

## Professor/ Full Professor (A-E)

### Goal

To ensure the development, cohesion and implementation of allotted academic course components within the chair's faculty curriculum, tailored in part to meet societal demand and the needs of students, so that students may meet the course objectives associated with the attainment targets of these course components in terms of knowledge, understanding, skills, competence and attitude.

To ensure the acquisition, implementation and valorisation of scientific research within the institute's research programme, so that recognised scientific knowledge and understanding may be developed and valorised for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world, applied within the remit of a particular chair

### Context

Reports to/receives hierarchical guidelines from one of the following officials:

- Executive Board
- Dean
- Chair of the Capacity Group

Supervises:

- Senior Lecturer/ Associate Professor (A-E)
- Lecturer/ Assistant Professor (A-E)
- Researcher
- Teacher
- PhD Candidate
- Support Staff

This translation of the job profile description Onderwijs-/Onderzoekmedewerker is meant as a service to non-Dutch speaking employees. However, in case of a difference of interpretation, this translation cannot be used for legal purposes. In those cases the Dutch text of the job profile is binding.

## RESULTAREAS

Main activity	Frame	Result	Activity
<b>1. Faculty Plan/Department Plan</b>			
To provide input from the chair and to collect and record ideas and priorities	research programme and curriculum	Contribution to an institute's research programme and curriculum and department plan	<ul style="list-style-type: none"> <li>- Formulate the long-term policy for the chair, both in terms of professional content (research, education) and in light of its social significance and added value (valorisation)</li> <li>- Analyse the resources, available both within and outside the institution, for research and education in terms of FTE for the coming academic year</li> <li>- Keep abreast of developments in the specialist field by reading professional journals, attending conferences and maintaining contact with fellow researchers/teachers</li> </ul>
<b>2. Education and Research Board</b>			
To provide leadership and direction to education and research relevant to the chair	The institute's curriculum and research programme	Contribution to the accomplishment of these programmes	<ul style="list-style-type: none"> <li>- Maintain and develop contacts within the academic networks</li> <li>- Promote national and international co-operation with other faculties, universities and other partners in society</li> <li>- Hold discussions with the Chairman of the Department with regard to the progress of education and research within the scope of the chair and make adjustments based on these</li> <li>- Lead processes in the area of quality care for the education and the accreditation of the programme</li> </ul>
<b>3. HRM Policy</b>			

<p>To implement the HRM policy laid down by the Dean within the scope of the chair</p>	<p>Department Plan</p> <p>Collective Labour Agreement (CAO)</p> <p>The Institute's central guidelines</p>	<p>Quantitative and qualitative staffing to implement the curriculum and research programmes</p>	<ul style="list-style-type: none"> <li>- Contribute to the recruitment and selection of staff</li> <li>- Conduct performance and appraisal reviews with own staff</li> <li>- Develop employee's talents and professionalism</li> <li>- Coach and guide own staff</li> <li>- Pass on information from the various consultative bodies to own staff and organise joint work consultations</li> <li>- Ensure an open, safe and inclusive working environment</li> </ul>
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**4. Educational Development**

<p>To bear responsibility for developing academic study programmes tailored to meet societal demand and the needs of students</p>	<p>Aims of the faculty's curriculum</p> <p>Relationship with other course components in the curriculum</p>	<p>Content, teaching, testing method(s) and composition of course components assigned to the chair</p>	<ul style="list-style-type: none"> <li>- Keep up to date with relevant national and international developments in one's own educational field</li> <li>- Perform or delegate analyses of societal demand in terms of education and the learning needs of students</li> <li>- Maintain and further develop one's own network with internal and external national and international influential education experts, teachers, professional educational organisations and third parties</li> <li>- Share knowledge with national and international fellow teachers and experts in the relevant subject area</li> <li>- Bear responsibility for selecting relevant literature and educational methods</li> <li>- Bear responsibility for translating relevant developments into one or a number of course components and submitting these to the Departmental Committee for adoption</li> <li>- Bear responsibility for formulating teaching material, assignments, questions for interim exams and reviews of academic achievements</li> <li>- Develop new inclusive teaching methods that fit the learning and development profiles of a diverse group of students</li> </ul>
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**5. Acquisition of Contract Teaching and Research**

<p>To acquire and develop contract teaching and research and represent the chair</p>	<p>Faculty and Department Plan</p> <p>In consultation with the directors</p>	<p>Contracts with potential national and international partners and financiers for substantive and financial participation</p>	<ul style="list-style-type: none"> <li>- Initiate the development of non-initial degree programmes</li> <li>- Explore the external market for funding and the requirements of potential external partners or financiers of research and education</li> <li>- Negotiate with external parties about the requirements placed on contract research and teaching and write and submit proposals to external parties</li> <li>- Develop and maintain contacts with influential teachers/influential researchers and financiers of education and research</li> <li>- Encourage staff to apply for external funding</li> <li>- Negotiate with external parties on the requirements of contract research and education and draw up and submit proposals to external parties</li> </ul>
<p><b>6. Implementation of Curriculum</b></p>			
<p>To bear responsibility for the implementation and quality of the course components assigned to the chair</p>	<p>Faculty's curriculum</p>	<p>Achievement of the course objectives with regard to knowledge, understanding, competence, skills and attitudes, as a contribution to the position of the chair</p>	<ul style="list-style-type: none"> <li>- Bear responsibility for preparing and implementing the allotted course components</li> <li>- Bear responsibility for evaluating and, if necessary, adjusting the allotted course components</li> <li>- Bear responsibility for integrating research results into the curriculum</li> <li>- Bear responsibility for peer review and feedback by colleagues during study modules</li> <li>- Bear responsibility for applying the quality system</li> <li>- Discuss the staffing required to teach the allotted course components with the Director of the Educational Institute</li> </ul>
<p><b>7. Supervising Students</b></p>			
<p>To bear responsibility for supervising students, including assessing students' work and progress on their assignments</p>		<p>Enabling students to complete the course within the set time</p>	<ul style="list-style-type: none"> <li>- Discuss possible assignments with students</li> <li>- Discuss the plan, work and progress on the assignment with the students</li> <li>- Assess the students' assignments and submit the assessment to the Examining Board</li> </ul>
<p><b>8. Policy regarding Promovendi</b></p>			

<p>To appoint, supervise and assess Promovendi in their work and progress on their doctoral research in the role of doctoral thesis supervisor</p>		<p>Contribution to high quality research and the PhD Candidate' ability to complete the doctoral thesis in good time, including maintaining research potential for the chair</p>	<ul style="list-style-type: none"> <li>- Inform Promovendi of possible subjects for doctoral research</li> <li>- Select Promovendi for doctoral research</li> <li>- Ensure that daily supervision is of sufficient quality and intensity</li> <li>- Supervise and discuss progress of the research or parts of it with the Promovendi</li> <li>- Assess the PhD Candidate' doctoral thesis</li> <li>- Test the training programme set up by the Promovendi against the requirements of the PhD Candidate policy and, if relevant, the requirements of the national school of research</li> <li>- Encourage and ensure the professional development of the Promovendi and their careers</li> </ul>
<p><b>9. Development of Research</b></p>			
<p>To initiate and develop academic research programmes based on developments in one's own discipline, tailored to societal demand and with the possibility of valorising the knowledge to be developed</p>		<p>Content and methodology of a research programme</p>	<ul style="list-style-type: none"> <li>- Keep up to date with relevant national and international academic developments in the chair's research field</li> <li>- Explore and assess societal demand in terms of research and the possibilities for valorisation</li> <li>- Initiate and set up a new research programme based on pertinent consideration of developments (in terms of academic content, social needs, possibilities for valorisation), in consultation with relevant national and international colleagues (and external parties)</li> <li>- Bear responsibility for translating a research programme into research projects</li> </ul>
<p><b>10. Research</b></p>			

<p>To bear responsibility for research being carried out and for its quality</p>	<p>Department plan</p>	<p>New insights and their dissemination in recognised scientific media and making colleagues partners in this</p>	<ul style="list-style-type: none"> <li>- Direct and guide scientific and research support staff</li> <li>- Bear responsibility for applying the quality system with regard to the research</li> <li>- Bear responsibility for the management of research data and encourage possibilities for data re-use</li> <li>- Publish open access and other articles and give lectures at national and international conferences</li> <li>- Have discussions with the Chairman of the Department with regard to the progress of research and, based on these discussions, take action to make adjustments</li> <li>- Discuss the staffing required to conduct research with the Director of the Educational Institute</li> </ul>
<p><b>11. Responsibility for Contract Teaching and Research</b></p>			
<p>To test and guide the way contract teaching and research is done</p>	<p>The requirements of the contract</p>	<p>Research and teaching in line with agreements made with commissioning bodies</p>	<ul style="list-style-type: none"> <li>- Adjust contract research and teaching if there are discrepancies as regards contract requirements in terms of funding, duration, planning and objectives</li> <li>- Give account to the commissioning body regarding work and results</li> <li>- Discuss progress and progress reports with contract Teacheren and Researchers</li> </ul>
<p><b>12. Patient Care</b></p>			

<p>Bear responsibility for setting up and implementing a treatment plan (specialist dental care, specialist veterinary care)</p>	<p>Following referral by an external practitioner (dentist, veterinary surgeon)</p>	<p>Development of treatment skills and/or benefits to patients' health</p>	<ul style="list-style-type: none"> <li>- Supervise specialists/trainee dentists/veterinary physicians with regard to their skills in patient care in the relevant research field</li> <li>- Take care of implementing and evaluating the methods considered suitable for diagnostics and/or treatment</li> <li>- Provide care</li> <li>- Take part in or lead patient discussions</li> <li>- Keep medical reports up to date</li> </ul>
<p><b>13. Dissemination of academic knowledge and insights</b></p>			
<p>To represent and encourage the dissemination of knowledge in one's own field in various media and insights in one's own field for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world</p>	<p>Institutional policy faculty policy</p>	<p>Scientific knowledge that is transparent, understandable and applicable for a broad audience, as a contribution to the social position of the institute</p>	<ul style="list-style-type: none"> <li>- Initiate and promote networks for the dissemination of knowledge and insights</li> <li>- Encourage and give lectures</li> <li>- Encourage and give interviews to various media</li> <li>- Actively contribute to topical social role and discussions through various media, including social media, and aimed at various target groups (business community, government, educational institutions, general public)</li> <li>- Encourage and contribute by means of consultancy</li> <li>- Encourage designing of prototypes</li> <li>- Encourage patent applications</li> <li>- Initiate national and international opportunities for co-operation with other faculties, universities and other partners in society</li> </ul>
<p><b>14. Working Groups and Committees</b></p>			

<p>To take part in and/or chair committees or working groups, both internally and externally, including carrying out the assigned administrative and managerial tasks as a representative of the chair</p>		<p>Contribution to the development and/or positioning of the faculty</p>	<ul style="list-style-type: none"> <li>- Prepare the topics to be discussed in the working groups or committees</li> <li>- Take part in or chair committee meetings and working group meetings</li> <li>- Work out the details of certain topics in preparation for a subsequent meeting</li> <li>- Keep staff informed on matters discussed in the working groups</li> </ul>
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## Ranking criteria Professor/ Full Professor (A-E)

Function level	Professor/ Full Professor (A-E) 1	Professor/ Full Professor (A-E) 2
Ranking criteria		
<b>Teaching</b>	<p>Propagates a clear and appealing vision of teaching and educational development, focused on the renewal of the faculty's curriculum and on making the best of the educational achievement rate.</p> <p>National and international authority serving to position the institution, demonstrated by:</p> <ul style="list-style-type: none"> <li>- faculty and cross-faculty programme in the area of educational reform or innovation</li> <li>- major role in national committee of the discipline</li> <li>- acting as invited speaker during national and international conferences in the field of the discipline's teaching methods</li> <li>- acting as curriculum reviewer at other universities, including internationally</li> </ul>	<p>Responsible for the quality of teaching under own professorship.</p> <p>Makes strategic proposals and implements the faculty's educational policy.</p>
<b>Research</b>	<p>Translates developments in the research field into international research programmes.</p> <p>National and international authority in one's own research field, which gives the institute its position, demonstrated by:</p> <ul style="list-style-type: none"> <li>- relevance and visibility of one's own research for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world;</li> <li>- academic publications in authoritative scientific journals, which are regularly quoted by prominent scientists;</li> <li>- member of the editorial board of one of the ten most authoritative scientific journals;</li> <li>- pioneering research results in connection with prominent research;</li> <li>- acting as keynote speaker at seminars where the state of the art in the research field is established.</li> </ul>	<p>Translates developments in the research field into national research programmes.</p> <p>Authority in own field of research, with which the faculty positions itself, demonstrated by:</p> <ul style="list-style-type: none"> <li>- relevance and visibility of one's own research for the benefit of academic and scientific advancement, society and - where possible - the government and the corporate world;</li> <li>- academic publications in authoritative scientific journals;</li> <li>- member of the editorial board of scientific journals;</li> <li>- research results in connection with prominent research;</li> <li>- acting as speaker at seminars.</li> </ul>
<b>Organisation</b>	<p>Manages a professorial chair, department or institute with &gt; 10 FTE academic staff.</p> <p>Chairs national or international committees or working groups, with which the institution positions itself.</p>	<p>Manages a professorial chair, department or institute with &lt; 10 FTE academic staff.</p> <p>Chairs or takes part in committees or working groups, focussing on the management of the faculty or institute.</p>

## Ranking Rules Professor/ Full Professor (A-E)

Professor/ Full Professor (A-E) 2 applies if all criteria described for Professor/ Full Professor (A-E) 2 are met

Professor/ Full Professor (A-E) 1 applies if the criterion 'Research' is met or if the criteria 'Teaching' and 'Organisation' as described for Professor/ Full Professor (A-E) 1 are met