

Performance Indicators

Assistant Professor (UD)	
The practising of science	"Earning power"
<p><i>PhD</i></p> <ul style="list-style-type: none"> • Assessed by referees as above average • PhD completed within a reasonable time • Reasonable number of articles as first author in journals with an above average impact factor (or other indication that the candidate has played a leading role in producing the articles) <p><i>Post-doc experience</i></p> <ul style="list-style-type: none"> • Several years of experience as a researcher at a university or institute abroad, or comparable experience • Capable of making bold choices in selecting subjects for research • Evidence of having played a key role in research; experience in leading a research project (guiding students, PhD candidates or analysts, for example) will be regarded as an advantage • Has designed a research plan independently (for example, a Veni application) • Quality and perspectives of the research plan and the subsequent research assessed positively by external referees <p><i>Publications</i></p> <ul style="list-style-type: none"> • Good record of publications in journals that have an above average impact factor for the field (period as post doc included) 	<ul style="list-style-type: none"> • Demonstrated initiative and success in acquiring grants and subsidies (for example, for a post-doc position)
Education	Management and administration
<ul style="list-style-type: none"> • Has an affinity with teaching • Experience with course-based teaching is an advantage 	<ul style="list-style-type: none"> • Own research is well planned and organised • Constructive attitude during meetings and discussions; contributes to discussions and decision making.

Performance Indicators

Associate Professor (UHD)	
The practising of science	"Earning power"
<ul style="list-style-type: none"> • A good record of publications in journals that have an above average impact factor for the field, including several notable articles • Citation trend analysis for the post-doc period • Is regularly the first or last author of articles (or another indication that the candidate has played a leading role in producing the published work) • The extent to which the candidate has published jointly with researchers (preferably international researchers) from outside his or her own research group • The number and quality of PhDs and post docs • Positive statements by international academics about the quality and impact, or expected impact, of candidate's research • Demonstrates flexibility and innovation in his or her research • Extent to which a recognisable and original research line is already evident or is being developed <p><i>Reputation visibility</i></p> <ul style="list-style-type: none"> • Number of times candidate is invited to speak at international conferences • Extent of candidate's involvement in organising seminars, workshops and/or conferences • Acting as a reviewer of international scientific journals • Prizes, both national and international, or other awards 	<ul style="list-style-type: none"> • Number of grants acquired for PhD candidates and post docs • Extent of involvement in international, externally financed projects • Extent to which access is acquired to important national and international facilities (such as telescopes for observation periods)
Education	Management and administration
<ul style="list-style-type: none"> • Quality of teaching assessed positively by students • Quality of teaching assessed positively by Programme Director and/or other academics within the faculty • Holds the Basic Teaching Qualification (BKO) • Personal supervision of internship students (for example, on the basis of the findings of questionnaires) 	<p><i>Leadership of a research team</i></p> <ul style="list-style-type: none"> • Meeting deadlines, budgets, etc. • Involvement and motivation of team members in the research • Good working relationship with team members <p><i>Management activities</i></p> <ul style="list-style-type: none"> • Affinity with and participation in science policy

<ul style="list-style-type: none">• Registrations by students from outside his or her own university• Extent to which candidate contributes to innovations in teaching <p><i>Supervision of PhD candidates and post docs</i></p> <ul style="list-style-type: none">• Number of PhD candidates and post docs supervised• Progress of the research by PhD candidates and post docs• Quality of the supervision of PhD candidates and post docs (including as evaluated by the PhD candidates and post docs)	<ul style="list-style-type: none">• Membership of national and international advisory bodies
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Performance Indicators

Full Professor (hoogleraar)	
The practising of science	"Earning power"
<ul style="list-style-type: none"> • Broad record of publications in journals that have an above average impact factor for the field, including several prominent articles • Citation trend analysis for the post-doc period • Is regularly the first or final author of articles (or another indication that the candidate has played a leading role in producing the article) • The extent to which the candidate has published jointly with researchers (preferably international researchers) from outside his or her own research group • The number and quality of PhD candidates and post docs • Positive statements by international academics about the quality and impact, or expected impact, of candidate's research • Extent to which candidate is asked by reputable research institutions to act as peer (for articles, grant applications, research proposals) • Demonstrates flexibility and innovation in his or her research • Extent to which a recognisable and original research line is already evident or is being developed <p><i>Reputation visibility</i></p> <ul style="list-style-type: none"> • Candidate is regularly invited to speak at international conferences • Extent of candidate's involvement in organising seminars, workshops and/or conferences • Membership of the Editorial Board of international journals • Prizes, both national and international, or other awards received 	<ul style="list-style-type: none"> • Number of grants acquired for PhD candidates and post docs • Extent of involvement in international, externally financed projects • Extent to which access is acquired to important national and international facilities (such as telescopes for observation periods), in competition with other potential users
Teaching	Management and administration
<ul style="list-style-type: none"> • Quality of teaching assessed positively by students • Quality of teaching assessed positively by the Programme Director and/or other academics within the faculty • Holds the Basic Teaching Qualification (BKO) • Personal supervision of internship 	<p><i>Leadership of a research team</i></p> <ul style="list-style-type: none"> • Meeting deadlines, budgets, etc. • Involvement and motivation of team members in the research • Quality of working relationships with team members <p><i>Management activities</i></p>

<p>students (for example, on the basis of the findings of questionnaires)</p> <ul style="list-style-type: none">• Registrations by students from outside the candidate's own university• Extent to which the candidate contributes to innovations in teaching <p><i>Supervision of PhD candidates and post docs</i></p> <ul style="list-style-type: none">• Number of PhD candidates and post docs supervised• Average term within which PhD candidates achieve their doctorate• Degree to which PhD candidates and post docs supervised by the candidate find employment on their own initiative• Quality of the supervision of PhD candidates and post docs (including as evaluated by PhD candidates and post docs)	<ul style="list-style-type: none">• Affinity with and participation in science policy• Membership/chairmanship of advisory bodies, both national and international
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