

Supplement to FASoS Recruitment and Career Policy Academic Staff

1. Dutch universities position UD, UHD and HL

Within the system of Dutch universities, the job profiles of UD, UHD and HL fall into two categories marked by different salary scales:

Position and level	Starting scale	Position scale
UD 2	10	11
UD 1	11	12
UHD 2	12	13
UHD 1	13	14
HL 2	15	HL 2
HL 1	HL 2	HL 1

2. Criteria Assistant Professor, Associate Professor

The criteria listed below are in accordance with, and a supplement to, the UFO job profiles for academic staff of Dutch Universities and in line with the UM policy laid down in 'Guidelines for the Appointment, Salary Grading and Promotion of Academic Staff'. In addition to the criteria mentioned below, the faculty finds it highly important that colleagues interact cooperatively, show mutual respect for each other and are able to think beyond their individual interest.

Assistant Professor 2

Education: a PhD in a field which fits well within one of the research programmes of FASoS;

Work experience:

- After earning the PhD (or after approval of the dissertation by the doctoral committee), she/he has gained relevant work experience at a university in an academic position.

Teaching:

- Has proven experience in teaching university-level subject courses in English;

- Shows great enthusiasm for teaching, coordinating and developing courses and has excellent teaching evaluations;
- Has experience in supervising final work at BA or MA level;
- Is enthusiast about Problem-Based Learning (PBL) and preferably has experience in small-group teaching;
- Experience in course development is considered an advantage;
- Having a BKO certificate (Basic Qualifications in Academic Teaching) or international equivalent is considered an advantage.

Research:

- Has peer-reviewed scientific publications (published or accepted) after earning a PhD;
- Has a research profile that fits well within one of the FASoS research programmes;
- Demonstrates concrete prospects for acquiring funding;
- Has a relevant scholarly network, in line with the research programmes of FASoS, consisting of at least two internationally recognised scholars with whom he/she has demonstrably cooperated.

Management:

- Is enthusiastic about interdisciplinary approaches;
- Is a team player and can show evidence of having interest in and experience with cooperation in teaching and research;
- Has participated actively in working groups, committees or project teams within an academic context;
- Can demonstrate having an open, effective management style and a pro-active willingness to take on administrative tasks within FASoS.

Internationalisation:

- Has relevant work experience in an academic position or traineeship at a university, preferably in more than one country;
- Experience with teaching to internationally composed groups of students is considered an advantage;
- Fluency in English, both verbally and in writing;
- Willingness to acquire a basic knowledge of Dutch.

Competences:

- Conceptual capacity;
- Environment orientation;
- Presentation skills;
- Result orientation;
- Organisational sensitivity.

Potential:

- Evidence-based expectation of the selection committee that the candidate will develop expertise towards the appointment requirements for UD 1.

Assistant Professor 1

Work experience

- At least 2 years of work experience as assistant professor level 2.

Teaching

- Has fulfilled the teaching duties that go with the position;
- Excellent track-record as a tutor and coordinator indicated by evaluations;
- Proven willingness and ability to fulfil coordination roles in teaching at least at course coordination level;
- Proven ability to contribute to improvement of the courses and teaching programmes of FASoS;
- Obtainment of the BKO certificate (Basic Qualifications in Academic Teaching).
- Willingness/ proven ability in supervision of younger academics such as PhD candidates, for instance in the role of co-promotor.

Research

- Ability to create a distinct profile as an independent researcher, an excellent track record in research publications in peer-reviewed journals and/or by high level academic publishers;
- Has realised 7,5 refereed scientific publications per research fte per 3 years. In case of an appointment with 0,4 fte research time this means on average at least one peer-reviewed international publication within one or more of the focal points set by the faculty per year. A peer reviewed book chapter/book editorship with an academic or highly prestigious publisher is equal to a refereed article. A scientific monograph with an academic or highly prestigious publisher equals five refereed academic articles (in case of co-authorship, a proportional part of this).
- Positive external assessments of the candidate's work as a scholar/researcher (as evidenced by acquired scholarships, prizes, or good reviews of second or third money stream applications of which s/he is the only or the main applicant);

Organisation

- Active role in the social-intellectual community of FASoS as illustrated by: working together with colleagues, conducting interdisciplinary research, supporting the PBL approach to teaching, regular participation in the research colloquia and research and teaching 'days';
- Pro-active willingness and ability to fulfil an administrative role at the faculty;
- A role in the faculty that testifies to intellectual initiative, entrepreneurship and vision in teaching and research;

Internationalisation

- Basic knowledge in Dutch;
- Fluency in English, both verbally and in writing;

Competences

The key competences for assistant professor as defined in the UFO profile of Dutch Universities include:

- Conceptual capacity;
- Environment orientation;
- Presenting;
- Result orientation;

Organisational sensitivity.

Associate Professor 2

Meets the criteria for Assistant Professor 1 +

Work experience:

- At least 2 years of work experience as assistant professor level 1.

Teaching:

- Excellent track-record in all relevant dimensions of the teaching process: as a tutor, lecturer, supervisor and coordinator as indicated by evaluations;
- Has made a good and recognisable contribution to teaching innovation;
- Sound understanding of curricular organisation and regulations within FASoS.

Research:

- Has a distinct profile as an independent researcher, an excellent track record in research publications in peer-reviewed journals and/or by high level academic publishers;
- Has realised at least 7,5 refereed scientific publications per research fte per 3 years. In case of an appointment with 0,4 fte research time this means on average at least one peer-reviewed international publications within one or more of the focal points set by the faculty per year (based on a 0,4 fte research time); a peer reviewed book chapter/book editorship with an international academic publisher is equal to a refereed academic publication; a scholarly monograph with an international academic publisher equals five refereed academic articles (in case of co-authorship, a proportional part of this);
- Recognised as being a pre-eminent expert in her/his field, as demonstrated for example by a well developed international network, invitations to participate in PhD evaluation committees, participation in international scholarly (advisory) committees;
- Proven ability to coordinate and oversee the implementation of research projects constituting an significant part of a research programme;
- Acts as co-supervisor of PhD candidates;

- Capacity to link research output to societal concerns and debates is an asset.

Grants:

- Has acquired at least one substantial scholarship through second money stream, of which she/he is the only or main applicant (f.e. NWO VIDI, ERC Starting grant, Marie Curie fellowship; or has acquired a prestigious teaching grant or third money stream grant amounting to an average of Euro 15 000/year on average;

Organisation:

- Active contributions to the social-intellectual community of FASoS as illustrated by collaboration with colleagues, conducting interdisciplinary research, supporting the PBL approach to teaching, regular participation in research colloquia and in 'research and teaching days';
- Has successfully performed demanding management roles such as, for example, Director of Studies of a BA or MA programme;
- Obvious ability to support colleagues in their professional development (assistant professors (UD), PhD students; postdocs) through role as mentor or coach.

Competences:

- Environmental orientation
- Vision
- Self-reflection
- Managing for results
- Persuasiveness

Associate Professor 1

Meets the criteria for Associate Professor 2 +

Work experience:

- At least 2 years of work experience at associate professor level 2.

Teaching:

- Excellent track record as a tutor and coordinator indicated by evaluations;
- Has made a good and recognisable contribution to teaching innovation;
- Sound understanding of curricular organisation and regulations within the faculty.

Research:

- Must make an innovative contribution to the research group that helps it to keep its research foci innovative and up to date;
- Has realised at least 7,5 refereed scientific publications per research fte per 3 years. In case of an appointment with 0,4 fte research time this means on average at least one peer-reviewed international publication within one or more of the focal points set by the faculty per year); a peer-reviewed book chapter/book editorship with an international academic publisher is equal to a refereed article; a scholarly monograph

with an academic publisher equals five refereed academic articles (in case of co-authorship, a proportional part of this);

- She/he must be successful, as demonstrated, amongst other things, by being able to appoint at least two “own” PhD students and postdocs through independently obtained grants;
- Successful co-supervision of at least two PhD candidates to degree level;

Grants:

- Has acquired at least one substantial grant since promotion to associate professor level 2 through second money stream, of which she/he is the only or main applicant, or has acquired or has acquired a prestigious teaching grant (f.e Erasmus Mundus) or third money stream grant amounting to an average of Euro 25 000/year on average.

Organisation:

- Active contributions to the social-intellectual community of FASoS as illustrated by collaboration with colleagues, conducting interdisciplinary research, supporting the PBL approach to teaching, regular participation in research colloquia and in ‘research and teaching days’;
- Performs demanding management roles such as, for example, Director of Studies of BA programme, Associate Dean Education;

Competences:

- Environmental orientation
- Vision
- Self-reflection
- Managing for results
- Persuasiveness

3. Flanking measures

Training and further professional development of staff

As indicated in its Strategic Plan, FASoS wants to invest in improving leadership capacities of its staff. In this light it will invest in the following measures:

- Training possibilities for staff who regularly participate in selection committees;
- Training possibilities for staff in leading positions who on a regular basis conduct evaluations and assessment talks;
- Training trajectory for new staff in leadership positions (department directors, managing director, dean, programme directors, Faculty Board members and cluster coordinators).