Phase 1: appointment as university lecturer (UD)

- Temporary appointment as UD for a maximum of five years. Depending on the candidate’s experience, the responsibilities, the position and the durations may be adjusted. The position is for at least 80%, the duration of the period can be adjusted if necessary to a maximum temporary appointment of 6 years.
- On appointment, a contract will be drawn up which sets out the agreements concerning the responsibilities, the support (training, supervision) and the resources, assessment criteria, assessment points and consequences for the career. These agreements will be made between the relevant professor and the candidate and presented for approval to the Faculty Board.
- The teaching duties will cover no more than 20% of the appointment.
- Interim evaluations will be conducted during the performance appraisal interviews.
- The assessment procedure by the faculty tenure track committee will begin six months before the end of the appointment. This committee will advise the faculty board whether or not to appoint the university lecturer as university senior lecturer. In principle, there will be two female members of the committee - in accordance with the faculty policy.

The committee will assess whether the candidate can be considered for the following phase of the tenure track. It will apply the following criteria:

Criteria for the appointment to university senior lecturer (UHD):

Research

- The candidate has developed her/his own clear and productive line of research, with potential for an outstanding external research assessment. The research line fits or dovetails with one of the programmes of the faculty research institutes
- The candidate must have produced at least 5 peer-reviewed academic articles, or qualitatively comparable publications, in the 5-year period preceding the assessment
- The candidate has generated research funding from the 2nd and/or 3rd stream. The candidate has been awarded a substantial grant at least once in open competition over the last five years
- The candidate supervises PhD students independently and has acted as a joint supervisor of at least one successfully defended thesis
- The importance of the candidate’s research is nationally and internationally recognized, as demonstrated by participation in international research networks and conferences, prizes, awards, invitations as keynote speaker, editorial board membership of journals or participation in international committees
- The candidate will present a research proposal (3-5 pages).
Teaching

- The candidate conducts teaching activities well, as demonstrated by positive evaluations of course modules
- The candidate demonstrates vision regarding teaching, learning and assessment in general and within the own discipline in particular
- The candidate has demonstrated the ability to translate this vision into an adequate teaching and learning programme (content, didactic working methods, assessment)
- The candidate has good didactic qualities, supported by a successfully completed didactic training

General

- A non-Dutch-speaking candidate has mastered Dutch to B2/C1 level; a non-English-speaking candidate has mastered English to B2/C1 level.
- The candidate understands the way the Faculty and the RUG are organized, and is aware of national and international developments in the field of teaching and research
- The candidate must contribute efficiently and effectively to the smooth running of the teaching and research processes in which he/she is involved. The candidate has assumed some organizational responsibilities
- The candidate demonstrates self reflection, is open to criticism from superiors, colleagues and students and is actively involved in her/his own professional development
- The candidate possesses potential leadership qualities
- The candidate has contributed to a good working atmosphere and team spirit within the environment where he/she operates.

Comments

The evaluation committee comes to its decision on the basis of:

1. an interview with the candidate
2. CV, overview of publications, overview of academic activities
3. at least two external references (selected independently of the candidate).
4. five academic publications (peer reviewed)
5. proposal for future research activities
6. teaching overview and recent teaching evaluations
7. overview of advanced professional training of the last two years
8. recommendation of the supervising professor

If necessary, the committee may request more/different publications and/or an assessment.
Consequences

If the committee does not issue a positive appraisal, the temporary appointment will cease. The candidate will be offered support in finding another job.
If the committee issues a positive appraisal, the candidate will be appointed as UHD 2 with tenure at the Faculty.