



## Tenure Tracks at the Faculty of Science

February 2021

*This document is a summary of the information on Assistant Professors outlined in 'Guidelines and procedures for appointing academic staff', February 2021, applicable at the Faculty of Science, Radboud University.*

### Principles

At the start the candidate will be appointed as Assistant Professor level 2 on the basis of an employment contract for a six year period. If successful, the tenure track will result in a permanent position as Assistant Professor level 1. For an Assistant Professor in a tenure track, the teaching capacity for the first three years is limited to 20% instead of the usual 40%. This results in a ratio of 60% research, 20% education and 20% management tasks. After the first three years the usual ratio of 40% research, 40% education and 20% management applies.

### Criteria and procedures

During the tenure track there are two main evaluation moments: an interim evaluation after three years and a final evaluation approximately six months before the end of the tenure track. Both evaluations are carried out by an 'Appointment Advisory Committee'. In case the performance of the candidate is evaluated as positive by the Appointment Advisory Committee they will forward their recommendations to the Faculty Board, who have the final decision on granting a permanent position as Assistant Professor level 1. The final evaluation can take place at an earlier stage of the tenure track in case the candidate meets the criteria.

Both evaluations will be carried out on the basis of predetermined criteria. The general criteria as applicable within the Faculty of Science are outlined below. Please note that for all tenure track positions these general criteria are further specified and expanded, depending on what is common within the candidate's area of research and their starting position.

After **three** years, the tenure track Assistant Professor is expected to have:

- Started a line of research that bears their own, distinct signature and is consistent with the institute's scientific programme
- Published research in leading journals and at conferences
- Established themselves as a serious contender in competitions for external funding by submitting proposals that are accepted or assessed as excellent
- Obtained the University Teaching Qualification (*Basiskwalificatie Onderwijs*, BKO) or an equivalent accredited qualification that is recognised by the faculty
- Been solely responsible for teaching at least one course

After **six** years, the tenure track Assistant Professor is expected to have:

- Started a line of research that has clear future potential, which is consistent with the institute's scientific programme
- Conducted high-quality, high-profile research and have worked on real innovations, as demonstrated by publications in acclaimed journals, invitations to lectures and references from fellow peers
- Obtained substantial grants, whether individually or through contribution to a consortium
- Built up a network at both national and international level, as demonstrated by such accomplishments as membership of conference committees, scientific committees and/or editorial boards of scientific journals
- Achieved social impact and outreach as demonstrated by such accomplishments as membership of advisory boards, making contacts in industry, social organisations, secondary schools or political parties; giving public lectures, etc.
- Developed the ability to teach in English and have gained sufficient proficiency in English, i.e. have a C2 level of English; non-Dutch speakers are expected to have a reasonable command of the Dutch language, for example level B1;
- Been solely responsible for teaching courses, usually at both Bachelor's and Master's programme level
- Made a positive contribution towards the functioning and the culture of the department, the research facility, and the institute or faculty as a whole, in addition to their own teaching and research duties, for example contributions to and / or organization of meetings / conferences, social events, participation in collaborations, committee work, helping / guiding other researchers, administrative activities, etc;
- Demonstrated the ability to be a good supervisor of both PhD candidates and graduates;
- Displayed possession of adequate leadership and collaboration soft skills.