*Associate Professor 2*

*Specialisation Educational Development*

*Meets the criteria for Assistant Professor 1,* *shows vision and leadership and contributes to the FASoS- and UM community beyond her/his own specific interests.* T*he colleague in question will continue to invest in educational leadership activities and contribute to pedagogical scholarship at least on the level of the faculty.*

*Note that the implications of Covid-19 on teaching, management and research (output) should be taken into account, in line with the FASoS approach to this issue*. *As of spring 2021 this is as follows: candidates can add a new heading within their portfolio to submit for promotion (if relevant):* ***Impact of Covid-19.*** *Here they can reflect on whether the pandemic affected their contributions in education, research and management. These reflections will be picked up by the Head of Department in his/her recommendation to the BAC.*

**Work experience:**

* At least 2 years of work experience as assistant professor level 1.[[1]](#footnote-1)

**Teaching and Management of education:**

Excellent track-record in all relevant dimensions of the teaching process: as tutor, lecturer, supervisor and coordinator as inter alia indicated by evaluations. Has made good and recognisable contributions to teaching innovation and/or maintaining high quality education.

Proven excellence in management of (large-scale) educational programmes. Has successfully managed a large number of staff members/stakeholders in and around these programmes. Has given (strategic) direction and provided excellent leadership to educational programmes.

Has made good and recognisable contributions to teaching innovation and/or maintaining high quality education.

Sound understanding of curricular organisation and regulations within FASoS.

**Research:**

* Has a distinct profile as an independent researcher in a field of one of the research programmes of FASoS and / or in the field of educational development;
* Has achieved 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 per year within one or more of the focal points set by the faculty. A peer-reviewed book chapter/book editorship with an international academic publisher is equal to a refereed academic publication. A scholarly monograph with an internationally renowned academic publisher is equivalent to five refereed academic articles (pro rata in case of co-authorship).
* Capacity to link research output to societal concerns and debates, including concerns and debates about university education.

Proven networking qualities with other scholars and relevant (research) groups, including in the field of education/teaching innovation.

**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 education days’.
* Has successfully performed demanding management roles in teaching and educational development, at least on faculty level and/or UM level and beyond.
* Clear ability to support colleagues in their professional development (assistant professors (UDs), PhD candidates; postdocs; teaching assistants (D4s)) through the role as mentor or coach.
* It is expected that the successful candidate will continue to invest in educational development and leadership activities beyond her/his promotion to the level of associate professor.

**Other competences:**

* Has clearly shown academic leadership and vision in the field of educational development and in the management of education.
* Organisational sensitivity and people skills.
* Self-reflection, and ability to receive and to provide feedback.
* Has an open, effective management and leadership style.
* Persuasiveness, in order to bring colleagues along with new developments.

1. The criteria for this Associate Professorship have been slightly amended by the Faculty Board on 10th February 2021 in order to bring them even more in line with ‘Recognition and Rewards’. [↑](#footnote-ref-1)