

Criteria and procedure for obtaining the *ius promovendi* for non-full professors

University of Twente 2025

Adopted by the Doctorate Board on April 2, 2025

This document describes the criteria and procedure for obtaining the *ius promovendi* at the University of Twente as adopted by the Doctorate Board on April 2, 2025. The *ius promovendi* grants the right to act as a promotor.

The Higher Education and Scientific Research Act (WHW) states the following about the appointment of promotors: “For each doctoral defence, the Doctorate Board appoints a promotor. A promotor can be a professor or, insofar the person in question has been awarded the degree of Doctor or Doctor of Philosophy, another employee of a university, a faith-based university or the Open University who, according to the Doctorate Board, is capable to act as promotor.” (Article 7.18.4)

According to the WHW, in addition to full professors, university staff members with a PhD can also be appointed as promotors, provided that the Doctorate Board of the University of Twente considers them capable. The Doctorate Board defines ‘capable’ as proven competent in both PhD supervision and research. Therefore, the Doctorate Board states that associate professors (levels 1 and 2), given their senior academic position, extensive experience in teaching and research, demonstrable leadership qualities and track record in publications and fundraising, meet this requirement. Provided that they have an employment contract for an indefinite period with the UT, they can therefore obtain the *ius promovendi* and be appointed as promotor. They can also act as scientific supervisor of EngD-candidates.

In very exceptional cases, the *ius promovendi* can be granted to experienced assistant professors, level 1, with an employment contract for an indefinite period with the UT. Because this concerns a more junior academic position in which extensive experience in PhD supervision and research is not self-evident, they must explicitly and demonstrably function at the level of associate professors with regard to their research, as described in the [Talent Map 3.0](#) of the University of Twente.

The *ius promovendi* – for associate professors level 1 and 2 and in very exceptional cases for assistant professors level 1 – is awarded for the duration of the employment contract and applies to all future PhD candidates. To be appointed as promotor for PhD candidates who have already started, a motivated request must be submitted to the Doctorate Board via doctorateboard@utwente.nl.

In the event of termination of employment, the *ius promovendi* expires, and ongoing doctoral trajectories can only be continued with a new promotor. In case of labour law related objections concerning performance, behaviour, attitude or labour relations, or when a person no longer meets the criteria for the *ius promovendi*, the Doctorate Board may decide to no longer appoint the person concerned as promotor in new doctoral trajectories. This is at the discretion and assessment of the Doctorate Board, in consultation with University of Twente as (formal) employer. Prior to this decision, the Doctorate Board gives the person concerned the opportunity to submit their view.

Procedure for obtaining the *ius promovendi* for assistant professors

In very exceptional cases, experienced assistant professors, level 1, with an employment contract for an indefinite period with the UT, who have demonstrated competence as researchers and as supervisors of PhDs, may be eligible for the *ius promovendi*. The dean or vice dean for research nominates such assistant professors to the Doctorate Board.

The nomination should include a motivated request to obtain the *ius promovendi* of an assistant professor, Level 1. This request must demonstrate that they have extensive experience in PhD supervision and that, regarding their research, they explicitly and demonstrably function at the level of associate professors, as described in the [Talent Map 3.0](#) of the University of Twente. They attach a recent CV and any other supporting documents to this request. These documents are submitted to the registrar of the Doctorate Board via griffiercvp@utwente.nl. The registrar checks whether all required information has been provided and ensures that the request is discussed at a meeting of the Doctorate Board.

The Doctorate Board evaluates the submitted applications and assesses whether the assistant professor, level 1 meets the criteria for the *ius promovendi*. The registrar provides feedback and any points for improvement to the candidate promotor. In the event of a negative assessment, a new request can be submitted after one year. In the event of a positive assessment, the Doctorate Board awards the *ius promovendi* and records this as an official decision.

Administrative processing

1. **For associate professors levels 1 and 2, with an employment contract for an indefinite period with the UT, who do not yet have the *ius promovendi*.** The coordinator of professorial appointments prepares a letter. This letter, signed by the rector as chair of the Doctorate Board, informs the staff members it concerns about the immediate granting of the *ius promovendi*, referencing the Doctorate Board's decision. The letter is sent to the staff members in question by the coordinator of professorial appointments. A copy of this letter is shared with the dean and the faculty HR manager, and the granting of the *ius promovendi* is registered in the HR system.
2. **For newly hired associate professors levels 1 and 2 with an employment contract for an indefinite period with the UT (after the date of this decision).** The coordinator of professorial appointments receives the employment contract from the faculty HR manager and follows the same steps as above.
3. **For assistant professors, level 1.** The registrar of the Doctorate Board informs the coordinator of professorial appointments when the Doctorate Board has decided to grant the *ius promovendi* to an assistant professor level 1. This coordinator follows the same steps as above.

An up-to-date list of staff with the *ius promovendi* can be requested at any time via the personnel information system. The Doctorate Board determines who has access to this list.

Implementation, communication and evaluation

The implementation of this policy is carried out by the coordinator of professorial appointments in collaboration with the registrar of the Doctorate Board and the HR managers of the faculties. This includes the preparation of the appointment letters, registration in the personnel information system and updating the list of employees with *ius promovendi*.

This policy is communicated by e-mail to the faculty deans, vice deans for research, coordinator of professorial appointments, HR managers of the faculties, HR Services and via the HR departments in the faculties with all assistant professors and associate professors. In addition, the policy is shared on the UT website.

This policy will be evaluated by the Doctorate Board at the end of 2026.