

## **Addendum to Tenure Track Policy 2014**

### **1. Duration of the temporary appointment**

Since July 2017 the appointment in the Tenure Track is untenured for a period of six *or* seven years (*instead of six years*), with a mid-term review taking place after three years and a major review after five years. The seventh year applies as a one-year buffer for any life-event that might occur in the first six years such as illness, pregnancy or parental leave. In case of life events causing a prolonged absence from work for more than 8 weeks, the staff member may file a request with the Faculty Board asking for postponement of the next review. This request is accompanied by an advice from the supervisor and -in case of illness- by a report from the company doctor. The Faculty Board assesses whether a postponement will reasonably contribute to meet the relevant criteria. The postponement of the evaluation is, when approved, linked to the duration of the life event.

If the results of the major review after 5 years (or later in case of postponement) indicate that the staff member's performance is not satisfactory, the untenured position will not be changed into a tenured position. The staff member is given every assistance in the form of an outplacement programme in finding an alternative position outside the Faculty.

### **2. Extent of appointments**

The career path described in this policy document assumes a first appointment on the basis of full-time appointment; a part-time appointment is nonetheless possible. In case of a part-time appointment (0,9 or 0,8 fte) the duration of the appointment will be adjusted proportionally at the beginning of the contract and the timing of reviews will be adjusted in accordance with the applicable guidelines of the Memorandum Tenure Track policy UG (dated 1 July 2017).

### **3. Promotion from Assistant Professor 2 to Assistant Professor 1**

Three years after the start of the appointment a mid-term review takes place (or earlier, when the candidate meets the relevant criteria). The supervisor (instead of the Committee Internal Promotion) advises the Faculty Board about promotion from Assistant Professor 2 to Assistant Professor 1, based on the UFO profile. In addition, the staff member must have obtained the University Teaching Qualification. The supervisor's proposal is accompanied by an advice from the HR advisor. The Faculty Board decides on promotion to Assistant Professor 1.

### **4. New SOM credit system for output assessment**

Since the establishment of the current TT document the journal list of SOM has changed, using a new methodology. Specifically, the new list is based on the Article Influence Percentile (AIP) system and uses the AIP to classify journals.

For the period until a new Tenure Track document has been established, the current standard practice will be continued:

- The old journal list remains in use with the accompanying criteria mentioned in the current Tenure Track document.
- CIP members keep receiving information about candidates' research performance based on both the old and the new SOM criteria.
- CIP members base their recommendations on the criteria in the current Tenure Track document, but also consider the publication performance based on the new criteria if that benefits the candidate.