



UNIVERSITY OF AMSTERDAM
Amsterdam Law School

**APPOINTMENT AND CAREER
DEVELOPMENT POLICY FRAMEWORK
for academic staff at the Amsterdam Law
school (excl. PPLE)**

Explanatory policy paper

Final version 17 april 2019

Adopted on 1 May 2019



APPOINTMENT AND CAREER DEVELOPMENT POLICY FRAMEWORK FOR ACADEMIC STAFF AT THE FACULTY OF LAW

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Final version – 17 April 2019

In case of divergence between the language versions, the Dutch version shall prevail.

I. Introduction

The success of teaching and research at the Faculty of Law as well as the achievement of the ambitions in the Faculty Strategic Plan will to a large degree depend on the faculty's ability to attract and retain talented staff. Accordingly, the 2015-2020 Faculty Strategic Plan announces an update of the faculty's appointment and career development policy in view of the teaching and research ambitions formulated in this plan (Paragraph 84).

The updated framework is intended to serve both the strategic interests of the organisation as a whole and the interests of individual employees in their career advancement. This framework supports appointment and career advancement decisions that enhance the qualities of our academic staff in the fields of research, teaching and management. It also needs to promote a good, challenging and engaged work environment that binds our academic staff to the faculty and enables their development.

The appointment and career development policy addresses the interests of both current and new employees. Current employees are offered greater career advancement guarantees as well as clarity about the criteria and possibilities for advancement. New employees are offered a clear path towards permanent appointments and advancement.

The Appointment and Career Development Policy Framework for Academic Staff also serves to implement a number of related policy initiatives.

First, the framework implements elements of the Equality, Diversity and Inclusion Agenda. This fact also applies to the recruitment and selection procedures, as well as to agreements on career paths and tenure tracks for female employees and employees from under-represented groups, for example.

Second, the framework takes up parts of the HR agenda set by the UvA in 2017, such as career paths in education and tenure tracks.

Third, the framework ties in with a number of university and faculty developments over recent years, including the formulation of education indicators and performance criteria for research.

The new framework fits within the 'UvA Academic Staff Conditions of Appointment and Promotion Framework', enacted on 1 April 2006. This university framework, which is aligned with the UFO job profiles, seeks to clarify which qualifications are required of academic staff on their appointment and during subsequent career steps. The university framework gives the faculties leeway to flesh out and specify the university criteria. Since 2012, the Faculty of Law has followed additional requirements, defined in the 'Appointment and Career Development Policy for Academic Staff at the Faculty of Law' and 'Appointments and Promotions Criteria for Academic Staff Complementing the Career Development Policy for Academic Staff at the Faculty of Law'. The present document modifies both documents.

Choices made within the Appointment and Career Development Policy Framework must be aligned with the strategic personnel planning of the faculty and its departments. While the development opportunities of individual employees are paramount to the appointment and career development policy, these opportunities must match the ambitions of the faculty and the department concerned.

The updates to the appointment and career development policy only pertain to the academic staff. Although the career development policy for academic staff (WP) as well as support and management staff (OBP) is similar in some respects, there are differences in these groups' work and working environments, and thus in their respective career development policies as well. Unlike academic staff, support and management staff to a significant degree work in a cross-UvA labour market and not all principles to be discussed below apply equally.

The present document does not cover the position of PhD candidates, which is addressed instead in the Faculty of Law Doctoral Programmes Framework (2018).

II. General principles

The following principles underpin faculty policy on the appointment and career development of academic staff.

1. Transparency in career development policy

Clear appointment and career development criteria are an important prerequisite for sound decisions on the careers of employees. These criteria make it clear which requirements they must meet on specific job levels in specific jobs. They are a tool for employee recruitment and selection as well as setting career perspectives for current employees. These criteria provide an insight into the question of whether and how employees might continue their career development, as well as offer guidance to supervisors on identifying and assessing employee performance and advancement opportunities.

The principle underlying the appointment and career development policy is that all employees should be able to inform themselves of the perspectives within their faculty and of what they can do to take further career steps. This principle requires clarity about the criteria for appointment and advancement as well as other factors that determine career advancement opportunities within the faculty (within a position, lateral or 'upward'), such as the faculty's strategic course and the available resources. The Faculty of Law offers its employees maximum transparency in these regards.

2. Equality, diversity and inclusion

The appointment and career development policy is aligned with faculty policy on equality, diversity and inclusion. This policy applies to recruitment (including drafting job vacancies) and selection as well as to decisions on the career paths of current employees (including the composition of committees and the training undergone by committee members on open communication and implicit bias).

Specifically, the appointment and career development policy implements Paragraph 12 of the Equality, Diversity and Inclusion Agenda, in which the faculty commits to the following objectives.

Develop recruitment, hiring, promotion, and retention policy and practices that include:

- a. setting appropriate standards for academic output in line with part-time hours, parental and care leave;*
- b. offering the possibility of replacing teaching responsibilities during parental leave;*
- c. offering the possibility of taking a research sabbatical after parental and care leave;*
- d. engaging in targeted recruitment and hiring practices;*
- e. offering mentorship and leadership courses;*
- f. incorporating an explicit outline of these policies during all annual reviews.*

3. 'Best person for the job'

Faculty of Law academic staff operates in a highly competitive labour market. This fact is true for both the international and the Dutch-language degree programmes and research groups, which operate in the extremely tight Dutch labour market. It has implications for the recruitment, development, retention and release of academic staff. In the UvA HR agenda, the following principle is formulated: 'The best person for the job is selected in the interest of both the employer and the employee.' The same applies to the Faculty of Law. In a competitive labour market, this principle will have its consequences. When recruiting, adherence to conventions is necessary in this strongly competitive labour market; if the offer from the Faculty of Law is not comparable to or better than the other universities, it will be hard to find suitable candidates.

4. Advancement-focused career development policy

Within the framework of the strategic personnel policy serving the interests of faculties and departments, the Faculty of Law career development policy pays attention to the continued development of employees – both through lateral career moves within current positions and through advancement to more senior positions. In accordance with the UvA HR policy, there are three routes for advancement at the Faculty of Law: employees may submit an application for a different position; a career progression may have been agreed upon; or an employee may be selected for a tenure track with accelerated prospects of progression to more senior positions and a permanent contract.

5. Connection between teaching and research

In the academic core responsibilities, the Faculty of Law assumes an indissoluble connection between teaching and research. Academic teaching is connected with academic research and vice versa in the positions of permanent academic staff. Management and administration are core responsibilities as well. While the proportionate size of the teaching and research responsibilities may vary over time, both areas must continue to be combined in order to achieve a structurally balanced distribution.

6. Permanent employment is the norm, with temporary employment offered only where required.

This Appointment and Career Development Policy Framework affirms the principle in the Collective Labour Agreement Dutch Universities (CAO NU) that permanent employment is the norm, with temporary employment offered only where required. The principle of permanent employment being the norm applies in full to the positions of lecturer 1, assistant professor (university lecturer), associate professor (senior university lecturer) and professor.

7. Broad committees are used for selection procedures and career paths.

This Appointment and Career Development Policy Framework assigns the assessment of candidates in procedures for selection and career development agreements to committees with a broad composition; that is, broader than the department to which the vacancy applies.

A number of considerations underlie this procedure. It helps to ensure that similar cases are dealt with similarly. A relevant factor here is that departments are often large; as a result, there may not be a complete overview of the performance and career development opportunities of current employees. The use of committees that are restricted to a single department might lead to differing opinions on the career development opportunities of employees. Finally, the interests at stake are larger than the departments themselves. Many tasks span more than one department (Bachelor's programmes, interdisciplinary research, broad management tasks, and so on). More generally speaking, it is in the interest of faculties that all vacancies are filled by employees who can contribute to a faculty's quality and development in the long term.

The faculty will use three types of broad committee:

- ad hoc selection committees – job candidates are chosen by Selection and Appointment Committees with a broad composition;
- Standing Committee for Career Paths and Tenure Tracks: a standing committee is appointed for decisions on career paths and tenure tracks. The committee issues advice on the agreements and the candidate's suitability both at the 'front' (on making the agreements) and at the 'back' (at the end of the track);
- Standing Committee for Professorial Appointments: although the current standing committee remains active, its scope will be limited to professors, given that the

appointment of associate professors will be assessed by the Standing Committee for Career Paths and Tenure Tracks.

In principle, each of these committees will be appointed through an equal representation of male and female employees, except for the chair.

III. Explanation of the appointment and career development policy framework

Re B. Permanent employment (2-5)

The appointment and career development policy framework retains the principle that permanent employment is the norm, with temporary employment offered only where required. In this respect, the Faculty of Law aligns itself with the Collective Labour Agreement Dutch Universities (CAO NU) and the UvA.

The above principle applies in full to the positions of lecturer 1, assistant professor, associate professor and professor.

This situation does not mean that new employees will immediately be offered a permanent contract. With regard to tenure tracks, new academic staff members are first offered a six-year temporary contract, followed by a permanent contract in case of positive assessment. Other academic staff members are in principle offered temporary contracts; exceptions can be made for lecturers who have an appointment with few working hours but who contribute practical experience. This exception is in harmony with the faculty's ambition to connect teaching with professional practice (provided that it is of an academic nature); in particular, these lecturers can play an important part in ALF and ALP.

PhD candidates and postdoctoral researchers are among the academic staff who will not receive permanent contracts. They are of strategic importance, because they account for a considerable part of the research and because they are our academics of the future. They will be trained and mentored so that they can progress to a good position either within or outside the world of academia. Temporary employment will also remain the practice for 'peak lecturers'. Given the fluctuating student numbers, maintaining a highly flexible workforce will inevitably continue to be desirable.

In accordance with the university framework, having a doctorate will continue to be a requirement for permanent academic staff (lecturer 1, assistant professor, associate professor and professor). Having completed doctoral research is considered a requirement for properly carrying out the core responsibilities of teaching and research. Exceptions can be made for lecturers who have an appointment with few working hours but who contribute practical experience.

Re C. Recruitment and selection of new academic staff (6-11)

In order to achieve the intended enhancement of teaching, research and management, the quality of employees needs to be safeguarded across the board when making new appointments. To this end, the principle applies that we only hire persons for any academic staff position (lecturer 1, assistant professor, associate professor and professor) who meet high requirements for these three fields (or who are likely to meet these requirements, in the case of assistant professors). The recruitment, selection and appointment procedure has been designed accordingly.

In view of the principle that the faculty wants to find the best person for each job, open recruitment should be the normal procedure for all permanent as well as all temporary academic positions.

The principle of open recruitment is not abandoned in case of urgency or the need for unique expertise. While the importance of a diligent procedure outweighs urgency, there is no reason not to follow an open procedure in the event that unique expertise is required.

Open recruitment may be waived for a temporary position of six months or less of which it is known in advance that it will not be renewed given the temporary nature of the activities, or for activities that will not span more than two teaching periods. In view of the maximum permitted period for

temporary contracts as per the collective labour agreement, open recruitment may be waived in exceptional cases if there is a suitable candidate for temporary activities who already has (or has had) a temporary contract at the unit involved.

For the purpose of promoting diversity in the academic community, strategic recruitment takes place in line with the Equality, Diversity and Inclusion Agenda – with external advice where needed – in order to identify talent in under-represented groups.

Broad committees are used for selection. An important reason is that a decision in favour of a permanent contract is in the interest of the faculty (the employee in question will often stay with the faculty for decades), while the employee's performance in the fields of teaching, research and management will be important for the faculty as a whole. The selection committee always includes the chair of the department in question (or a deputy). Involving the expertise of other parts of the faculty broadens the available expertise and enhances the quality of the decision-making. Normally speaking, all members of selection committees will have undergone anti-bias training.

Decisions on permanent contracts are taken following a procedure that allows the candidate's qualities to be assessed carefully. It will not be possible to limit this procedure to one or two conversations with a selection committee. A sound opinion on a candidate's academic capabilities requires the candidate to present a paper in a setting where employees can discuss this with the candidate. As this practice is standard at many universities abroad, it is recommended to use this procedure at the Faculty of Law as well in order to find the best person for the job. In case of assistant professors, this presentation can take place within the selection committee as part of the procedure. Moreover, teaching evaluations are requested for all candidates with teaching experience. This information allows the committee to reach a better decision on the quality and prospects of the candidate, based in part on the presentation.

Where relevant, decisions on selection will take account of the influence that part-time appointments, maternity and parental leave, and care responsibilities have on academic performance.

Re D. Tenure tracks (12-14) and E. Permanent appointments (15)

The Appointment and Career Development Policy Framework is based on a preference for tenure tracks in case of new appointments. Offering clear career prospects allows promising academics to develop themselves fully and to stay at the faculty for the longer term.

A tenure track is a formal track based on a temporary employment contract (for a maximum of six years) which will be converted into a permanent contract in a higher position up to and including the level of associate professor after five years if the agreed conditions are met. The agreements are recorded in writing. This tenure track agreement includes arrangements on such matters as the entry-level position, the final position and the criteria to be met.

The up-or-out principle is an essential element of tenure tracks: if the recorded agreements are not met, the temporary contract will not be followed up with a permanent contract. In such cases, the sixth year will be used for outplacement activities.

The tenure track policy was decided on because the experience with this type of appointment at other faculties of the UvA, other Dutch universities and universities abroad allows for the assumption that this policy offers the best guarantees for recruiting talent and keeping it for the long term, as well as for training and supervising talent to reach a position that justifies permanent employment.

A tenure-track position can be attractive for candidates, as only such a position offers guaranteed progression in case of good performance – something which could give the Faculty of Law a competitive edge.

It requires candidates to be given a real opportunity of carrying out research from the outset of their employment. To this end, the size of the research space for young academic staff will increase to 50%. This situation can make the Faculty of Law attractive to new assistant professors, as they can really develop within the faculty.

The tenure track should also be made attractive by a strong focus on the supervision of tenure-track assistant professors, allowing them to achieve the highest possible proficiency in teaching, research and management. The tenure track is an intensive track that offers appealing prospects but that also sets strict standards. A great deal is required of the employee and solid academic supervision on a structural basis is essential.

If the track does not unfold according to plan, a thorough and substantiated assessment of the performance up to that point could take place in order to ensure that employees whose performance is not up to faculty ambitions are not offered permanent employment.

A tenure-track agreement is reached after a careful, open recruitment and selection process, including an assessment of the agreement by the Career and Tenure Track Committee. It should be noted that the provisions under part C similarly apply.

Once the candidate has completed the tenure track successfully, new career agreements can be reached if so desired for the employee's next career step within the faculty. A reference to this end can be included in the employment agreement and, to help increase its appeal, in the recruitment advertisement.

Tailoring the tenure track to individual requirements is possible. The entry level, the track's duration and the level of the final position can be attuned to the candidate's qualities on the one hand and to the requirements of the department or institute on the other. Most tenure trackers will start out as assistant professors and will be offered a permanent contract as associate professors at the end of the track. In accordance with the notes to part H, a career path focused on a desired specialisation in teaching is a possibility. In this case, however, the requirement of research performance also applies; this research can also be related to the employee's teaching specialisations, e.g. legal skills courses or legal experience courses.

For a tenure track policy to be successful, it is important to have a strategy that ensures a balanced structure for the department in question (strategic staff planning). Good management here aims for a responsible balance between development opportunities for talented staff, the efficient use of resources, and a balanced distribution of job levels, age structure, and so on. It also includes the dean providing guidance for the individual departments. A fixed agenda item in the biannual and annual consultations with the department chair is the question of how to ensure a balanced department structure in the long term.

Apart from the tenure track, there is the option of permanent employment (following a temporary employment period, usually of two years, to assess suitability) without reaching agreements on advancement if recruitment on the basis of a tenure track is undesirable given the composition and/or financial situation of the department concerned and/or if the labour market for the sub-discipline in question is so tight that not making the appointment is undesirable. Requests will be submitted to the dean for approval, explaining why a tenure track is undesirable and why it is sufficiently likely in a given context that the job vacancy will attract talent. If a candidate already has

a permanent contract at another university and in a similar position, the conditions of the appointment may take this fact into account.

Re F. Lateral recruitment (16)

As an exception to the principle of the tenure track, new employees for the positions of associate professor or professor may be recruited directly if these vacancies become available, if no transfer from a tenure track is possible and if it is in the interest of the unit to fill the positions immediately. The recruitment procedures as set out under C apply in this case.

Re G. Teaching/research ratio (17-19)

The Faculty of Law assumes an indissoluble connection between teaching and research in the academic core responsibilities. Academic teaching is connected with academic research and vice versa in the positions of permanent academic staff (lecturer 1, assistant professor, associate professor, professor). Management and administration are core responsibilities as well. While the proportionate size of the teaching and research responsibilities may vary over time, both core responsibilities must continue to be combined in order to achieve their structurally balanced distribution. In accordance with the Faculty Strategic Plan and the recommendation of the Ad Hoc Appointment and Career Development Policy Task Force, no less than 20% of employees' contracted hours must be dedicated to teaching tasks (even if the normal proportion is 30%-70%). For all other academic appointments as well, the aim is a balanced distribution of teaching and research; exceptions may be made if the nature of the responsibilities which an employee has been hired to carry out exclusively involves either teaching or research.

The principle of combining teaching and research does not mean that all employees are asked to perform similarly in both areas. At one end of the spectrum, there may be employees who head large research projects and are additionally assigned relatively limited, specific teaching responsibilities (e.g., a specialised Master's course). At the other end of the spectrum, there may be employees with important management or development positions in education, who also perform well in research and publish sufficient research but who do not secure or lead large projects. For the benefit of employees with this latter specialisation, the position of lecturer 1 may be used. This position safeguards the connection between teaching and research, as a lecturer 1 must meet the criteria of an assistant professor 1.

In order to foster career opportunities and to train sufficient potential for higher positions, the position of younger academic staff (assistant professors) is reinforced, which gives them the opportunity of maximally developing and enhancing their research, teaching and management qualities in a balanced way. In doing so, it is important to secure sufficient research time for these employees. New employees appointed to a tenure track on the basis of a strict selection receive 50% research time for a three-year period. A one-off selection round is held for existing young researchers or assistant professors (within five years of obtaining their doctorate¹), in which researchers can be allocated 50% research time for a three-year period on the basis of their CV and research plan as part of their career path. As part of this process, the embedding of these researchers in well-functioning research groups must be safeguarded; where needed, supervision or co-supervision from other departments and research groups is provided.

¹ Although 'young' will often mean at an early age, it may also refer to employees who have obtained their doctorate at a later stage.

Re H. Career advancement (20-27)

With regard to research, external references on the performance of the academic staff member concerned are collected.

Within the framework of the strategic personnel policy aimed at the interests of the faculties and the various departments, the Faculty of Law career development policy pays attention to the ongoing development of employees – whether within their existing positions through lateral transfers or through advancement to more senior positions.

In accordance with the UvA HR policy, there are three routes for advancement at the Faculty of Law: employees may submit an application for a new position, a career progression may have been agreed upon, or an employee may be selected for a tenure track with accelerated prospects of progression to more senior positions and a permanent contract.

Supervisors hold annual consultations with employees, on each occasion discussing the employee's ambitions as well as their horizontal and vertical advancement opportunities. Career advancement (within a current position or to a higher position) is a fixed element of the annual consultations.

In individual cases, agreements are made with academic staff on career paths, involving a career path agreement on advancement to a higher position proposed by the manager and to be approved by the Standing Committee for Career Paths and Tenure Tracks. Such agreements can be made if the faculty wants to secure extraordinary talent by retaining the employee for the faculty, including in situations before there is a specific job vacancy to which the employee in question could respond.

Career agreements can be made both within a UFO profile and with regard to several UFO profiles (e.g., assistant professor 2 to assistant professor 1, or associate professor to professor).

Within a career path, the expectation will be that the employee can advance to a higher position. For the duration of the career path, the employee in question will need to be given certain responsibilities that are already on the envisaged higher level. If these responsibilities are discharged correctly and all other criteria are met, advancement to the next career step will be possible. The career path and the assessment criteria will need to be recorded clearly in writing, so all those involved understand on which teaching, research and management requirements the employee will be assessed as well as when the assessment(s) will take place.

Normally speaking, a career path proposal will originate with the department chair in consultation with the employee involved. However, they may also be requested by the employee. If the department chair is unable or unwilling to meet the request, it may be submitted to the dean, who will discuss it in the biannual consultation with the department chair while considering Strategic Staff Planning as well.

Teaching, research and management performance are taken into account when deciding who qualifies for the career path in question. With regard to research, external references on the work of the employee involved are collected.

On making the decision to reach career path agreements and on formulating these agreements, due consideration will be given to diversity criteria: the standards to be applied will take part-time appointments, maternity leave, parental leave and care responsibilities into account. Due consideration will also be given to the importance of a sufficiently diverse and inclusive composition of the academic staff, in line with the Equality, Diversity and Inclusion Agenda. Career path proposals will contain a passage on how the proposal in question contributes to these objectives, also in view of prior and/or expected career paths within the department concerned.

Employees must moreover have an opportunity first to focus on teaching for a number of years before concentrating on research, or the other way around. In addition, due consideration must be given to the interests of the department/section concerned (e.g. the requirement to fill the position of associate professor or professor within a certain period).

In the end, the assessment of a proposal to embark on a career path as well as the proposal for career path agreements will be subject to prior consultation with the Standing Committee for Career Paths and Tenure Tracks.

In principle, advancement does not take place outside of a career path. For example, if the position of associate professor becomes available and a current assistant professor expresses an interest, the principle of open recruitment applies.

The Faculty of Law sets great store by high-quality teaching, and wants to achieve recognition and appreciation of teaching performance. Academics who have more than proven themselves in research and who excel in teaching will be given the opportunity in the course of their career to focus primarily on teaching. These employees in this category should do much more than teaching their courses at a high level. Career paths are allocated to pioneers in educational reform or excellence in the management of degree and study programmes, which may be expressed within career paths (as per the HR agenda, p. 20). More detailed criteria for educational performance will be formulated to this end (taking into account the criteria currently being developed at the UvA) and may constitute the basis for such career paths. Agreements on these career paths will also be submitted for consultation to the Standing Committee for Career Paths and Tenure Tracks prior to final agreement on a career path.

Making agreements on such teaching career paths does not mean an absence of research-related requirements. As indicated above, such paths are possible only if the employees in question have won their spurs in accordance with the faculty's quality criteria (in proportion to any part-time factor that may apply). A possible approach may be that the employee specialises in research into legal education – e.g. research into legal skills or legal experience courses – and performs in these subjects on a level appropriate to the employee's career path ambition.

Attention is also paid to the career advancement of part-time employees. Just as the UvA, the Faculty of Law seeks to be a good employer for all employees irrespective of the nature of their employment. The faculty supports career path perspectives and advancement for part-time employees (PhD candidates, postdoctoral researchers, lecturers), while it assists them in preparing for their next career step. This assistance includes timely communication on the renewal of contracts, timely communication on the possibilities and impossibilities for certain career steps within the organisation or organisational unit, as well as timely talks with employees about their wishes and ambitions. In addition, courses and training sessions are offered for the benefit of career advancement, allowing part-time employees to improve their position in the labour market.

Re I. Appointment of professors (28-30)

The Appointment and Career Development Policy Framework defines three paths for obtaining a full professorship: advancement on the basis of career paths for current employees – which refers to 'personal chairs' as intended in Paragraph 4 of the professorial positions plan and Appendix 8 of the Reorganisation Plan, advancement on the basis of a tenure track agreement and lateral open recruitment.

Many of the principles in the Framework apply fully to professors. For example, the selection and recruitment of professors, as well as career paths aimed at professorships, help meet the objective in the Equality, Diversity and Inclusion Agenda of ensuring within an ambitious and reasonable period that 40% of professors are women.

In various respects, there are special elements of an advancement to and appointment as professor; for instance, because the faculty has a separate professorial positions plan (connected to the strategic objectives of the faculty and departments) and because the final appointment is made by the Executive Board. It should also be noted that the procedure for selecting and appointing professors diverges in a number of regards.

A particular aspect to the recruitment of professors is the so-called fast-track procedure. The Faculty of Law is aligned with the UvA's professorial policy in this respect. This policy assumes that professors are not always recruited on the basis of a job vacancy resulting from the chair plan. In addition to agreements with employees in the context of career paths and tenure tracks, the availability on the market of an eminent candidate (whether or not already working as a professor elsewhere in the Netherlands or abroad) may also result in appointment proposals. This policy may lead to a position being deliberately kept vacant if a candidate of sufficient merit is not immediately available. In this situation, the concept of the 'job vacancy' with open recruitment does not truly apply.

It follows that the faculty and departments must be permanently alert to the possible availability of excellent candidates. Strategic staff planning is important here to determine whether new appointment proposals are in harmony with the academic mission of the faculty and the individual departments. It goes without saying that the previously mentioned safeguards must apply fully to the selection of candidates (composing broad committees; applying the equality, diversity and inclusion policy).

The Standing Committee for Professorial Appointments advises the dean on all professorship appointment proposals. This committee will also be involved in career agreements (with current employees and for agreements on tenure tracks) that anticipate an appointment to a professorship as the final step of the track/the path. Given that the Framework incorporates the associate professorship into career paths or tenure tracks, for which a separate committee has been proposed, the role of the Standing Committee is limited to the appointment of professors. The faculty has a separate procedure for appointments to the rank of professor 1. It does not follow automatically on good performance as professor 2 but is reserved for persons who excel in all core responsibilities within the UFO profile while their performance with regard to either internationally recognised high-level research or high-level teaching as well as exacting management positions is inconsequential. It follows that appointments to professor 1 are exceptional, being reserved for 'high-fliers' who advance the image of the Faculty of Law and of the UvA in national or international research, as well as to persons who are exceptionally good and productive educational innovators in addition to being exceptionally productive managers. Statistically speaking, this definition will apply to at most 10% or 20% of the total professorial staff.

This approach will allow the faculty to enhance its profile. Another relevant factor is that a greater budget is allocated to the position of professor 1 at the expense of other personnel options for the department concerned (including personnel policy).

In the interest of consistency in policy and assessment, a Standing Committee for Professorship 1 will be established, comprising two members of the Standing Faculty Committee for Professorial Appointments supplemented with a member external to the UvA faculty.

Re J. Transitional provisions (31-32)

In accordance with the university framework, having a doctorate will continue to be a requirement for permanent staff (lecturer 1, assistant professor, associate professor and professor). As a transitional arrangement, agreements are made with lecturers who currently have a permanent contract and who have not yet obtained their doctorate (and so are not employed as assistant professors, associate professors or professors). These agreements are aimed at enabling them to earn their doctorate within a period to be set; to this end, they will also receive research time. Once they have earned their doctorate degree, the position of lecturer will initially be converted into an assistant professorship.

IV. Explanation of appendix listing criteria

With reference to the review of the appointment and career development policy for academic staff, the criteria for appointment and advancement as defined in 2012 have also been evaluated. The appendix to the Appointment and Career Development Policy Framework describes the faculty criteria that apply in addition to the UvA framework for the positions of lecturer, researcher, assistant professor, associate professor and professor. These criteria have been supplemented with the required competences for these job categories.



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