

# Policy Professors at FSW/ plans for coming years

## **Introduction**

*This memo describes the policy for Professorships at the Faculty of Sciences. In the AHO (November/ December 2017) we have been discussing the professorship plans per department, linked to substantive spearheads of the strategy and the different ways in which professors are positioned in the various departments. This lead to an overview of the nominations for appointments of (special) professors that are expected in the upcoming academic year, including which career and tenure tracks are currently running (when it involves an appointment to professor). The overview also indicates which professors will depart the VU in the coming academic years and what the plans are with regard to replacement of their position. We think that this overview will also lead to a better preparation of the talent scan that is planned for this year, since current staff must fit in that same structure of chairs.*

## **Definitions :**

### 1. Ordinary Chair/ Full Professor (in Dutch: reguliere stoel/ Hoogleraar)

A professor is an employee of VU, who performs (core) educational and research functions within a discipline, to which attention is devoted over an extended period, which is well-established and which is a determinant of the faculty's and University's educational and research strategies.

#### *A) Part time/ Fulltime professor*

A professorship involves educational and research functions within a discipline, to which attention is devoted within the University over an extended period, which is well-established and which is a determinant of the faculty's educational and research strategies. The performance of those functions is possible only within the context of a job of a certain minimum size of 0,4 fte.

Within the Faculty of Social Sciences, we differ between part time (< to 0,6fte) and fulltime (>/= 0,6fte)professors. When professors are taking up extra roles in the faculty or department, like for example being Director of Education, we want them to have a minimum of a 0,6 fte working week.

#### *B) Sponsored Chairs (In Dutch: gesponsorde Leerstoel)*

An ordinary chair can be sponsored. In these cases, there is a so-called sponsored chair. The sponsor is at least known to third parties at any time by mentioning: "this chair has been made possible by". Several sponsors per chair are possible. Ideally the sponsored chair is only partly sponsored and the other part is financed by the department. The sponsorship is usually temporary, but the position itself can be tenured. This has financial consequences for the budget of the department.

Given the continuity, it is recommended to conclude sponsor agreements for a minimum period of 5 years. The professor appointed on a sponsored chair is employed by the university.

## Endowed Chair (in Dutch: Bijzonder Hoogleraar)

An endowed professor is not employed by VU, but is paid by an external body to perform educational and research functions within a discipline that is of (temporary) social and/or academic significance and of value to the University.

### **Tenure track to Professorship**

The introduction of our tenure track policy means that academic staff who do not participate in a Tenure Track / Career Track the only way to a professorship in our faculty is via a normal/open application procedure for a vacant professor position.

A Tenure Track position is open to very talented scientists whose expectation is (in the opinion of the committee) that they have the potential to grow into associate professors / professors. The strategic goal of the Tenure Track is to attract and appoint high-performing scientists with an independent scientific profile.

### **Five year appointments**

Appointments of ordinary, sponsored and endowed chairs will initially take place for a period of five years, and can be extended by means of a reappointment. The evaluation<sup>1</sup> after these five years will take place in the fourth year.

### **Responsibilities of Professors in the faculty**

- All professors can have personnel responsibilities (LG A or B);
- Fulltime professors can have also organizational responsibilities (like being a programme director, head of department or member of the faculty board; part time professors are usually not able to take such roles because of their small work week.

### **Annual reviews**

- All fulltime professors have their annual review with the head of department and dean;
- A sponsor does not have a formal role when it comes to the content of research and education, but sponsors (-s) can be involved in the chair. Preferably through an annual informative meeting between sponsor, dean and chair holder in which strategy and vision are discussed. The assessment of the chair holder takes place in the regular annual and appraisal interview.
- Parttime professors(smaller than 0,6fte) have their annual review with their supervising professor and department head.
- Endowed professors have no (formal) annual review, but the curatorium of the endowed chair has annual evaluations that should be kept in the personal file of the chair holder.

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<sup>1</sup> The procedure of the evaluation after five years, will be formalized this year