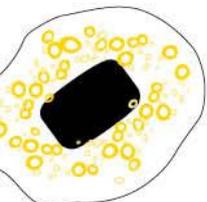


UNIVERSITY OF TWENTE.



University of Twente
Attn. Prof.dr. T.A.J. Toonen
Dean Faculty BMS

FACULTY OF BEHAVIOURAL, MANAGEMENT AND SOCIAL SCIENCES

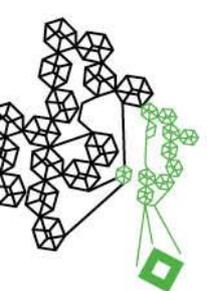
FROM	DATE	PAGE
Dr. Henk van der Kolk	13 March 2017	1 of 2
T +31 53 489 3281	OUR REFERENCE	
h.vanderkolk@utwente.nl	BMS-FC/2017.001	
DEPARTMENT		
BMS-Faculty Council		
SUBJECT		
Advise		

Dear Dean,

On Tuesday February 28 and on March 6 2017 in a meeting with you, the Faculty Council discussed a short document named “BMS TENURE TRACK COMMISSIE EN BMS LOOPBAAN COMMISSIE; ORGANISATIE EN WERKWIJZE”. This document summarizes the main elements of the procedures related to promotions of academic staff, both in the context of ‘tenure tracks’ and in the context of ‘regular’ employees.

In a meeting on July 5, 2016, the Faculty Council had already discussed and approved a description of the procedures discussed in the document. However, in that meeting the council also concluded that: “based on the collection of individual experiences about what happened in the yearly talks and how that will flow into discussions about the ‘loopbaan’ and how things were set, the question that raised was: “What is it we need to do in order to know whether we are doing our job properly and where we fit into the loopbaan etc.” The MT answered that they are currently working on a general new self-assessment that should be used by (non)-TT-ers who want to be promoted. In context of standardization there will be a self-assessment, but also create criteria, behavior (...). The MT will inform the FC as soon as there is more information.”

The Faculty Council now concludes that the clarity aimed for in 2016 has not yet been achieved in the document discussed this time. The procedures related to the functioning of the TT commission and the career commission are still not sufficiently spelled out, for example with regard to who is allowed to ask the career commission to consider a promotion, or under which conditions the dean is allowed to deviate from the advice given by the commission. In addition, the type of criteria mentioned in 2016 are not yet made sufficiently explicit.



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DATE
13 March 2017

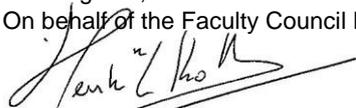
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BMS-FR/2017.001

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We were pleased to be informed that the dean shared our general evaluation and is planning to install a workgroup advising you on this matter. We were also pleased to hear that one or two Faculty Council members will be asked to participate in this workgroup (on a personal basis). In the FC meeting, you expected to have first results before the summer break and a final policy document in the autumn, before the annual job talks take place.

Since the policies related to promotions are strongly linked to the way we organize the 'hooglerarenplan', the workgroup should take implications for this plan into account as well, especially because the Faculty Council has the right of consent on that plan.

Kind regards,
On behalf of the Faculty Council BMS,



Henk van der Kolk
Chair Faculty Council BMS

