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Policy for deploying and developing the skills of full- and part-time academic staff at the Faculty of Theology

Teaching on the study programmes at the Faculty of Theology is primarily undertaken by permanently employed lecturers at assistant professor, associate professor or professor level, all of which have research as part of their work duties. Under special circumstances, external (part-time) lecturers are taken on to provide teaching that the permanent staff are unable to provide. For example, it may be when specific academic competences are needed that the permanent lecturers are unable to provide.

Overall, the study programmes at the Faculty of Theology are research-based, and this manifests itself in the way they are organised and run, including the ratio of permanent to external (part-time) lecturers.

All course elements at the faculty's study programmes are developed and carried out by active researchers with the most advanced knowledge within their academic field, including, in special circumstances, associated external (part-time) lecturers with particular research and/or professional qualifications. The content of the study programmes is based on the latest research in the area. The approach to the material is based on current scientific methods and theories. In this way, it is ensured that the academic content of the teaching is on a par with the most advanced research.

It is ensured at the time of employment of external (part-time) lecturers, that there is an academic assessment of the lecturer, provided they are not employed in a scientific position elsewhere. Moreover, it is the faculty's policy that all lecturers regardless of employment conditions must be qualified at least at the PhD level, whereby they have documented their research competences. In some circumstances, an exemption may be granted from the requirement for research competences, i.e. if the employed lecturer has other special professional competences (e.g. language skills).

The Faculty of Theology ensures the possibility of ongoing pedagogical competence development for all lecturers. The Faculty's pedagogical consultant regularly arranges courses and seminars on educational topics aimed at both full- and part-time lecturers. Additionally, external (part-time) lecturers are considered a natural part of the academic departments in connection to their employment, and as such have the opportunity to contribute to the development of specific courses and the overall programmes.

For further information, see the Policy for Quality Assurance of Study Programmes at the Faculty of Theology at: <http://teol.ku.dk/english/about/qualityassurance/>