

Cover note University Council

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Details		
Topic		Guiding principles for differentiated career paths at full professor level.
To be discussed before		End of current cycle
Author / Section		Bianca Langhout/ Recognition & Rewards programme
Handled by (to be invited to the Task Force TF)		
Date		4-10-2024

Please note: All of the received and sent documents of the Council are public.

If some documents are confidential, please contact the Clerk of the UC. The Council can refuse to accept a document or item on the agenda as confidential.

Public YES All documents linked to this cover note can be made public.

Context / Reason
<p>The document 'Guiding Principles for differentiated career paths at the full professor level' is shared with the UC to ask for advice. The document is developed by the Recognition & Rewards programme and a sounding board with representatives of the Schools and is meant to form the basis for the development of concrete and clear differentiated career paths for full professors at the School level. The document in its current form will not have direct effect on employees, the follow up steps taken by the Schools will and therefore we instruct the School to actively involve the Faculty Council in their development process. The document is discussed with the Board of Promotions and approved by the EB in September 2024.</p> <p>Background: Upon request of the Rector, the document 'Guiding principles differentiated career paths - full professors' has been worked on in recent months through a sounding board. This document provides the context, process, guidelines and concrete follow-up steps for the development and implementation of differentiated career paths for full professors at School level. The purpose of the document is to have a common starting point for the further development of these career paths and to provide academics with perspective and guidance when it comes to building a career within the academic context (both vertically from associate to full professor, and horizontally within the full professorship). Differentiated career paths should make it possible to discuss a preference for a differentiated career path between employer and employee at any time during the professorship. The condition for this is that both employer and employee are open to this pathway and that it fits with the school's mission/vision and organisational considerations.</p>

Jurisdiction UC / Question to the UC
Based on our previous experience we would ask the UC for their advice on the guiding principles.

Short Summary

The guiding principles were developed to have a shared set of guiding principles at a central level on the development and implementation of differentiated career paths for regular full professors appointed at Erasmus University Rotterdam and to support and ensure the vertical career development from assistant to full professor in a differentiated career path considering the Recognition & Rewards programme. Thereby we formally create more room for the diverse talents of academics. Since this development affects the career perspectives of academic staff (in a positive way in our opinion) we believe it is relevant to have the UC read along and provide additional advice where needed. The topic of Recognition & Rewards is discussed within the UC several times over the past few years and taking this step (career paths at full professor level) is one of the important steps to take to foster the systemic/culture change we ambition.

Follow-up process

In parallel to the advice request to the UC, we will also ask the ELC for advice. After receiving the responses, we will actively share the guiding principles, and possible recommendation of the UC/ELC, to the Schools. Together with them we will define a plan of approach on how and when to take the next steps, while taking the timeline included in the guiding principles into account. In addition, there will be administrative agreements made between EB and the School on Recognition & Rewards related steps in the spring conversations between EB and Schools. Part of these agreements will focus on differentiated career paths.

Specifics

Not applicable

Documents to be attached

- Document 'Guiding Principles for differentiated career paths at full professor level'