

Profile descriptions for professorial staff

The profile of each of the four grades of the professorial staff is described below. This description is a non-exhaustive list of qualitatively defined result areas, responsibilities and roles per sub-assignment, which can be referred to in the evaluation of the professorial staff. These are cumulative, in the sense that a professorial staff member in a higher functional level has acquired the expected skills and competencies of any lower functional level(s).

1. Assistant professor (functional level 1)

An assistant professor is a promising academic researcher/lecturer.

Depending on the choices made regarding profile differentiation and focus in the core tasks, an assistant professor can include the following elements in his or her assignment (non-exhaustive):

Research:

- initiating and independently conducting academic research, *based on a research plan*, with the aim of contributing to the development and application of academic knowledge and insights within a specific research field. A beginning assistant professor is integrated into the existing research structures from the start;
- developing new academic project proposals and applying for internal/external research funding;
- initiating and supervising doctoral trajectories as (co-)supervisor: result- and people-oriented guidance of junior researchers in the conduct and progress of their research;
- disseminating academic research: as (co-)author of peer-reviewed academic publications (articles, books); making an active contribution to and/or presenting a paper at academic conferences and seminars;
- research transfer: creating value to society, the government and/or the industry (including establishing the societal or economic valorisation within the strategy of the group as well as obtaining funds to support the research transfer); contributing to current societal debates based on the research results;
- (further) expanding and actively participating in academic and non-academic networks at a local, national or international level;

Education:

- organising one or more course units (including the supervision of Bachelor's or Master's theses and the supervision or coordination of internships) as lecturer-in-charge or co-lecturer (including teaching within the framework of the permanent training programme). The quantity and quality of this teaching assignment always go hand in hand; it is imperative that the quality of the teaching assignment is assessed favourably;
- integrating recent research findings in the course units or study programmes in which the professor is involved;
- contributing to forms of active education within the own course units or the study programmes in which the professor is involved;
- contributing to the innovation and internationalization of education;
- lifelong learning/further developing the own competencies regarding teaching or other education-related tasks;
- contributing to the education policy and the educational quality control of the study programme(s) in which the professor is involved: playing a role in the design and implementation of the education policy and educational quality control (e.g., efforts regarding the study programme development, orientation, supervision, remediation and/or improving the study success of students);

Institutional and societal engagement:

- providing services at the department level;
- furthering the own professionalization (in addition to academic expertise and educational qualifications):
developing behavioural or personal competencies (e.g., leadership, budget management, academic ethics and integrity);
- initiating, promoting and establishing international contacts and collaborations in research, education and/or development cooperation.

2. Associate professor (functional level 2)

An associate professor is active at a high academic level.

An associate professor has mastered the skills and competencies of the level of assistant professor. At the level of associate professor, the focus is on the further development and deepening of the academic tasks and on taking up more responsibility.

Depending on the choices made regarding profile differentiation and focus in the core tasks, an associate professor can additionally include the following elements (non-exhaustive):

Research:

- initiating and independently conducting academic research with the aim of contributing to the development and application of scientific knowledge and insights within a specific research field, which also have potential links with other research fields and disciplines (can be interdisciplinary or multidisciplinary);
- initiating and coordinating one or more research programmes/lines of research on the basis of relevant and new developments in science and society;
- actively taking up expert (academic) roles in the research process (e.g., being a member of editorial boards and scientific committees);
- obtaining internal/external research funding (acquiring new project proposals and contract research with the aim of developing an own research line);
- making a demonstrable contribution to generating (academic, societal and/or economic) research impact;
- initiating and supervising doctoral trajectories which successfully result in doctoral dissertations as (co-)supervisor, and guiding research and educational staff in a result- and people-oriented manner: more specifically, doctoral students, postdoctoral staff and other scientific or administrative and technical staff (WP, ATP);

Education:

- taking up the responsibility to integrate recent evolutions within the scientific field into the study programme(s);
- taking up responsibility with regard to the education policy and the educational quality control of the study programme(s) in which the professor is involved or within the faculty: playing a role in the design and implementation of the education policy and educational quality control (e.g., efforts regarding the study programme development, orientation, supervision, remediation and/or improving the study success of students,...);

Institutional and societal engagement:

- taking up faculty-wide responsibilities and administrative and/or management tasks that go beyond the own department/research group (e.g., sitting on a study programme committee and coordinating a study programme,...) in a successful/high-quality fashion;
- further expanding and consolidating international contacts and collaborations in research, education and/or development cooperation.

3. Full professor and senior full professor (functional level 3)

A full professor takes a leading role in the research/teaching activities of the department/research group and is ultimately responsible for the quality of academic education and research.

Based on the expertise and skills obtained, a full professor also takes a guiding role with regard to the vision, strategy and management of the department/research group in the medium/long term.

A full professor has mastered the skills and competencies of the level of associate professor. A full professor can additionally include the following elements (non-exhaustive):

Research:

- being a full professor means being an authority in your discipline and thus bringing prestige to the institution (e.g., as the author of academic publications in highly regarded peer-reviewed journals, as a member of the editorial board of an academic journal or academic book series and as an invited speaker at international conferences);
- contributing to the research development of others within an (inter)national context (e.g., as a member of (inter)national evaluation committees for academic projects);
- high-quality coaching of assistant and associate professors and other academic staff (researchers, including doctoral and postdoctoral students) in their research;

As a senior full professor, he/she is also responsible for

- designing the long-term policy with regard to research and defining ideas and priorities; initiating and successfully implementing new research groups; ensuring the translation of a research programme into research projects (being able to set up research projects and obtain the necessary funds for achieving them through international - renowned - research funding, including setting up partnerships with the industry);

Education:

- developing a strategic educational vision/policy/study programme in the own area of expertise/the own faculty;
- taking up a coordinating role in activities to innovate education;
- taking up a coordinating role in initiatives regarding educational quality control within the faculty or at a central level;
- high-quality coaching of tutors, assistants, assistant professors, associate professors and other academic staff with regard to education;
- taking up responsibility regarding the education policy and educational quality control within the faculty or at the central level: playing a role in the design and implementation of the education policy and educational quality control (e.g., efforts regarding the study programme development, orientation, supervision, remediation and/or improving the study success of students);

As a senior full professor, he/she is also responsible for

- taking up supervising positions in education, at both the faculty and the central level;
- representing the university in interuniversity (advisory) bodies (such as the Flemish Interuniversity Council (VLIR)) with regard to education (themes);

Institutional and societal engagement:

- taking up a supervising or managerial mandate in a department, faculty or university in a high-quality fashion;
- taking up a supervising or managerial mandate in an external organization (e.g., as a board member of (inter)national academic organizations) in a high-quality fashion.

As a senior full professor, he/she is also responsible for

- representing the institution outside of it: promoting (inter)national collaboration with other faculties and universities and other partners in society;
- representing the university in the societal discourse and contributing to the public image of the institution;
- consolidating and involving colleagues in international contacts and collaborations with regard to research, education and/or development cooperation.