

01 Principles behind the University of Groningen professor policy 2020

General

1. With regard to the professor policy, faculties have their own decision-making powers within the financial and policy frameworks.
2. Once every two years, the Dean of Faculty and the Rector Magnificus discuss the Faculty professor policy on the basis of a memorandum written by the Dean.

Framework for entering into an employment contract

3. A professor can only be appointed if they hold a PhD.
4. An appointment or promotion to professor 1 or 2 that is made purely from a financial reward point of view is not permitted.
5. Promoting a professor may only take place within the framework of criteria formulated by the faculties based on teaching, research and management (Tenure Track) and not due to financial arguments (see above).
These criteria are based on the UFO criteria and must be presented to the Board of the University (CvB) for decision-making purposes.
6. An ordinary professor must be appointed for a minimum of 0.5 FTE, unless the main employment of the person in question lies outside the University.
7. In principle, an ordinary professor receives an employment contract for an indefinite period, unless otherwise agreed.
8. Besides their appointment, professors at the Faculty of Medical Sciences have an academic staff employment contract with the University of Groningen (UG) for the duration of their employment at the University Medical Center Groningen. Conditions apply to the employment contract.
9. The combination of assistant/associate professor with full professor is not possible within the UG.
10. Foreign honorary professors who live abroad can only receive an allowance for expenses declared in accordance with the policy of the UG.
11. Employment contracts for foreign professors with a limited number of working hours must conform with the directives laid out in the Aliens Act and with tax laws (the ISD can provide support to this end).
12. The Faculty is able to design its own Faculty career path. Staff who qualify for this path must follow the career path from assistant professor to associate professor to full professor 2.
13. The Faculty should design a policy concerning promising, early-career outstanding academic staff. The faculties can choose between two options, whereby the position of associate professor is a step in the career path.

- a. The faculties have their own tailored Tenure Track systems. A career path for the Faculty has been developed and described, based on objectively measurable criteria and a Faculty procedure. All academic staff within the Faculty take part in this system. The career path of academic staff is as follows: assistant professor – associate / adjunct professor – full professor 2 – (potentially) full professor 1.
 - b. The Faculty does not have a tailored Tenure Track system but does want to offer promising early-career academic staff a career path. Such a path is only permitted if this option is included in the strategic personnel plans of the Faculty and approved by the Board of the University with the agreement of the Local Consultative Committee.
Promoting promising early-career academic staff to the position of associate professor is governed by the same conditions as for associate professors in the Tenure Track system, i.e. on the basis of objective criteria. The career path will then look like this: assistant professor (in permanent employment) – associate /adjunct professor – full professor 2 – (potentially) full professor 1.
14. Associate professors are appointed for a period of no more than 7 years¹. The UFO classification for them is UHD2/UHD1.
Before the temporary promotion to the position of associate professor, agreements should be made about the criteria for assessment, the moment when assessment will take place and the consequences of the result of this assessment. Demotion to the UHD position (associate professor without Tenure Track) is explicitly one of the options. (See the University of Groningen Associate Professor Regulations 2010.)
 15. A chair by special appointment is established at the request of an external body in order to enable experts in a certain subject area to teach in their field, bearing in mind the provisions of Article 11. The field is often so specialized that establishing a structural chair is not an option.
 16. A chair by special appointment may not be used as a career instrument. In this sense, the combination assistant/associate professor by special appointment does not occur.
A professor by special appointment may be appointed for two terms of five years.
In certain circumstances, the Board of the University may diverge from the above.
 17. The principle is that employment ends when the staff member reaches the state pension age; cf. Article. 8.4.7 of the CAO NU. Employment contracts entered into after having reached the state pension age have a maximum duration of 4 years after the date on which the staff member has reached the state pension age. (See also the memorandum 'Deployment of professors after retirement').
 18. If an emeritus professor is deployed exclusively for teaching purposes (to teach a specific lecture or course unit, in other words a pre-defined unit) after reaching the state pension age, reimbursement for these activities will take place based on the relevant UFO criteria. (See the memorandum 'Deployment of professors after retirement').

¹ See the University of Groningen Associate Professor Regulations 2010, explanation: Article 6. This article comprises the transitional arrangements. Article 6.1 applies to associate professors (UHD1) appointed before 1 January 2010 with an appointment period of 5 years. If there is sufficient cause after those 5 years, the staff member may then be considered for an extension of the appointment period by 2 to 5 years, in line with the Tenure Track policy that applied until 31 December 2009.