associate professor, full professor)

Academic positions at Danish Universities are filled in competition on the basis of a job advertisement, and following a positive academic assessment. Applicants are assessed on the basis of the qualifications stipulated in the job advertisement.

Danish tenure – permanent positions

A position as associate professor or full professor at a Danish University is a permanent position. The employment and working conditions of academic staff employed at Danish Universities are primarily regulated by collective agreements between the Danish Government and the trade unions. According to the collective agreement - and as an integrated part of the Danish flexicurity model - Danish Universities, however, can dismiss a member of the academic staff, employed in a permanent position, but only in special circumstances and under special conditions, due to either disciplinary offences or as a result of considerable budgetary reductions or other unexpected institutional circumstances.

Academic freedom is guaranteed by the Minister of Higher Education and Science in the University Act and in CBS's Bylaws.

CBS' policy regarding tenure

Copenhagen Business School wishes to maintain an international environment that stimulates innovation, experimentation and originality. CBS invests in recruiting and retaining the best quality and most talented researchers. It is therefore an integral part of CBS' recruitment and retention policy to ensure that the contracts of permanent academic staff are only terminated in very rare cases. To support the general level of job certainty, CBS has a sizeable equity in order that CBS can absorb fluctuations in the revenue. Furthermore, it is an important part of CBS' Leadership Codex and CBS' personnel policy that CBS' management continuously monitors the working conditions, the performance and the development possibilities of the academic staff - among other things through annual performance and development reviews of staff and managers.