



UNIVERSITY OF AMSTERDAM
Faculty of Science



Appointment and Promotion criteria, Faculty of Science 2019

uva.nl/fnwi

Table of contents

Overview	2
Assistant professor 2	3
Assistant professor 1	5
Associate professor 2	7
Associate professor 1	10
Full professor 2	12
Full professor 1	15

Assistant professor 2

UvA Framework

- Teaching experience/teaching certificate (modular UTQ)
- Doctorate

Faculty of Science supplementary criteria - 2019

1. Possesses teaching skills and takes account of the heterogeneity of and cultural differences in tutorial groups.
2. Displays a professional and inquisitive attitude. Asks students and colleagues for feedback, acts on their feedback and pays attention to collaboration within the lecturer team.
3. Has proven ability to conduct autonomous and independent scientific research.
4. Demonstrates organisational citizenship* within the institute.
5. Has a good command of the English language.

Associate professor 2

UvA Framework

- Meets the criteria for Assistant Professor 1.
- Meets the requirements of the didactic UQT (BKO).
- Numerous publications.
- Recognised expert.
- National and international experience.

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Assistant Professor 1.
2. Demonstrably continues to develop in the role of lecturer and actively shares knowledge within and outside the lecturer team.
3. Demonstrates a substantial contribution to developing courses at cross-disciplinary level.
4. Has a concrete picture of the various aspects of education and the connection between education, research and society in one's own discipline.
5. Has a concrete vision of conducting scientific research and knows how to promote it.
6. Has ample demonstrable experience of applying for government-funded or contract research-funded projects, resulting in at least one grant.
7. Receives recognition from national and international peers as an expert in one's own field.
8. Has co-supervisor experience.
9. Acts as mentor to postdocs, PhD candidates, lecturers, support and management staff in the area of both research and education as a career.
10. Is a good supervisor, actively seeks collaboration and knows how to coach and inspire employees.
11. Has management experience in the field of education and research.
12. Has a good command of the Dutch language (minimum B2 language level).

Full professor 2

UvA Framework

- Meets the criteria for Associate Professor 1.
- Meets the requirements of the didactic BKO.
- Recognised as national and international authority.
- Experience with leadership and supervision.
- Managerial experience.

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Associate Professor 1.
2. Takes responsibility for all the programmes that fall within the scope of the chair/research group and is actively engaged in the education strategy, including outside one's own programme.
3. Demonstrably continues to develop in the field of education, both in terms of teaching subjects and educational knowledge and in performing coordination and management activities in the field of education.
4. Promotes, initiates and assumes a leading role in new national or international collaborations and networks, or has the ability to acquire substantial grants in a personal capacity.
5. Conducts leading research that contributes to the development or positioning of the institute, the faculty or the university.
6. Jointly determines the standard for theses, monitors quality and evaluates doctoral programmes.
7. Demonstrates entrepreneurship, develops ideas on knowledge valorisation for the benefit of society or initiates activities with a wide reach (national or beyond the Netherlands) resulting in the societal use of research.
8. Is a good supervisor and knows how to coach and inspire employees. Promotes collaboration between research groups.
9. Promotes the professional and career advancement of PhD candidates and postdocs, and acts as mentor to junior staff members (in the Tenure Track, for instance) outside one's own group.
10. Takes responsibility for the research group's finances and ensures that it is financially healthy.
11. Has proven managerial and organisational qualities.
12. Demonstrates commitment towards faculty interests.
13. Is an ambassador for UvA degree programmes and research (information provision and outreach).

Assistant professor 1

UvA Framework

- Meets the criteria for Assistant Professor 2.
- Experience as Assistant Professor 2.
- Certificate in didactics plus (didactiek plus) (part of the BKO / UTQ).

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Assistant Professor 2.
2. Has proven teaching skills and holds UTQ (BKO).
3. Has experience of the heterogeneity of tutorial groups and managing cultural differences.
4. Has developed own recognisable research line.
5. Provides good quality daily supervision to one or more PhD candidates when they conduct doctoral research.
6. Demonstrates effective leadership.
7. Focuses on collaboration within the research or educational institute and actively participates in committees or outreach activities.
8. Can read and understand the Dutch language and makes an effort to further develop language skills (A2 language level).

Associate professor 1

UvA Framework

- Meets the criteria for Associate Professor 2.
- Experience in supervising PhD candidates.

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Assistant Professor 2.
2. Has a connecting role within the degree programme, and encourages knowledge-sharing among colleagues as well as within and outside the lecturer team.
3. Is the driving force behind a vital research programme* or is the coordinator of a large-scale EU project or several smaller EU projects.
4. Has a track record of providing good quality supervision to PhD candidates when conducting research and also acts as coach/mentor to PhD candidates outside the research project.
5. Is an innovator in the discipline.
6. Is a team player.
7. Initiates new collaborations, demonstrates leadership outside one's own research project and has ample management experience.
8. Disseminates popular scientific knowledge to the general public.

Full professor 1

UvA Framework

- Meets the criteria for Full Professor 2.
- Ground breaking research.
- Shapes the faculty's vision.
- Managerial experience at the national level.

Faculty of Science supplementary criteria - 2019

1. Meets the criteria for Full Professor 2.
2. Has an inspirational vision of the cluster of degree programmes and the coherence between them in a national and international context, and promotes that vision.
3. Conducts leading research that contributes to the development or positioning of the institute, the faculty or the university.
4. Is recognised as an international authority in one's own research area and is highly successful in acquiring funding or plays a substantial role in acquiring funding for a large consortium.
5. Has excellent leadership qualities.
6. Has management experience at national or international level.

Position

Assistant professor 2



Teaching

UvA Framework

Teaching experience/teaching certificate (modular UTQ).

Faculty of Science supplementary criteria - 2019

1. Possesses teaching skills and takes account of the heterogeneity of and cultural differences in tutorial groups.

Criteria to be assessed based on:

Demonstrable interest in teaching and preferably teaching experience, and willing to teach BSc and/or MSc programmes, potentially supplemented with a completed teaching skills or equivalent training course. Assessment based on references, CV and explanation of these documents.

2. Displays a professional and inquisitive attitude. Asks students and colleagues for feedback, acts on their feedback and pays attention to collaboration within the lecturer team.

Criteria to be assessed based on:

This includes student evaluations, peer reviews, 360-degree feedback, input from the programme director, references or examples, and an explanation of CV.

Additional criteria (indicators excellent performance)

Supervision of Bachelor's programme projects.

Demonstrable contribution to developing courses for a whole or part of a course.



Research

UvA Framework

Doctorate.

Faculty of Science supplementary criteria - 2019

3. Has proven ability to conduct autonomous and independent scientific research.

Criteria to be assessed based on:

Number of years of experience as a postdoctoral researcher after completing doctoral programme. Has obtained a doctorate or has gained experience as a postdoc or similar position at another institution, preferably abroad.

Publications after doctoral programme period or participation in conferences as an invited speaker (in line with the standards applicable to the discipline), demonstrably active in applying for indirect government funding and contract research funding.

Extra criteria (indicatoren excellent functioneren)

Has successfully applied for indirect government funding and contract research funding and/or personal grants, such as VENI, a Marie Curie (European or Global) Individual Fellowship or a Rubicon grant.



Organisation

Faculty of Science supplementary criteria - 2019

4. Demonstrates organisational citizenship* within the institute.

Criteria to be assessed based on:

Focuses on collaboration and demonstrates that he or she is a team player. Demonstrates willingness to help, support and advise colleagues, and to invest in working relationships and in collaboration within the organisation and the team. Is willing to go beyond what is formally required. Focuses on shared goals and undertakes efforts with that aim in mind. Assessment based on CV, examples or references.

5. Has a good command of the English language.

Criteria to be assessed based on:

Minimum language level C1, which is evident from CV, references, the selection procedure or a language test, for example.

* Definition of OCB (Organ, 1988): 'individual behavior that is discretionary, not directly or explicitly recognized by the formal reward system, and that in the aggregate promotes the effective functioning of the organization'.

Position

Assistant professor 1



General

UvA Framework

Meets the criteria for Assistant Professor 2.

Experience as Assistant Professor 2.

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Assistant Professor 2.

Criteria to be assessed based on:

A few years of experience as Assistant Professor 2.



Teaching

UvA Framework

Certificate in didactics plus (didactiek plus) (part of the BKO / UTQ).

Faculty of Science supplementary criteria - 2019

2. Has proven teaching skills and holds UTQ (BKO).

Criteria to be assessed based on:

Receives mostly positive feedback from students and colleagues (source: student evaluations, input from programme director), actively and successfully seeks a teaching role, and provides and supervises attractive BSc and MSc final projects.

3. Has experience of the heterogeneity of tutorial groups and managing cultural differences.

Criteria to be assessed based on:

This is evidenced, for example, by taking an international classroom workshop or an unconscious bias training or similar course, or to be assessed based on feedback from students and colleagues (source: student evaluations, input from programme director).

Additional criteria (indicators excellent performance)

Education Award or education grant received (such as Grassroots, Echo), or demonstrable contributions to developing courses, or contributions to change at programme level and other contributions to educational innovation projects, or serving as Master's track coordinator.



Research

Faculty of Science supplementary criteria - 2019

4. Has developed own recognisable research line.

Criteria to be assessed based on:

Research output is of a high level. Actively submits proposals for one's own or another person's research that have received a good assessment and successfully acquires research projects* on a regular basis (in line with the standards applicable to the discipline).

* A research project is a project with an individual research plan under a research programme, to which one staff member is appointed.

5. Provides good quality daily supervision to one or more PhD candidates when they conduct doctoral research.

Criteria to be assessed based on:

The number of PhD candidates to be supervised is assessed in line with the standards applicable to the discipline. The quality of supervision can be assessed, for example, on the basis of completion of the supervision course, the extent to which the necessary evaluation/assessment interviews are held with each PhD candidate, or a positive evaluation for supervision (evidenced, for example, by 360-degree feedback, feedback from PhD candidates during annual consultations/assessments) and the extent to which the PhD candidate(s) are on track to obtain a doctorate within the period specified in advance.

Additional criteria (indicators excellent performance)

Has acquired a personal grant (such as VIDI, ERC Starting Grant or ASPASIA for women scientists, whether or not in combination with VIDI), and/or a has a leadership role in consortia with other parties, and/or demonstrably contributes one's own expertise to valorisation activities at national level, and/or demonstrates entrepreneurship by jointly developing initiatives with colleagues for the societal use of research.



Organisation

Faculty of Science supplementary criteria - 2019

6. Demonstrates effective leadership.

Criteria to be assessed based on:

Is a good mentor for junior staff (PhD candidates, postdocs, lecturers) and, where applicable, a coaching supervisor for support and management staff evidenced, for example, by positive 360-degree feedback, input from staff during the annual consultation/assessment, possibly supplemented with taking the annual consultation training course for supervisors.

7. Focuses on collaboration within the research or educational institute and actively participates in committees or outreach activities.

Criteria to be assessed based on:

Demonstrably seeks collaboration within the institute, visits presentations/symposiums, contributes to proposals for research conducted by others and coordinates the allocation of work with research group colleagues.

At least two of the following (or comparable - in line with the standards applicable to the discipline):

- member of the programme committee;
- member of the examinations board;
- participates in outreach activities, such as the open days, taster sessions, information day, blog, outreach aimed at schools;
- acts as referee for scientific journals (in line with the standards applicable to the discipline);
- actively participates in a faculty committee/working group.

8. Can read and understand the Dutch language and makes an effort to further develop language skills (A2 language level).

Criteria to be assessed based on:

Minimum A2 language level assessed, for example, on the basis of interviews or a language test.

Additional criteria (indicators excellent performance)

Additional leadership training programmes.

Demonstrable participation in the curriculum committee or serves in the role of Master's track coordinator.

Position

Associate professor 2



General

UvA Framework

Meets the criteria for Assistant Professor 1.

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Assistant Professor 1.

Criteria to be assessed based on:

A few years of experience as Assistant Professor 1.



Teaching

UvA Framework

Meets the requirements of the didactic UQT (BKO).

Faculty of Science supplementary criteria - 2019

2. Demonstrably continues to develop in the role of lecturer and actively shares knowledge within and outside the lecturer team.

Criteria to be assessed based on:

This is evidenced, for example, by participation in a BKO+ (UTQ+) module or peer review.

3. Demonstrates a substantial contribution to developing courses at cross-disciplinary level.

Criteria to be assessed based on:

This is evidenced by the quality of self-developed material, participating in educational innovation projects, contributing to the development of the curriculum, actively participating in the curriculum committee and/or a writing a review of the policy plan.

4. Has a concrete picture of the various aspects of education and the connection between education, research and society in one's own discipline.

Criteria to be assessed based on:

This picture is evident from the vision document, a presentation or interview, supplemented with input from the programme director or other colleagues working in education.

Additional criteria (indicators excellent performance)

Teaches PhD and research programmes/summer schools and/or has acquired an education grant (such as a Comenius teaching fellowship, Grassroots, SURF).

Has completed the Advanced UTQ programme (SKO) or the programme educational leadership (LOL).

Serves in the role of programme director.



Research

UvA Framework

Numerous publications.

Recognised expert.

National and international experience.

Faculty of Science supplementary criteria - 2019

5. Has a concrete vision of conducting scientific research and knows how to promote it.

Criteria to be assessed based on:

This is evidenced by the development/innovation of new research directions/methods. Assessment based on a vision document or presentation on research.

6. Has ample demonstrable experience of applying for government-funded or contract research-funded projects, resulting in at least one grant.

Criteria to be assessed based on:

If applications have failed to result in a grant, it must be demonstrated that the applications submitted are of high quality (evidenced by positive comments from referees) and that the applicant has made thorough preparations for the interview (with the assistance of a supervisor or immediate colleagues). Examples of projects at this stage are a NWO/EU project as a PI, and/or a personal grant, such as VIDJ or an ERC Starting Grant.

7. Receives recognition from national and international peers as an expert in one's own field.

Criteria to be assessed based on:

Visibility is evidenced, for example, by a growing number of publications in leading journals, holding lectures as an invited speaker at national or international conferences (in line with the standards applicable to the discipline) or has a charismatic personality that inspires guests and external PhD candidates.

8. Has co-supervisor experience.

Criteria to be assessed based on:

One or more completed doctoral programmes. Has been responsible for defining and acquiring the doctoral research project and has made a substantial contribution to the daily supervision of the PhD candidate(s).

Additional criteria (indicators excellent performance)

Contributes to successful spin-off(s) or a patent application. Demonstrates entrepreneurship and has the ability to develop initiatives independently for the societal use of research.

Has acquired several grants or projects, made a substantial contribution to a consortium application or taken the initiative to enter into new collaborations with external parties.

Is a member of the Doctorate Committee.



Organisation

Faculty of Science supplementary criteria - 2019

9. Acts as mentor to postdocs, PhD candidates, lecturers, support and management staff in the area of both research and education as a career.

Criteria te toetsen op basis van:

For example, participates in the evaluations of PhD candidates and postdocs of other staff members.

10. Is a good supervisor, actively seeks collaboration and knows how to coach and inspire employees.

Criteria to be assessed based on:

Has leadership experience, has taken a management and leadership training programme, holds annual consultations with all staff and gives staff feedback, asks staff to provide feedback on one's own actions and acts on it.

11. Has management experience in the field of education and research.

Criteria te toetsen op basis van:

At least two of the following (or comparable - in line with the standards applicable to the discipline):

- chair of an institute committee
- chair of the examinations board of programme committee
- organises conferences, workshops, PhD schools

12. Has a good command of the Dutch language (minimum B2 language level).

Criteria to be assessed based on:

Evidenced, for example, by interviews or a language test.

Additional criteria (indicators excellent performance)

Fulfils an executive role in the academic sector outside one's own institution.

Position

Associate professor 1



General

UvA Framework

Meets the criteria for Associate Professor 2.

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Assistant Professor 2.

Criteria to be assessed based on:

Ample experience as Associate Professor 2 or an equivalent position (for example work group leader at AMOLF).



Teaching

Faculty of Science supplementary criteria - 2019

2. Has a connecting role within the degree programme, and encourages knowledge-sharing among colleagues as well as within and outside the lecturer team.

Criteria to be assessed based on:

This is evidenced, for example, by actively sharing knowledge (including in the Teaching and Learning Center). Assessment based on input from peers (lecturers) or the programme director and students through 360-degree feedback, for instance.

Additional criteria (indicators excellent performance)

Education Award received, or teaching postdoctoral programmes, or a member of the accreditation committee, or writing a textbook or similar material, or participating in the Advanced UTQ programme (SKO) or the programme educational leadership (LOL) and obtaining certificate, or serving in a leadership role in education as programme director, or college or graduate school director.



Research

UvA Framework

Experience in supervising PhD candidates.

Faculty of Science supplementary criteria - 2019

3. Is the driving force behind a vital research programme* or is the coordinator of a large-scale EU project or several smaller EU projects.

Criteria to be assessed based on:

Directs several research projects (scale in line with the standards applicable to the discipline) and is responsible for acquiring the necessary funding.

4. Has a track record of providing good quality supervision to PhD candidates when conducting research and also acts as coach/mentor to PhD candidates outside the research project.

Criteria to be assessed based on:

Has the right to propose a person for a doctorate (ius promovendi) and acts as supervisor. Ensures that PhD candidates complete their thesis on schedule, are sufficiently prepared for their next position (both within and outside academia) and introduces PhD candidates to networks; all of these aspects are assessed on the basis of evaluation/assessment interviews.

5. Is an innovator in the discipline.

Criteria to be assessed based on:

Develops or innovates new research directions/methods and publishes articles on them or is a frequently invited speaker (in line with the standards applicable to the discipline). The quality of publications is excellent.

Additional criteria (indicators excellent performance)

Demonstrates entrepreneurship and has the ability to develop initiatives proactively for the societal use of research.

Has acquired a personal grant such as ERC Consolidator, VICI, ASPASIA for women scientists (whether or not in combination with a VICI) and/or is the PI of a large project with several partners.

Is a member of the Doctorate Committee.



Organisation

Faculty of Science supplementary criteria - 2019

6. Is a team player.

Criteria to be assessed based on:

There is a clear division of tasks among team members and the team functions extremely well as a whole.

7. Initiates new collaborations, demonstrates leadership outside one's own research project and has ample management experience.

Criteria to be assessed based on:

At least one of the following (in line with the standards applicable to the discipline):

- participates in a faculty or university committee in the fields of education/research/organisation/participation in decision-making, such as a Works Council member;
- has a leading role in collaborations;
- acts as a grant proposal reviewer.

8. Disseminates popular scientific knowledge to the general public.

Criteria to be assessed based on:

Is visible in the media as an expert in the field, for example, through commentary in newspapers, journals, on radio/TV, via NEMO, Universiteit van Nederland, blogs and vlogs, the development of MOOC, and the Spui25 forum.

* A research programme = the totality of research projects in one and the same discipline. A combination of research projects belonging to the chair or research group, the objective and expected results of which have been defined in advance with a planned duration of four to six years. Related research projects are sub-research projects that form part of the two-year research programme, or sub-research projects related to it based on agreements with the research chair. All components of the research programme combine to form one logical whole. The staff member is also required to monitor coherence.

Position

Full professor 2



General

UvA Framework

Meets the criteria for Associate Professor 1.

Faculty of Science supplementary criteria - 2019

1. Meets the supplementary criteria for Associate Professor 1.

Criteria to be assessed based on:

Ample experience as Associated Professor 1 or an equivalent position.



Teaching

UvA Framework

Meets the requirements of the didactic BKO.

Faculty of Science supplementary criteria - 2019

2. Takes responsibility for all the programmes that fall within the scope of the chair/research group and is actively engaged in the education strategy, including outside one's own programme.

Criteria to be assessed based on:

This is evidenced by a substantial contribution to the development of the degree programme or the education strategy/portfolio of the faculty (or comparable level).

3. Demonstrably continues to develop in the field of education, both in terms of teaching subjects and educational knowledge and in performing coordination and management activities in the field of education.

Criteria to be assessed based on:

This is evidenced, for example, by participating in the advanced UTQ (SKO) programme and obtaining the certificate or equivalent, educational innovation evidenced by new learning paths and sets of courses, and assessment based on student evaluations, and feedback from students and colleagues.

Additional criteria (indicators excellent performance)

Serves in a leadership position in education as college or graduate school director.

Acquires education grants (such as a Comenius Senior Fellowship or is the author of a textbook).



UvA Framework

Recognised as national and international authority.

Faculty of Science supplementary criteria - 2019

4. Promotes, initiates and assumes a leading role in new national or international collaborations and networks, or has the ability to acquire substantial grants in a personal capacity.

Criteria to be assessed based on:

This is evidenced, for example, by being the contact person for major contracts, acquiring an ERC Consolidator or VICI grant, or ASPASIA for women scientists (whether or not in combination with a VICI) or a comparable grant, serving in a leading role, for instance, in starting up and continuing to develop public-private partnerships (PPS), representing the UvA in national forums, for instance, by making a contribution to writing national strategies for a research theme for ministries/government advisory bodies.

5. Conducts leading research that contributes to the development or positioning of the institute, the faculty or the university.

Criteria to be assessed based on:

Evidenced, for example, by:

- multiple leading international publications that have demonstrably contributed to the development of the relevant discipline (highly cited papers);
- is regularly invited as a speaker at international conferences;
- is the leader of a large EU programme;
- is a member of international doctorate committees;
- is a member of the editorial board of leading international journals in the discipline.

6. Jointly determines the standard for theses, monitors quality and evaluates doctoral programmes.

Criteria to be assessed based on:

Is a member of the Doctorate Committee, has an excellent track record in supervising PhD candidates and provides good supervision evidenced by input/feedback from PhD candidates in the group.

7. Demonstrates entrepreneurship, develops ideas on knowledge valorisation for the benefit of society or initiates activities with a wide reach (national or beyond the Netherlands) resulting in the societal use of research.

Criteria to be assessed based on:

Evidenced, for example, by the valorisation initiatives developed (in line with the standards applicable to the discipline).

Additional criteria (indicators excellent performance)

Contributes to successful spin off(s) or patent application.



Organisation

UvA Framework

Experience with leadership and supervision.

Managerial experience.

Faculty of Science supplementary criteria - 2019

8. Is a good supervisor and knows how to coach and inspire employees. Promotes collaboration between research groups.

Criteria to be assessed based on:

Conducts annual consultations with all staff, provides feedback to staff and requests staff to provide feedback and acts on it. Has completed the academic leadership track or comparable track, and has a demonstrable role in collaborative initiatives between research groups.

9. Promotes the professional and career advancement of PhD candidates and postdocs, and acts as mentor to junior staff members (in the Tenure Track, for instance) outside one's own group.

Criteria to be assessed based on:

This is evidenced, for example, by input from others through 360-degree feedback, annual consultations, or acting as a Tenure Track mentor.

10. Takes responsibility for the research group's finances and ensures that it is financially healthy.

Criteria to be assessed based on:

Has a financially healthy research group.

11. Has proven managerial and organisational qualities.

Criteria to be assessed based on:

This is evidenced, for example, by serving in the role of college or graduate school director, being a member of the MT institute, an active member of a national committee, such as the NWO Advisory Board, the Royal Netherlands Academy of Arts and Sciences (KNAW) or comparable at a European or international level.

12. Demonstrates commitment towards faculty interests.

Criteria to be assessed based on:

Acts in line with the faculty's strategic agenda and is visible in the faculty community.

13. Is an ambassador for UvA degree programmes and research (information provision and outreach).

Criteria to be assessed based on:

Is visible as a figurehead for education and research at the UvA.

Additional criteria (indicators excellent performance)

Serves in an academic leadership role as research director.

Position

Full professor 1



General

UvA Framework

Meets the criteria for Full Professor 2.

Faculty of Science supplementary criteria - 2019

1. Meets the criteria for Full Professor 2.

Criteria to be assessed based on:

Ample experience as Full Professor 2 or an equivalent position.



Teaching

Faculty of Science supplementary criteria - 2019

2. Has an inspirational vision of the cluster of degree programmes and the coherence between them in a national and international context, and promotes that vision.

Criteria to be assessed based on:

This is evidenced, for example, by a vision document or presentation at cross-programme level.



Research

UvA Framework

Ground breaking research.

Faculty of Science supplementary criteria - 2019

3. Conducts leading research that contributes to the development or positioning of the institute, the faculty or the university.

Criteria to be assessed based on:

Publications are excellent in line with the standards applicable to the discipline or is invited as a keynote speaker at pre-eminent conferences.

4. Is recognised as an international authority in one's own research area and is highly successful in acquiring funding or plays a substantial role in acquiring funding for a large consortium.

Criteria to be assessed based on:

This evidenced, for example, by the award of the Spinoza Prize, the Stevin Prize, an ERC Advanced Grant, the NWO Gravitation programme as the main applicant, and/or has successfully influenced the allocation of the national or international budget within the discipline.



Organisation

UvA Framework

Shapes the faculty's vision.

Managerial experience at the national level.

Faculty of Science supplementary criteria - 2019

5. Has excellent leadership qualities.

Criteria to be assessed based on:

Coaches colleague professors and has taken the Academic Leadership track or a comparable programme.

6. Has management experience at national or international level.

Criteria to be assessed based on:

Internal recognition evidenced by serving in an academic leadership position, such as research director, vice-dean or dean. External recognition evidenced by board membership, for example, of a large, prestigious national or international organisation, a member of the Scientific Advisory Board or being invited to chair an evaluation panel.