

Teaching Allocation

- The DK tertiary education sector generated 110,495 STÅ (EFTS) in 2015 by 4,633 teaching staff (FTE) = 23.85 STÅ (EFTS) per teaching FTE = 1,431 ECTS per FTE
 - $1,431 \times 1.1 = 1,574$ ECTS (Q-faktor)
 - $0.5 \times 1,574 = 787$ ECTS
- This model was extended in 2016 to 'measure' the remaining 50%, the so called PP-model.

- The PP-model includes ECTS production and extends that using BFI (*Den Bibliometriske Forskningsindikator*) points + external research funding + PhD supervision (not funded by ITU).
- Senior VIPS, Professors and A/Profs. incur a PP liability of 100 PP each. Assistant Professors and Postdocs 55 PP.
- **Note:** that RAs funded via the Department currently generate a 100 PP liability (we have 3,93 FTE of these).
- Luckily, ECTS production can compensate the research PP and visa versa. Why? Because everyone is at a different stage of their career

- The STÅ (EFTS) model is deterministic, it tells management exactly how many Faculty positions we are entitled to in the Department - 44 FTE, we currently are 0.7 FTE over-staffed.
- The 'system' is socialised across different VIPS, their ECTS and PP production and over-time, the PP policy document talks about 'expected gross performance'.
- PP is based on calendar year, you don't transfer PP from one to year to another because its an aggregated model.
- It is essential that some VIPS over-produce PPs - sometimes - a good hire will over-produce about 20% of their career.

- In 2016, only 7 senior Faculty in Business IT produced more than 100 PP
- The PP-system also relies on PhD students (and adjunct professors) - who have no PP liability - to produce PP points (via publication + teaching) and they do!
- 18.11 FTE VIPS + **3.93 RAs** impose a PP liability of 2204 in our department + assistant profs + postdocs = 2589 PP points, last year we produced 2373

1. A VIP is expected to teach 1 x 7,5 ECTS course per semester, you cannot be free from teaching unless you are granted sabbatical.
 2. Some courses are larger than others, but all courses are equally important.
- NOTE you can teach more in one semester than in another but you cannot do all your teaching in a one semester and have a self-proclaimed sabbatical see 1.
 - NOTE no one can argue 'small courses don't earn me enough points so I won't teach them' and for that matter 'I overproduced ECTS because I taught a large class' see 2.