

## 02. University of Groningen Professor Policy

### 1. Introduction

This memorandum provides an overview of the various types of professor appointments and the University of Groningen procedures concerning professorial chair policy and the appointment of professors since 1 July 2013.

The sections below will cover all aspects and procedures concerning the appointment of professors. The actual outlining of the duties when appointing a professor forms part of this.

### 2. Professor policy

The professor policy has always been one of the most important ways of developing University teaching and research policy. The faculties themselves have the primary responsibility when developing a teaching and research profile, expressed inter alia by the proposals for chairs. The Board of the University (CvB) has not imposed a maximum on the number of chairs the faculties may create. To this end, the faculties have their own powers within the financial and policy frameworks set by the Board. The Rector Magnificus and the faculty boards discuss the faculty professor policy plan every two years.

The actual appointment of a professor, however, remains one of the powers of the CvB. The CvB also decides whether candidates can be turned down or not proposed.

### 3. Position of the professor

A professor plays a central role in teaching and research and the organization thereof. A professor is responsible for the quality and the orientation of the tasks to be performed within the department or unit. A professor is also responsible for the organization of the department and must contribute to the organization and policy of the faculty.

### 4. Type of appointment

**4.1.** In law there are two types of professors, an 'ordinary' professor and a professor by special appointment. Ordinary professors are appointed by the university, professors by special appointment are appointed by a legal entity, often a foundation or association.

**4.2.** The ordinary professor category can be subdivided into Professor 1, Professor 2, and adjunct professor. The difference between them is based on the *content* of the position. An adjunct professor is the equivalent of a UHD position with regard to content.

**4.3.** Ordinary professors may have a part-time or full-time paid appointment (employment contract). The difference between them is based on the extent of the position. The policy of the CvB is that a minimum appointment percentage must cover 50% of the working hours, unless the main employment of the person in question is outside the University.

**4.4.** An ordinary professor can also only be appointed without entering into paid employment (honorary appointment without remuneration). The appointment procedure for this position is the same as that for ordinary professors.

## **Professors by special appointment**

### ***a. The position of a professor by special appointment at the University of Groningen***

A chair by special appointment is established at the request of an external body (a foundation or association with an idealistic, societal aim) in order to enable experts in a certain subject area to teach in their field. The field is often so specialized that establishing a structural chair is not an option. Chairs by special appointment cannot be used as career instruments, which means that the path from assistant professor to associate professor to professor by special appointment does not occur at the University of Groningen. <sup>1</sup>

Professors by special appointment are recruited from outside the University.

A professor by special appointment may be appointed for two terms of no more than five years each.

The appointment period will take the age limit of retirement age + 4 years into account.

In certain circumstances, the Board of the University may diverge from the above.

### ***b. Minimum requirements for a professor by special appointment***

The minimum requirements for professors by special appointment with regard to academic quality are:

- must hold a PhD
- preferably some experience and demonstrable affinity for teaching
- ample research experience in the relevant discipline, as demonstrated by their work at the cutting edge of this discipline during at least one period in their career
- an eminent position in their own professional network and demonstrable willingness to use this network in their curricular activities
- ongoing academic interest in their field as demonstrated by a constant stream of academic publications.

### ***c. Legal status of a professor by special appointment***

A professor by special appointment is not as such a member of the University staff; they are not listed on the payroll of the University within the framework of a professor by special appointment. They are not a member of any faculty community.

Article 9.57.2 of the WHW makes clear that they may not be appointed to a Board of Examiners. In addition, a professor by special appointment may not become dean of a faculty or be appointed Rector Magnificus. As long as the administrative charter only permits an ordinary professor to head a department or unit, they may not fulfil that function either.

### ***d. Additional activities of a professor by special appointment***

*What are the additional activities of a professor by special appointment?*

The additional activities include the staff member's work as part of positions other than the professorship as well as activities performed that do not form part of the mandate of the professorship. Reporting such additional activities is particularly important for part-time professors because the appearance of possible conflicts of interest can arise more quickly.

*Points of attention for the university:*

- When endowing a chair by special appointment, it is essential that the endowing institution declares that the professor to be appointed is required to report all additional activities (Reporting additional activities document). The sectoral regulations set out how to apply for permission for these additional activities.

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<sup>1</sup> The combination of UHD/professor by special appointment was possible until 1 July 2013. The UHD is of course a member of the Faculty community, even though they are not on the University's payroll in their capacity of professor by special appointment.

- In the regulations for endowing a chair, a university board can include the condition that the endowing institution, in line with the sectoral regulations for additional activities at universities, will ensure that the professor by special appointment is obliged to report their additional activities.
- The endowing institution may only proceed to appoint the professor by special appointment after approval from the Board of the University (CvB). The moment that permission is given is the moment that the additional activities must be audited (the Additional activities form forms part of the nomination procedure).  
Permission from the CvB thus also incorporates approval of the additional activities or the issuing of conditions. The conditions must then form part of the employment contract between the endowing institution and the professor by special appointment.

## **Ordinary professors**

### **- Professor 1, professor 2, and adjunct professor**

With the introduction of the system for university job ranking (UFO), the content of the position and not the salary scale of the professor determines whether a chair is a professor level 1 or 2 chair. Advertisement and recruitment takes place at level 2. Recruitment and a salary scale at level 1 can only occur after discussion with the CvB.

A change to an existing professor position from level 2 to level 1, or the additional functions of director of a teaching institute, director of a research institute or chair of capacity group, is only possible in the form of a proposal by the faculty that the position of the current professor be reassessed. This proposal must be based on the qualifications, classification criteria, and classification regulations for the position of Professor 1 and be accompanied by appraisals by the faculty internal promotion committees and three external referees. The proposal will be presented to the Board of the University for approval, accompanied by a written justification. See document procedure Professor 1.

The justification will indicate to which degree the professor meets the qualifications and which criteria apply, specifically referring to the situation of the professor position concerned. Temporary expansion of duties will also be referred to the Board for approval.

Proposals to upgrade professor positions must fit within the financial framework of the faculty. See also the document UG vision on position of Professor 1.

An appointment as adjunct professor results from the faculty Tenure Track policy. The appointment period is for no more than 7 years<sup>2</sup>. After this period, an assessment will decide whether the professor will be appointed as Professor 2.

### **Professors from a professional field**

Within the group of ordinary professors, a separate group of professors can be distinguished. These professors have an adjusted teaching commitment, often constituting a limited chair position, smaller than 50%, and differentiated appointment requirements. In cases of degree programmes where a large proportion of the students will enter a specific professional practice, there will be a demand for professors of practice / clinical professors / professors coming from a profession, who are able to teach professional skills on a high level (judicial power, journalism, law, medical specializations<sup>3</sup>, accountancy, etc.).

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<sup>2</sup> See the University of Groningen Adjunct professor Regulations 2010, explanation: Article 6. This article comprises the transitional arrangements. Article 6.1 applies to adjunct professors (UHD1) appointed before 1 January 2010 with an appointment period of 5 years. If there is sufficient cause after those 5 years, they 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.

<sup>3</sup>Professors with the Faculty of Medical Sciences have a position at the University of Groningen for the duration of their appointment at the University Medical Center Groningen. Upon appointment, the professor receives an agreement for academic staff .

The profile must demonstrate:

- that the candidate has a PhD and has worked at the cutting edge of their profession
- an eminent position within the profession
- ongoing academic interest in their field as demonstrated by a constant stream of academic publications.

Here too, the teaching and research mandate and profile together with the differentiated appointment requirements will lead to a clear profile.

### **- Honorary chairs**

With regard to an honorary chair, the University of Groningen will examine whether it is important to continue a relationship with a person whose salary costs are entirely borne by a third party within the framework of teaching and/or research duties, including PhD supervision. The professor is appointed at the UG and they receive a contract for academic staff.

An honorary chair is used in the following instances:

- professors who leave the University to take up a position elsewhere and are prepared to participate for part of their working time in teaching and/or research duties at the University
- appointment after retirement (the appointment period will take the age limit of retirement age + 4 years into account).
- professors who have jobs in the business/industry/government sectors and are also involved in university teaching/research
- the appointment of professors who are employed by the Dutch Research Council (NWO) or a renowned research institute such as NIDI.

### **PhD supervision**

- Emeritus professors do not need an honorary appointment to supervise PhD students after their retirement because they retain the *ius promovendi* for PhD programmes that were registered before they retired and for which they were approved as supervisor.
- Article 3.4 of the PhD Regulations applies to professors and honorary professors who are granted honourable discharge.

### **See also Article 3.4. PhD Regulations.<sup>4</sup>**

The conditions for an honorary appointment are:

1. any teaching and/or research duties must be in the interests of the University or parts of the University
2. the employer of the person in question must agree with the honorary professorship
3. the proposal must be made by the faculty in question
4. Optional: Responses of sister faculties. It is not compulsory to consult sister faculties and/or referees. However, the faculties may do so for reasons of their own.
5. the agreements will be set out in writing and sent for information purposes to any third parties

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<sup>4</sup> PhD Regulations: Article 3.4 Honourably discharged professors

1. An honourably discharged professor may only act as supervisor if they were appointed as supervisor before their discharge and if their approval of the PhD thesis is given within five years of their discharge.
2. If approval of the PhD thesis is not given within five years of the supervisor's honourable discharge, the appointment will lapse and the Dean will appoint another professor as supervisor, on the recommendation of the Director of the Graduate School and after hearing the views of the PhD student, unless in the Dean's opinion—provided more than one supervisor was appointed—the appointment of a new supervisor is unnecessary.

6. the honorary appointment is granted by the Board of the University for a fixed term of for up to five years (with the option to extend for up to five years). The appointment period will take the age limit of retirement age + 4 years into account.
7. An honorary professor employed by the NWO or a renowned research institute such as NIDI can be reappointed multiple times. The reappointments are linked to the duration of employment at the research institute.

**Summary:**

In law there are two types of professors, 'ordinary' professors and professors by special appointment. Ordinary professors are appointed by the university, professors by special appointment are appointed by a legal entity, often a foundation or association.

<b>Professor by special appointment</b>	The Appointment is by the board of a foundation or society that manages the chair, after approval by the CvB. The professor by special appointment does not have an employment contract as a professor at the University.
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<b>Ordinary professor</b>	
- Professor	1. The main employment is at the University; part-time appointments are possible. The policy of the CvB is that the scope of an employment contract must be at least 50% of the working hours, unless the main employment of the person in question is outside the University. 2. The main employment is outside the University; the extent of the employment is always part-time in that case.
- Adjunct professor	An appointment as adjunct professor results from the faculty Tenure Track policy. The appointment period is for no more than 7 years. After this period, an assessment will decide whether the professor will be appointed as Professor 2.
- Professor with an honorary appointment	An appointment at the UG without salary. Honorary appointments are temporary, usually for no more than 5 years with the option of a reappointment. An honorary professor employed by the NWO or a renowned research institute such as NIDI can be reappointed multiple times. The appointment period for emeritus professors who are granted an honorary appointment after retirement will take the age limit of retirement age + 4 years into account.

For more information, see the Higher Education and Research Act (e.g. Article 9.19.3 and 4 and Article 7.18) and the CAO-NU.