

## Tenure tracks at the Faculty of Science

*This document is a summary of the information on Assistant Professors outlined in 'Guidelines and procedures for appointing academic staff', November 2018, 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, tenure track Assistant Professors are expected to have:

- started a line of research with their own, distinct signature that fits within the scientific programme of the institute;
- published research in prominent journals and conferences;
- established themselves as a serious contender in competitions for secondary or third sources of funding by submitting proposals that are funded or assessed as excellent;
- obtained the University Teaching Qualification (*Basiskwalificatie Onderwijs*, BKO);
- been the sole responsible party for at least one course, with a passing grade for the evaluation (a minimum of 6 on a scale of 1-10).

After **six** years, tenure track Assistant Professors are expected to have:

- started a line of research with clear future prospects, which fits within the scientific programme of the institute
- 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 colleagues;
- obtained substantial grants, whether individually or when contributing to a consortium;
- built a network both on a national and international level as demonstrated by examples including membership to conference commissions, scientific commissions or editorial boards of scientific journals;
- achieved demonstrable social impact and outreach as demonstrated by examples including memberships on advisory boards; contacts in industry, social organisations, secondary schools or political parties; public lectures, etc.;
- developed the ability to teach in English and gained sufficient proficiency in both English and Dutch;
- been the sole responsible party for providing courses, for both Bachelor's and Master's degree programmes, with a passing grade for the evaluation amounting to a minimum of 7 on a scale of 1-10;
- contributed positively towards the functioning and the culture of the department, research facility, institute or faculty as a whole, in a way that is distinct from their own teaching and research;
- demonstrated to be a good supervisor of PhD and graduation candidates;
- displayed possession of good soft skills relating to leadership and collaboration.