

| The Netherlands

Chairpersons and Secretaries of the Tenure Track BAC's  
Tenure Track candidates  
Chair Holders  
Personal Professors  
General Directors of the Sciences Groups  
Managers HR of the Sciences Groups

DATE  
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SUBJECT  
Tenure Track

POSTAL ADDRESS  
The Netherlands

During my recent presence at the various professors' meetings of the Sciences Groups, as well as in discussions with our lecturers and tenure trackers on Covid-19, many staff members convinced me of the need to communicate about the consequences for tenure track following Covid-19. At the start of this pandemic, early April 2020, I already sent out a communication on how Wageningen University aims to handle tenure track assessment procedures in times of Covid-19. That 'policy' still stands, but it is good to repeat it, as the start of the pandemic seems ages ago.

- BACs can be convened digitally if necessary or preferred. This is also possible for a recruitment BAC, although it is strongly advised to meet the candidate at least once in person. Please ensure clear communication with the TT employee or with the external candidate.
- Tenure trackers may ask for a postponement of a BAC due to specific Corona circumstances, as is possible in any other exceptional situation. The time intervals between the tenure track were already made more flexible in tenure track 2.0, and Corona adds to this flexibility. This postponement is, however, not possible if it concerns a BAC in relation to a permanent labour contract.
- If postponement is not possible or not desired, requirements for moving upwards in the tenure track process (e.g. on supervision, research, acquisition, management, teaching) may be adapted due to the Covid-19 situation as in other exceptional personal circumstances, for instance because more time had to be spent on education or due to personal circumstances (illness, home situation, caring responsibilities). As personal circumstances will differ, it is impossible to set general rules on such deviations. Hence, decisions to deviate from the current tenure track criteria will be done on a case by case basis, where the BAC advises and the director of the Sciences Group decides on promotion. The chair of the BAC looks after harmonization across cases. Candidates should explain their personal Covid-19 related circumstances in their portfolio so that the BAC can take their situation into account.
- The general idea of moving up in tenure track to the level of Associate Professor 1 stays the same, also under Covid-19 deviations. Moving upward remains based on an assessment by the BAC (advice) and the General Director (decision) on whether they consider the tenure tracker ready to move up to the next level.
- As all other universities at the moment, we are discussing the Recognition and Rewards (Erkennen & Waarderen) idea within our organisation, which most likely will result in adaptations of how we want to recognise and reward our academic staff. Although, due to Covid-19, it will take some more time

to finish this discussion than initially planned, Wageningen University is still fully committed to proceed with this process of Recognition & Rewards. A broad working group, chaired by Arnold Bregt and with Theo Jetten as secretary, will send out a survey shortly and after that will start a university wide process of generating ideas on whether and how we want to change our processes of Recognition and Reward.

- The corona crisis might have consequences for Tenure Track assessments in the long run, but at the moment it is not easy to predict to what extent, and how, this will (have to) be the case. Such potential consequences will be taken into account when in the near future, based on the advice of the Recognition and Rewards working group, new criteria will be developed for tenure track.

If you have any additional questions related to tenure track, please contact your HR department.

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