1 THE RECRUITMENT OF VU UNIVERSITY AMSTERDAM UNIVERSITY PROFESSORS

VU University Amsterdam will recruit its University Professors in one of two ways: either through internal nomination or through recruitment from outside the university.

Faculties put forward the names of candidates

Each year, any faculty that believes it has a strong potential candidate will be entitled to put forward a nomination. This should be done by means of a proposal drawn up by the Faculty Board in accordance with the format for “KNAW Academy Professorship Nominations” (Royal Netherlands Academy of Arts and Sciences). The faculty in question must submit this proposal to the Executive Board, which will then submit these proposals to the Appointment Advisory Committee. This committee will be made up of the Rectorium (Committee of Rector and Vice-Rectors), plus two professors. The Executive Board will select the University Professors from those recommended by the committee, and then appoint the candidates in question.

Faculties actively recruit candidates

The faculties (i.e. the deans) may approach potential candidates outside VU University Amsterdam. The Executive Board will monitor this process to ensure that there is a balanced distribution of male, female, and international candidates. If there is a lack of internal female and international candidates, the Executive Board will push for more active, external recruitment.

2 THE REQUIREMENTS

The Executive Board will only consider a very limited number of academics as candidates for the post of University Professor and will ensure that the following selection and appointment criteria are adhered to:

- Potential candidates are those who conduct research of recognized international excellence, which combines interdisciplinary vision with broad appeal.
- University Professors will be appointed on the basis of academic merit, position and authority, and are active in themes that span the entire institution.
- The research to be carried out must correspond with VU University Amsterdam’s recognized research profile. Allowance will of course be made for the specific input and expertise of the University Professor in question.
- University Professors will conduct innovative research, teach,
and be aware of the social and economic applications of their field (valorization).

- University Professors will ensure academic development while having the conviction to step outside their own, or traditional, specific discipline (they will adopt an interdisciplinary approach).

- University Professors will be representatives and ambassadors for VU University Amsterdam through their role in academic and social debate.

- In terms of their level, University Professors will be comparable to the level of Academy Professors of the Royal Netherlands Academy of Arts and Sciences (KNAW), and to the winners of the Spinoza Prize.

- University Professors will be evaluated as excellent by their peers and by independent quality inspections. Moreover, these professors will be international authorities in their chosen field of research. This will be evidenced by:
  - prestigious awards;
  - scientific publications in leading academic journals;
  - frequent citation by leading academics;
  - editorial membership of leading journals;
  - groundbreaking research results in leading research teams;
  - regular invitations to appear as keynote speakers at major seminars.

3 APPOINTMENT AND ASSESSMENT PROCEDURE
Remuneration will be in accordance with salary scale H1. The appointment will be for a period of up to five years, and will have a minimum FTE of 0.4. Reappointment is possible, provided the faculty in question agrees to this; however, after the first five-year period has elapsed, the faculty will be responsible for the costs in full. Three months after starting work, the University Professor will be required to submit a work plan to the Rector Magnificus and the dean. This plan will include details of agreements on teaching and research activities. The Rector and the dean will conduct an annual interview with the University Professor, which will focus on the results achieved to date, and on their plans for the coming year. If there is a chance that the department will extend the position, an assessment will be carried out by the rector and the dean at least four months before the expiry of the term. The reappointment will then be made by the Executive Board on the basis of a proposal submitted by the Rector (after consulting the Rectorium) which will also take into account the available budget.

4 THE UNIVERSITY PROFESSOR’S ROLE AND ASSOCIATED ACTIVITIES
Particularly in research and debate, the University Professor has an essential contribution to make. University Professors will be expected to outline their role in a personal plan. Below are some examples of possible activities.

Teaching
An important difference with regular professors is that University Professors will have no management or administrative duties. They will be exempt from faculty matters. They will, however, be expected to make a contribution to teaching activities. This contribution could include participation (such as teaching) in the University’s honours programme, for instance, or a Research Master’s or Master’s programme that overlaps with the University Professor’s specific research area. University Professors may also be asked to give lectures and contribute to the educational development and renewal of study programmes and postgraduate teaching programmes.

Public debate and research
VU University Amsterdam expects University Professors to play a visible role in the public debate and gain prominence at an international level. Through inter-faculty activities, they can enhance the profile of leading talent both within and beyond university walls. University Professors will also present complex issues and research findings in a way that is attractive and accessible to a lay audience. They will play a prominent role in events such as the opening of the academic year, the dies natalis and other publicity and promotion events for VU University Amsterdam. Another contribution to the visibility of the university could take the form of an annually occurring interdisciplinary event, a series of lectures or a discussion organized by several University Professors.

5 FACILITIES AVAILABLE TO THE UNIVERSITY PROFESSOR
The position of University Professor is made attractive with exceptional facilities. The university will provide:

- an appropriate office location and a good secretariat;
- an annual personal budget of €50,000 for expenses such as travel, materials and special activities, or to appoint someone who can help acquire and manage more indirect and commercial funding;
- a permanent contact person within the university for assistance with organizing activities;
- regular, informal consultation with the Rector to facilitate the involvement of the University Professor in the development of the university’s strategy;
- a personal University Research Fellow. Each year, the University Professor will nominate one of his students as a Fellow, who will be entitled to take the professor’s name as part of the title (for example: VU – Nijkamp – Fellow) and who will assist the professor for one year. The Fellow’s responsibilities may include teaching duties, helping with research, or running a PhD programme, or a part thereof. The University Professor may also appoint the Fellow as a personal assistant. You can read more about this on www.vu.nl/urf.

6 ENHANCING VU UNIVERSITY AMSTERDAM’S PROFILE
Once the University Professors have been appointed, the Department of Marketing and Communications will discuss and draw up a personal profile plan with each professor. This plan will focus on internal and external publicity. It will also consider which form of publicity and activities are most appropriate for each individual. By ensuring that leading academics and their research are promoted effectively, VU University Amsterdam will enhance its profile and reputation as ‘the place to be’ for talented young scientists and students.

7 THE COSTS
The total cost of the appointment will be divided equally between the Faculty and the Executive Board. This cost is estimated at €200,000 per annum. This excludes support in the form of a secretariat which will be funded by the Faculty.