

## Criteria for appointment or promotion to Assistant Professor (UD), Associate Professor (UHD), and Professor (Hoogleraar)

### Amsterdam UMC Committee for Talent and Appointments (CTA)

All candidates for academic appointment or promotion must have demonstrated excellence in Research (principal investigator, PI) or Education (profile in education and/or training). In addition to their primary domain of excellence, candidates for Associate Professor and Professor must excel in at least one additional domain including Research, Education, Clinical Practice, Leadership, or Valorization. The Research and Education sections below seek to make clear delineations among the ranks of Assistant Professor, Associate Professor, and Professor based on readily identifiable features of Amsterdam UMC and external activities. The Clinical, Leadership and Valorization sections are less directly linked to specific faculty ranks owing to the substantial variety of activities that can be represented in these domains and because development in these domains can be independent of an academic trajectory.

Each of the sections below outline criteria that can be used to evaluate dossiers in different domains for each academic faculty rank. It is important to emphasize that appointments to assistant/associate/full professorships transcend mere procedural formalities such as meeting the requirements on a checklist. In each case, the institutional needs and individual's talents should be aligned to foster academic excellence and institutional advancement. To this end, the Qualification Portfolio should clearly describe how the candidate fits within the strategic objectives of their department and within the broader academic environment of the Amsterdam UMC.

There are no requirements that a candidate for promotion must have spent a certain number of years at a particular rank before seeking promotion to the next rank. However, a normal trajectory will have a candidate spending at least 5-8 years as an Assistant Professor before promotion to Associate Professor, with at least another 5-8 years as an Associate Professor before promotion to Professor. Candidates with exceptional performance can be promoted more quickly, but generally, progression through the academic ranks requires time to make demonstrable progress within each rank.

For candidates with exceptional potential, but who are not yet ready for promotion from Associate Professor (also for higher rolls, such as Head of Department), it is possible for these candidates to enter a 'Career Track'. The goal of a Career Track is to provide formal recognition of the career trajectory of the candidate and for the candidate to receive independent feedback from the CTA on the steps they need to make to ensure a smooth promotion process to their next academic promotion. A Career Track normally lasts for 2-3y (followed by another full application to the CTA).

Here, we have used the internationally recognized titles of Assistant Professor, Associate Professor, and Professor in lieu of the Dutch titles UD, UHD, and Hoogleraar. This helps to increase international visibility and to normalize the rank of Associate Professor (currently UHD) within the Dutch medical community.

## RESEARCH

### **Vision**

For appointment or promotion to the ranks of Associate Professor or Professor in the Research track, there must be clear evidence that the candidate has a vision for how they will address important research questions in the years following promotion.

### **Innovation**

Assistant Professor – evidence of *performing* innovative research.

Associate Professor – evidence of *leading* innovative research.

Professor – sustained evidence of *leading* innovative research.

### **Publications**

Assistant Professor – has published a substantial body of scientific work in peer-reviewed scientific journals, preferably also as senior author.

Associate Professor – has published a substantial body of scientific work in high-quality peer-reviewed scientific journals, including multiple studies as senior author.

Professor – has published a substantial body of scientific work in high-quality peer-reviewed scientific journals, preferably with an extensive track record as senior author.

### **Funding**

Assistant Professor – has received independent grant funding, preferably a personal fellowship such as a Veni, Vidi, MS Fellowship, Amsterdam UMC Fellowship, D&I Fellowship, etc.

Associate Professor – has received multiple grants including as main applicant, preferably also consortium funding and/or prestigious personal awards such as Vidi, ERC, etc with added value for Amsterdam UMC.

Professor – has an extensive funding track record involving personal grants and/or consortium funding. Candidate has been main applicant on multiple substantial awards including awards in the years immediately preceding the application for promotion that have added value for Amsterdam UMC.

### **Co-promotorships**

Assistant Professor – has supervised and/or is supervising PhD candidates (co-promotorships).

Associate Professor – has acted a co-promotor for at least two PhD candidates who have defended their thesis and is co-promotor of additional candidates.

Professor – has ample experience supervising PhD candidates. Evidence of an expanding role as co-promotor/promotor is important.

### **Visibility**

Assistant Professor – visibility within Amsterdam UMC, or the previous institution.

Associate Professor – must be at least nationally visible, preferably internationally visible.

Professor – must be internationally leading.

### **Trajectory**

Assistant Professor – has the potential for a successful academic career.

Associate Professor – must be on an upwards career trajectory.

Professor – must have a sustained upwards career trajectory.

### **Supervision**

Assistant Professor – has experience supervising technicians, PhD candidates, and/or postdocs.

Associate Professor – has experience supervising PhD candidates, as well as possibly technicians and/or postdocs.

Professor – has experience supervising multiple technicians, PhD candidates, and/or postdocs. Has an expanding role in mentoring and developing the careers of UDs and UHDs.

### **Presentations**

Assistant Professor – has delivered oral presentations and/or invited lectures at major (inter)national meetings.

Associate Professor – has delivered invited lectures at major (inter)national meetings.

Professor – has delivered multiple invited lectures at major international meetings, ideally with evidence of being a key opinion leader.

### **Research Institute**

Assistant Professors, Associate Professors, and Professors should be visible and play an active role in at least one of the Amsterdam UMC Research Institutes.

*Team science. We recognize the importance of team science. In the context of individual promotion, the role, expertise, and leadership of the candidate must be clear.*

## **EDUCATION**

### **Vision**

For appointment or promotion to the ranks of Associate Professor or Professor in education and/or training, there must be clear evidence that the candidate has a vision for how they will address current and emerging education needs in the years following promotion.

### **Qualification**

Assistant Professor – is prepared to pursue a BKO certification.

Associate Professor and Professor – if PI, has at least BKO certification. If profile in education and/or training: has BKO and preferably SKO certification.

### **Delivery**

Assistant Professor – has a general interest to engage in educational activities. Teaches bachelor's, master's, and/or professional courses.

Associate Professor and Professor – if PI, teaches **and/or** coordinates bachelor's, master's, and/or professional courses. If profile in education and/or training: teaches **and** coordinates

bachelor's, master's, and/or professional courses or is program director of the residents training program.

**Innovation** (particularly for profile in education and/or training)

Assistant Professor – evidence of *delivering* innovative education.

Associate Professor – evidence of *developing and delivering* innovative education, including activities to help finance their initiatives.

Professor – sustained evidence of *developing and delivering* innovative education with evidence of strategic educational projects, including activities to help finance their initiatives.

**Organization** (particularly for profile in education and/or training)

Assistant Professor – focuses on course level organization.

Associate Professor – focuses on educational organization within a department.

Professor – leads the development and organization of education at the level of the faculty and/or university.

## CLINICAL

In each case, the institutional needs and individual's talents should be aligned with a view towards expanding or creating centres of clinical expertise and increasing institutional capacities for patient care.

Below are some parameters of clinical excellence that could be used for evaluation purposes. Please note that these criteria are dynamic and should be subject to re-evaluation.

### Vision

Candidates seeking to demonstrate a substantial qualification in this domain must provide clear evidence that they have a vision for how they will advance current and emerging clinical needs of their department, Amsterdam UMC, or other organizations.

### Patient Care

1. Clinicians who excel in clinical duties are often recognized as role models.
2. Demonstration of evidence of true innovation and the creation of novel patient care directions including the initiation and implementation of innovative surgical techniques if applicable or innovative clinical treatments (including assessments of cost-effectiveness).
3. A professor is a recognized international authority on a certain disease, proven by referrals and international advisory boards. This will encompass a continuum from assistant professorship to full professorship.

### Development of clinical guidelines

Candidates for appointment or promotion should be involved in the creation and chairing of (inter)national guidelines and play a leading role in the implementation of guidelines. This will encompass a continuum from assistant professorship to full professorship.

## LEADERSHIP/MANAGEMENT

### Vision

Candidates seeking to demonstrate a substantial qualification in this domain must provide clear evidence that they have a vision for how they will advance current and emerging strategic needs of their department, Amsterdam UMC, or other organizations.

### Span of control

Assistant Professor – participation in departmental and possibly Amsterdam UMC committees.

Associate Professor – participation in departmental and high-level Amsterdam UMC committees and/or (inter)national committees.

Professor – participation in departmental and high-level Amsterdam UMC committees and/or (inter)national committees with evidence of expanding leadership roles.

### Candidates seeking to demonstrate a substantial qualification in this domain could present evidence of:

1. Current activities involving managerial responsibility
2. Current and past membership in advisory boards and commissions
3. Current and past membership in Jury of prizes, awards, grants and fellowships
4. Participating in (advanced) courses in leadership
5. Capacities as a key opinion leader

## VALORIZATION/IMPACT

### Vision

Candidates seeking to demonstrate a substantial qualification in this domain must provide clear evidence that they have a vision for how they will advance progress made in directly extending the impact of their work. This can be in development of companies, products, tools, outreach, or via other mechanisms and is not limited to commercialization in the private sector.

Assistant Professor – aware of the importance of knowledge transfer and participates in knowledge transfer activities.

Associate Professor – demonstrably promoted the cultural, economic, industrial, environmental or social relevance of academic results. Can provide examples of supporting and cooperating with non-academic partners.

Professor – responsive, entrepreneurial and/or leading role in seeking and initiating knowledge transfer opportunities and can demonstrate this with examples.

*(This text comes from the Academic Career Paths document from the VU)*