Phase 3: Appointment UHD 1/junior professor

- Appointment as UHD 1/junior professor for one to four years
- After one year as UHD1/junior professor, the candidate can choose herself/himself the moment of assessment for promotion to a full professorship. This possibility is open only once and the assessment should take place at most 3.5 years after the appointment as UHD1. Given the fact that this involves appointing the candidate to a personal chair, an appointment committee will be set up, consisting of:
  - the dean or vice dean, chair
  - the director of the relevant Research Institute
  - the director of graduate and postgraduate studies Faculty of Arts
  - an external expert
  - a professor of a related discipline within Arts
  - a student
  In principle, there will be two female members of the committee - in accordance with 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 appointment to full professor

Research

- The candidate has developed a clear and productive own line of research, with potential for an outstanding external research assessment. The research line is related to the research profile of the faculty
- The research demonstrates clear links with national and international research programmes, with the potential to form national and international alliances
- The candidate must have produced at least 7 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. In the last 10 years, the candidate has been granted a significant award, generating post doc and/or PhD student support, at least twice in open competition
- The candidate supervises PhD students independently and has acted as a joint supervisor of at least three successfully defended theses
- 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. These activities must demonstrate that the candidate has the capability and authority to guide developments within the field
- The candidate will present a proposal setting out a vision of the future of the chair (3-5 pages).
Teaching

- The candidate conducts teaching, learning and assessment activities well, as demonstrated by positive evaluations of courses 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 introduced improvements to the curriculum
- The candidate has managed supramodular activities at programme level, for example curriculum enhancement projects
- The candidate has contributed successfully to curriculum management, for example by chairing a departmental committee, board of examiners or other incidental committees or work groups

General

- The candidate is aware of national and international developments in the field of teaching and research
- The candidate has contributed significantly to the organizational tasks of the department, the teaching or research institute
- The candidate performs delegated supervisory tasks well (e.g. participation in appointment committees, managing and coaching staff, and personnel evaluations)
- 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 has contributed to a good working atmosphere and team spirit and to discussions and consultations within the department.

Comments

The 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 the development of the chair
6. teaching overview and recent teaching evaluations
7. overview of the professional training activities 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

A non-positive appraisal by the committee will mean a continuation of the UHD1 appointment and loss of the ius promovendi for new PhD students. If the committee issues a positive appraisal, the candidate will be recommended for promotion to full professor to the Executive Board. The nomination will be accompanied by the report concerning the chair and the recommendation of the committee.