



Career Policy: Everyone professor

TU/e

EINDHOVEN
UNIVERSITY OF
TECHNOLOGY

Version 1.1, March 2025



Version History

Version no.	Date	Changed by	Page no.	Change(s)
1.0	10 October 2024	Julma Braat		Original document The right to wear a toga and the right to the title professor has not yet been addressed in the Protocol defense ceremony of the Regulations governing the conferral of doctor's degrees, version September 2021. This will be aligned in the new version of the Regulations.
1.1	12 March 2025	Julma Braat	4, 5	Ius promovendi after retirement or dismissal: All holders of the Ius Promovendi (i.e. assistant, associate and full professors) retain the right to act as PhD promotor for a period of five years after their dismissal, provided that they have been honorably discharged. Specific rules regarding Ius Promovendi after retirement or dismissal are listed on pages 4 and 5 .

Career Policy: Everyone professor

In the past years, some rules regarding the duties and rights of academic staff changed. Since 2017, TU/e grants the *ius promovendi* (which full professors possess *qualitate qua*) to qualified associate professors. The career policy Everyone Professor aims to further equality and recognition of academic staff.

TU/e has decided to

- 1) Grant all assistant and associate professors the right to wear a **toga**
- 2) Grant all assistant and associate professors the right to the **title** 'professor'
- 3) Grant all (qualified) assistant and associate professors the **ius promovendi**

Toga

At TU/e, **we extend the right to wear a toga to all assistant and associate professors** in all academic ceremonies where this is currently customary for full professors: Opening of the Academic Year, Graduation and diploma award ceremonies, MomenTUM, PhD defenses (both as a committee member and (co-)promotor), inaugural and valedictory lectures.

Title

At TU/e, **we extend the right to use the title of professor (abbreviated: prof.) to all assistant and associate professors** in all academic ceremonies where titles are used (graduations, PhD defenses, award ceremonies). In situations where the use of the title of professor may help convey the international equivalency of the roles of assistant and associate professors (for instance, ERC grant applications where the applicant competes with nationalities that have different customs surrounding the title), assistant and associate professors are free to use the title as they see fit.

PhD supervision and Ius Promovendi

The right to act as a supervisor or *ius promovendi* is granted automatically when appointed as a full professor. **At TU/e, the *ius promovendi* will be granted to assistant and associate professors** under the conditions and following the process outlined below to safeguard the quality of the supervision.

- Assistant or associate professors who do not already have the *ius promovendi* and are **experienced supervisors** will be granted the *ius promovendi* (and thus can act as first promotor).
- Assistant or associate professors who do not already have the *ius promovendi* and who are not **experienced supervisors** may be awarded the *ius promovendi* before the first PhD defense at TU/e where they meet all of the following criteria (C1-C4):

- C1. The assistant or associate professor has a permanent position (of at least 0.4 FTE) at TU/e or is on a development track to such a position.
- C2. The assistant or associate professor was the primary supervisor during the entire duration of a successful PhD.
- C3. The assistant or associate professor is the **content owner** of the project.
- C4. The assistant or associate professor has obtained the **Supervision Qualification (SQ)**.

When the above criteria are met, the Doctorate Board (DB) will award the *ius promovendi*.

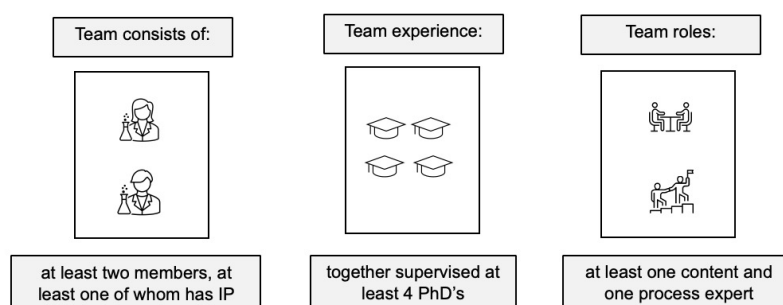
In many or most cases, and specifically for assistant professors about to graduate their first PhD candidate(s), an advice (to the DB) on the *ius promovendi*, based on the four criteria above, may be provided by the BAC (Promotion Assessment Committee) as part of the regular process of evaluation for promotion to Assistant Professor 1. In those cases where promotion to Assistant Professor 1 is not yet considered (for instance, because of parental leave or other valid causes for delay), departments will facilitate that a separate evaluation for *ius promovendi* can take place (at the request of the candidate, their supervisor, or the department board) in the third or fourth year of an appointment to allow them, too, the possibility of the assistant professor graduating their first PhD candidate as first promotor.

This is also stipulated in The Doctorate Regulations as of 1 September 2018.

Supervision team

The **PhD supervision team** will consist of at least two members, at least one of whom has been granted the **ius promovendi** before the start of the PhD project. Further details concerning the composition of the supervision team are stipulated in the Doctorate Regulations.

The cumulative experience in supervising PhDs of the promotor(s) on the team shall consist of four or more completed PhDs as (co-)promotor. The first promotor (i.e., the person pronouncing the candidate 'doctor' and handing over the diploma at the ceremony) will be the (a) **content owner**, provided this **content owner** has the *ius promovendi*. At least one of the members of the team is a **process expert**.



The decision to award the *ius promovendi* may be taken later in the PhD project, that is: an assistant or associate professor without the *ius promovendi* may initially be designated co-promotor in Hora Finita. If, closer to the date of the defense, criteria C1-C4 are all met according to a departmental advisory committee, the Doctorate Board will award the assistant or associate professor the *ius promovendi* and they can act as first promotor (and will be designated as such in Hora Finita). The Doctorate Board can accord such a change of supervision team provided the original first promotor, the dean, and the new first promotor all agree.

Duration

In principle, the *ius promovendi* is awarded for an indefinite period. The Doctorate Board may revoke this right in case the criteria are no longer met. For example, if PhD candidates have lodged complaints about their supervision, and after careful review involving both parties serious issues are indeed determined, the dean may ask the Doctorate Board to withdraw the *ius promovendi*. Supervision quality shall be assessed according to the criteria in the Supervision Qualification.

The Higher Education and Research Act (Wet op het Hoger Onderwijs en Wetenschappelijk Onderzoek, or WHW) states in Article 9.19 that honorably discharged full professors shall retain the right to act as PhD promotor for five years after their dismissal. TU/e extends the rule for full professors to associate and

assistant professors (i.e., to all holders of TU/e ius promovendi), as this will help to ensure continuity for the organization as a whole and the PhD candidate in particular.

The rules concerning Ius Promovendi for professors after retirement or dismissal are as follows:

- If a professor (full/associate/assistant) holds ius promovendi, this person retains ius promovendi for a period of five years after:
 - o retirement, counting from the date of retirement (state pension age (AOW-leeftijd), in accordance with the CAO NU) or, if that person chooses early (full) retirement, the date of voluntary early (full) retirement, or
 - o dismissal, counting from the contract end date, provided that the contract end date precedes the date of retirement,
 provided that the person was honorably discharged.
- This applies to full-time and part-time employees.
- Any contracts with TU/e or any other organization after the date of retirement (or, if the person chooses early (full) retirement, the date of voluntary early (full) retirement) are not taken into account when determining the start of the five-year period.
- An extension of the five-year period is not possible.
- The ius promovendi always ends five years after the date of retirement (state pension age (AOW-leeftijd), in accordance with the CAO NU).
- The professor shall not start any new PhD supervision based upon Ius Promovendi granted by TU/e in the five-year period after the date of retirement (or, if the person chooses early (full) retirement, the date of voluntary early (full) retirement) or after the contract end date.
- Five years after the date of retirement (or, if the person chooses early (full) retirement, the date of voluntary early (full) retirement) or the contract end date, the ius promovendi ends.

Definitions

Assistant professor

Assistant professor 2 (UD2) or assistant professor 1 (UD1), temporary and permanent contracts (i.e., both tenured and in a development track/probationary period)

Associate professor

Associate professor 2 (UHD2) or associate professor 1 (UHD1), temporary and permanent contracts (i.e., both tenured and in a development track/probationary period)

Full professor

Full professor 2 (HL2) or full professor 1 (HL1), temporary and permanent contracts (i.e., both tenured and in a probationary period)

Ius promovendi (IP)

The right to act as promotor in the PhD defense as defined in Art 7.18, sub 4 of the WHW (Higher Education Act): *“Voor elke promotie wijst het college voor promoties een promotor aan. Als promotor kunnen worden aangewezen een hoogleraar of, voor zover aan diegene de graad Doctor of Doctor of Philosophy is verleend, een ander personeelslid van een universiteit, een levensbeschouwelijke universiteit of de Open Universiteit dat naar het oordeel van het college voor promoties over voldoende bekwaamheid beschikt om als promotor op te treden.”* (English translation: *“For each promotion, the Doctorate Board appoints a promotor. The promotor can be a full professor or, provided they have been conferred the degree of Doctor or Doctor of Philosophy, another staff member of a university, a religious university, or the Open University deemed by the Doctorate Board to possess sufficient competence to act as a promotor.”*)

Content owner

The person principally responsible for designing the research and obtaining the funding for the PhD position, and the successful execution of it by the candidate. Evidenced f.i. by authorship of research output, and/or authorship of the research proposal for external funding or positions funded from 1st tier as part of a start-up package. Daily supervisorship in itself does not constitute content ownership. Content ownership can be shared.

Process expert

A person on the supervision team (see definition below) with at least two supervised PhDs as first promotor at TU/e who is able to support the content owner (if this is not themselves) not only on content but also in their professional development in supervisorship and provide input on the assessment for the Supervision Qualification (see definition below). In cases where a non-experienced supervisor is the content owner, the process expert safeguards supervision consistent with TU/e best practices and acts as a mentor to the content owner. The definition of process expert overlaps largely with that of the experienced supervisor but differs in that the process expert has acted as a first promotor at TU/e multiple times.

PhD supervision team

The two or three persons designated as promotor(s) and co-promotors in Hora Finita. The team should contain at least one content owner and at least one process expert, but these roles can also be combined. The allowed doctorate committee compositions are presented in the Doctorate Regulations.

Experienced supervisor

An assistant, associate, or full professor who either (1) has already obtained the ius promovendi at a previous appointment at a different university, and/or (2) has successfully completed 2 or more PhD defenses as co-promotor at TU/e, or in an equivalent role at another university, and has demonstrated in those PhD projects sufficient supervisory qualities in the opinion of a departmental advisory committee (standing, or appointed ad hoc) and/or (3) is deemed by the Doctorate Board to otherwise possess sufficient and relevant supervisory experience from earlier appointments. All experienced supervisors will be awarded (or already have been awarded) the ius promovendi. A process expert is also an experienced supervisor, but an experienced supervisor is not necessarily also process expert.

Supervision Qualification (SQ): Certification as mentioned in the Graduate School Strategy. Although the Graduate School will define the Supervision Qualification, it is asked to include the following elements:

- 1) The SQ will be compact and lightweight
- 2) SQ Certification is required for new ius promovendi decisions for non-experienced supervisors only.
- 3) The SQ involves on-the-job coaching, such as provided in a mentoring role by the process expert(s) in the supervision team.
- 4) To obtain the SQ, the non-experienced supervisor will be evaluated. Some degree of power difference is inherent to any consequential evaluation. It is TU/e's responsibility to ensure a process in which feedback is given and received openly and respectfully. The PhD candidate and the process expert, and possibly an external source will provide 360-degree feedback. 360-degree feedback will only be invited from the supervised PhD candidate after the PhD defense has taken place to help mitigate the potential effects of co-dependency and the power differential. As the process expert has mentored the supervisor during the PhD trajectory, their feedback is essential. To allow for independent feedback, instead of one final evaluation with all evaluators present, the evaluation of supervision skills will encompass a process with several moments for input. A separate feedback conversation with only the external reviewer can be part of this process.
- 5) The TU/e/EWUU course 'Supervising PhD candidates' will serve as a starting point for the actual SQ. Completing the course is a prerequisite.

Finally

Deviations from these procedures are only possible subject to prior agreement in the Doctorate Board. This career policy Everyone Professor will enter into force on 1 November 2024.

Executive Board, 10 October 2024