

		Promotion Proposal Associate Professor 2 (UHD 2) TEACHING			
Name				FTE	
Date of Birth				☐ male ☐ female	
Faculty		SBE		Department	
Department head				Date of the proposal	

Information
The employee is assessed based on the criteria research, teaching and organization in the UFO job profile, together with additional criteria from SBE's Career Path Academic Staff. The academic performance as a whole will be taken into account. Ticking off the requirements is not a goal in itself but rather serves as a guideline to check whether an academic meets the minimum standards.

Teaching (Associate Professor 2)			
BKO University Teaching Qualification	☐ yes	☐ no	Explanation:
The teaching portfolio demonstrates that,			
The candidate has gained substantial experience as a teacher and course coordinator and continues their professional development as a teacher	☐ yes	☐ no	Explanation:
The candidate has coordinated at least 5 BSc or MSc courses (can be multiple iterations of the same course as long as there is demonstrable development/innovation of the course)	☐ yes	☐ no	Explanation:
The candidate has successfully supervised at least 15 BSc and/or MSc students	☐ yes	☐ no	Explanation:
The candidate has made a demonstrable contribution to teaching innovation and administration. Possible evidence of such contributions is committee work, organizing educational events, administrative roles related to teaching, etc.	☐ yes	☐ no	Explanation:
Development into an SBE-level educational expert with a clear contribution to SBE teaching development and innovation. Examples of accomplishments at this level are: - Obtaining at least one SBE or VU-level teaching grant. - Demonstrable evidence of significant teaching innovations in (one of) the School's leading educational BSc, MSc, and/or executive programs. - Showing significant leadership and management contributions (e.g., as program coordinator or director).	☐ yes	☐ no	Explanation:

Leading SBE committees focused on teaching innovation to successfully implement new teaching approaches and methods.			
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For promotion to Associate Professor 2 (UHD2) in the teaching profile, candidates must meet the UHD2 criteria in at least one additional category (research or impact). The other category may be at the UD1 level

Research (Assistant professor 1)			
The research portfolio demonstrates that,			
The candidate has a promising vision for the identity that they are developing, how their publications and other activities fit in, and how this will contribute to their field.	☐ yes	☐ no	Explanation:
The candidate has x publications with an average Alp of at least $(100-5*x)$. This rule should be met for at least one value of x between 3 and 5.	☐ yes	☐ no	Explanation:
The candidate has undertaken initial efforts towards research grants or contract research. At least one application has been submitted	☐ yes	☐ no	Explanation:
The candidate is active as ad-hoc reviewer	☐ yes	☐ no	Explanation:

OR

Research (Associate Professor 2)			
The candidate has completed a PhD supervision training	☐ yes	☐ no	Explanation:
The research portfolio demonstrates that,			
The candidate has developed a distinctive and coherent research identity. This includes a clear connection between the candidate's research profile and their journal choices	☐ yes	☐ no	Explanation:
The candidate has x publications with an <u>average</u> Alp of at least $(100-2*x)$. This rule should be met for at least one value of x between 4 and 10	☐ yes	☐ no	Explanation:
The candidate has successfully secured at least one application for second- or third-party funding totaling at least 150,000 Euros, or has submitted at least two applications for a similar amount (for the same or different funding), with at least one receiving high external evaluation scores.	☐ yes	☐ no	Explanation:
The candidate has been actively involved in the supervision of at least one candidate currently participating in a PhD programme, <u>for at least two years.</u>	☐ yes	☐ no	Explanation:

The candidate serves as an active ad-hoc reviewer for several journals or as a member of an editorial board	☐ yes	☐ no	Explanation:
The candidate has at least 50 Web of Science citations	☐ yes	☐ no	Explanation:
The candidate has actively contributed to the research programs and research culture of the department (for instance by thinking along with others or organizing seminars)	☐ yes	☐ no	Explanation:
Explicit adherence to research integrity and open science norms, including the registration and archiving of datasets, ensuring publications are openly accessible, and publishing open access whenever possible.	☐ yes	☐ no	Explanation:

Impact (Assistant professor 1)			
The Candidate must meet at least one of the three impact themes. This is achieved by either - Consistently engaging in at least one activity on a structural basis, or - Participating in multiple activities related to the theme at a single event or occasion. The Impact portfolio demonstrates that:			
Social impact through strategic themes <i>Examples:</i> • concrete substantial contact with media (e.g., via interview, opinion article, reference in non-academic source via Altmetrics) • involvement in a consultation with business/ government/ non-profit • activities aimed at increasing the name recognition for SBE or the research group (e.g., nominated for a professional award, a role in a professional conference) • at least one publication in professional journal(s)	☐ yes	☐ no	Explanation:
Structural cooperation with external partners and/or involvement in SBE EE <i>Examples:</i> • contribution to the establishment of external partnerships with industry/ government/ non-profit aimed at valorisation of education and/or research • involvement in one of the SBE executive education programs • involvement in executive training/ guidance activities (such as training or workshops) in business (including start-ups/spin-offs), government or non-profit organisations	☐ yes	☐ no	Explanation:
Creating financial leeway <i>Examples:</i> • a clear role in submitting proposals for contract research funding by his or her group (with a clear societal	☐ yes	☐ no	Explanation: describe activities additional to those mentioned for the criteria above on Research Indirect and contract funding:

impact component contract education for his or her group of reasonable size (with companies, government and/or non-profit organisations).			
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Or

Impact (Associate Professor 2)			
The candidate must meet at least two of the three impact themes. This is achieved by either (1) Consistently engaging in at least one activity per theme on a structural basis, or (2) Participating in multiple activities related to the two themes at a single event or occasion The Impact portfolio demonstrates that:			
Social impact through strategic themes <i>Examples:</i> - concrete contact with media (e.g., via interview, opinion piece, reference in non-academic sources via Altmetrics) - an apparent leading role in the consultation, product, or service for business/ government/ non-profit and involved in the implementation - significant involvement in activities aimed at increasing the name recognition of SBE or the research group (e.g., nominated for a professional award, a role in a professional conference) - several publications in in professional journals that make science socially accessible	☐ yes	☐ no	Explanation:
Structural cooperation with external partners and/or involvement in SBE EE <i>Examples:</i> - a substantial role in initiating consortia or partnerships with business/ government/ non-profit organisations aimed at valorisation of education and/or research - substantial involvement in one or more of the SBE executive education programs . - substantial involvement in significant executive training/ guidance activities (such as training or workshops) to the business community (including start-ups/spin-offs), non-profit organisations or government.	☐ yes	☐ no	Explanation:
Creating financial leeway <i>Examples:</i> - a substantial role in realizing paid third party funded contract research or contract education for his or her group of significant size (with companies, government and/or non-profit organisations) - substantial demonstrable involvement in the acquisition of co-financing for projects for his or her	☐ yes	☐ no	Explanation: describe activities additional to those mentioned for the criteria above on Research Indirect and contract funding:

group, or for the acquisition of funds for his or her group from the use of tools and models by third parties developed by SBE.			
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Motivation (by the head of the department):