



Inspired by good practices #1

Let's embrace positivity and good vibes!

We love to highlight good practices, concrete implementation steps, and inspiring initiatives related to the Recognition & Rewards programme. This time, we're featuring some cases from the **University of Groningen.**



Faculty initiatives

Faculty of Science and Engineering

in a nutshell

Career Paths in Science and Engineering is organized as follows:

- Academics are recruited for the position of Assistant Professor with either a focus on **education or research**, or for the position of Associate Professor with a focus on **education, research or impact**.
- Assistant Professors are appointed for six years and apply for tenure between one to three years after the start of their appointment.
- Assistant Professors and Associate Professors can apply for promotion to respectively Associate Professor and Full Professor at a **time of their choosing**, by default after having been appointed for at least five years.
- **Decisions about tenure and promotion are made on the basis of the staff member's progress in four domains of results** (education, research, impact, and organization) and two supporting domains (professionalization and competences).

[Read more](#)

Faculty initiatives

Faculty of Arts

*At the Faculty of Arts, they pay attention to **leadership development** by offering a tailor-made program to various groups within the faculty, **from talented young academics to (experienced) academic leaders**. These groups are challenged and helped to develop their (personal) leadership through 3 different programs.*

- Young Academic Leadership Program
- Leiderschapsprogramma hoogleraren
- Ontwikkeling Clusterbesturen

Faculty of Philosophy

The Faculty of Philosophy has adapted its promotion policy in the light of Recognition and Rewards, after a consultation with all scientific staff members. **The promotion policy considers a broad range of criteria** (teaching, research, international recognition, service, valorization, and acquisition) and allows staff members to choose their own profile with different possible focus areas.

[Read more](#)

Keep up the good work!

