

UNIVERSITY OF TWENTE.



THEO TOONEN
Dean, Faculty of Behavioural, Management and Social Sciences

CC: JOHN WINTER
Manager, Human Resources

FACULTY COUNCIL, BEHAVIOURAL, MANAGEMENT AND SOCIAL SCIENCES (BMS)

FROM
dr. S. Donnelly, Chair
Telephone: + 31 53 489 3259 / 3280
Email: s.donnelly@utwente.nl

DATE
10 March 2016
OUR REFERENCE
FC-BMS2016-03
YOUR REFERENCE
BMS Tenure Track procedure

PAGE
1 of 1

DEPARTMENT
Public Administration

SUBJECT: BMS TENURE TRACK AND INTERNAL PROMOTION PROCEDURE

Dear Dean,

The Faculty Council has received the document BMS Tenure Track Procedure submitted 12 January 2016 and discussed it and its implications with you in the Council meeting of DD-01-2016.

The Council understands that the Tenure Track will be used rarely in the future due to the financial consequences of using it, and that the Faculty will focus on establishing and implementing a promotion policy for staff not on the tenure track, in accordance with international standards of promotion. We greet this decision, as well as the envisaged procedure for taking the decision. Of particular note is the significant weight of input from functional supervisors and external referees in the procedure, with final decision resting in the dean's office. We greet this decision, as well as the envisaged procedure for taking the decision. We are therefore pleased to approve it. We do recommend, however, that the criteria be made more visible and clear for each stage of the promotion ladder.

The Council discussed that it may be helpful to think about whether existing tenure trackers have support mechanisms that compensate for their employment insecurity before reaching the rank of full professor, or whether their contracts might be treated similarly to non-tenure-track staff; and whether the review process might be simplified to emulate that envisaged for non-tenure-track staff.

Sincerely, on behalf of the Council,



Shawn Donnelly
Chair

P.O. Box 217, 7500 AE
Enschede
The Netherlands
www.utwente.nl