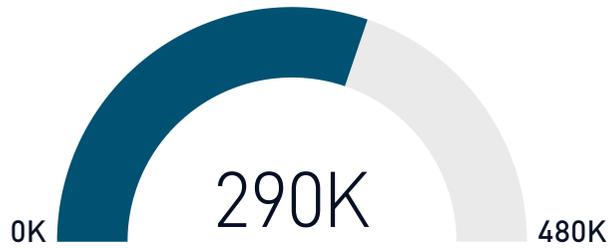# Professionalisation of teaching staff

Total budget Professionalization of teaching staff (€)

290K

0K   480K

Professionalisation of staff by unburdening teaching staff in order to have more time for professionalisation and by stimulating chair groups to facilitate professionalisation of teaching staff.

PhD skills

Number of PhD candicates trained

70

37

0   140

Budget realization (€)

25K

0K   75K
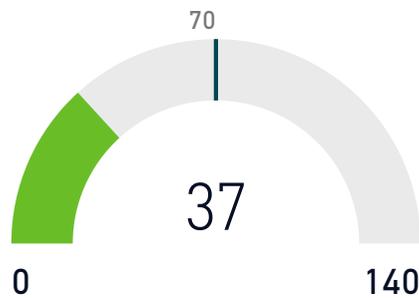
Goal: Improve the quality of education provided by PhD students who have educational tasks.
Approach: Education training developed and offered to PhD students who are assigned teaching tasks in courses.
Planned result: At least 140 PhD Candidates will be trained on education skills per year.
Realised result: 37 PhD Candidates succeeded a didactical training course. The rest of the courses are planned in the second half of 2020.

Fund for peer review and professionalization expenses

Realisation of announced measure

7

11

0   10

Budget realization (€)

25K

0K   105K

Goal: Lecturers have more time on professionalisation via training and peer review.
Approach: We will create a fund to offer financial compensation for professionalisation of staff.
Planned results: At least 6 request for compensation funded. At least 4 peer reviews (of a cluster) compensated. 25k extra budget which was not spent in 2019. Therefore more will be realised than target.
Realised results: 7 requests for compensation are funded. At least 4 courses are peer reviewed.

Unburdun and support lecturers

Hired fte: total ambition 5.5 fte

4.5

5.5

0.0   5.5

Budget realization (€)

240K

0K   300K

Goal: Lecturers have more time on professionalisation or innovation as they are unburdened by supporting staff.
Approach: Budget will be spend on extra staff to take over tasks of lecturers to unburden them to have more time for professionalisation.
Planned result: Science groups hire 5.5 fte in total.
Realised result: Science groups have hired 4.5 fte in total. Some plans needed to be changed due to corona and therefore hiring staff is delayed.