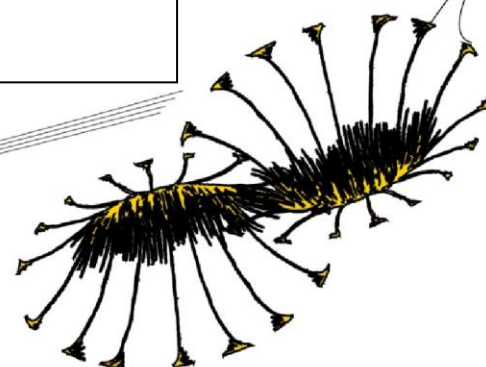




**Adjunct Professor Regulations -
University of Twente**



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Article 1. Definition

In these regulations the term Adjunct Professor refers to:

The employee with an appointment for an indefinite period of time who, pursuant to a Tenure Track arrangement, holds the position of Associate Professor 1 with the right to confer doctorates (henceforth: *ius-promovendi*).

Article 2. Adjunct Professor and WHW

1. The Adjunct Professor is regarded as a Professor as defined in Article 9.19 of the Higher Education and Research Act (WHW).
2. The Adjunct Professor has the *ius-promovendi*, within the meaning of Article 9.19 in conjunction with 7.18 of the WHW, as granted by the Doctorate Board. The Adjunct Professor's *ius-promovendi* is confined to doctorate candidates assigned to him or her.

Article 3. Salary scaling

With due regard to Article 3.5 (1) of the Collective Labour Agreement of Dutch Universities (cao NU), the Adjunct Professor falls within the job scale belonging to the UFO (job classification) profile of Associate Professor 1, being job scale 14 of Appendix A of the cao NU.

Article 4. Adjunct Professor: title and official occasions

1. The Adjunct Professor is permitted to carry the title of Professor.
2. The Adjunct Professor may attend official occasions for professors in a gown (e.g. PhD award ceremonies and opening of the academic year).
3. The inaugural lecture is held upon promotion to Professor 2.

Article 5. Appointment

1. Pursuant to a Tenure Track arrangement resulting in promotion from Associate Professor 2 to Associate Professor 1, the employee is also appointed by the Executive Board to the position of Adjunct Professor.
2. An appointment as Adjunct Professor takes place in accordance with the guidelines for promotion to Adjunct Professor as set out in the Tenure Track memorandum.
3. The nomination for promotion to Adjunct Professor is assessed by the Faculty Tenure Track Committee. This Committee advises the Dean. The Dean puts the nomination for promotion to Adjunct Professor to the Executive Board. As with the professorial appointment procedure, the Doctorate Board also acts as advisor to the Executive Board in the case of appointments to Adjunct Professor including granting *ius-promovendi*.

Article 6. Term of appointment, promotion and consequences

1. The Adjunct Professor is appointed to this position for the period of 5 years, while retaining an indefinite contract of employment. Promotion to Professor 2 can take place faster, so that the maximum term of appointment can be shortened.
2. If the Adjunct Professor meets the performance commitments as set out in Tenure Track phase 1, the Dean decides on a nomination for promotion to Professor 2. The procedure corresponds as closely as possible to the procedure for professorial appointments – closed recruitment.
3. The research profile as developed for the Tenure Tracker is based on the anticipated structure and content of the – sometimes – new domain, so that no structure report needs to be drawn up and the Faculty Council plays no role in the step to Professor 2.
4. There is a single promotion moment which, in principle, takes place no more than four years after the appointment to Adjunct Professor.

5. In the case of a life event – as defined in the Life Events Regulations – and permission for postponement of the assessment has been granted, this moment can take place later.
6. If the assessment is positive, this promotion moment is followed by an appointment to Professor 2 by the Executive Board.
7. If the assessment is negative, the Tenure Track is terminated. The employee retains the position of Associate Professor 1 and the salary scale applicable to him or her at that time. If the Adjunct Professor is unable to make the step to Professor 2 and retains the position of Associate Professor 1, his or her further career path will be determined in consultation with him or her.
8. If the step to Professor 2 is not made, the employee retains the *ius-promovendi* to doctorate candidates under his or her supervision at that time. In this case, further arrangements are made for each doctorate candidate about the presence of a Professor as second thesis supervisor. A Professor will be appointed as second thesis supervisor if this has not already been done.

Article 7. Hardship clause

In exceptional cases, where strict application of these regulations would be manifestly unfair, the Executive Board can decide to deviate from these regulations in favour of the employee.

Article 8. Effective date

These regulations take effect on 1 December 2020.

This translation is meant as a service to non-Dutch speaking employees of the UT. However, in case of a difference of interpretation, these translations cannot be used for legal purposes. In those cases the Dutch text is binding.