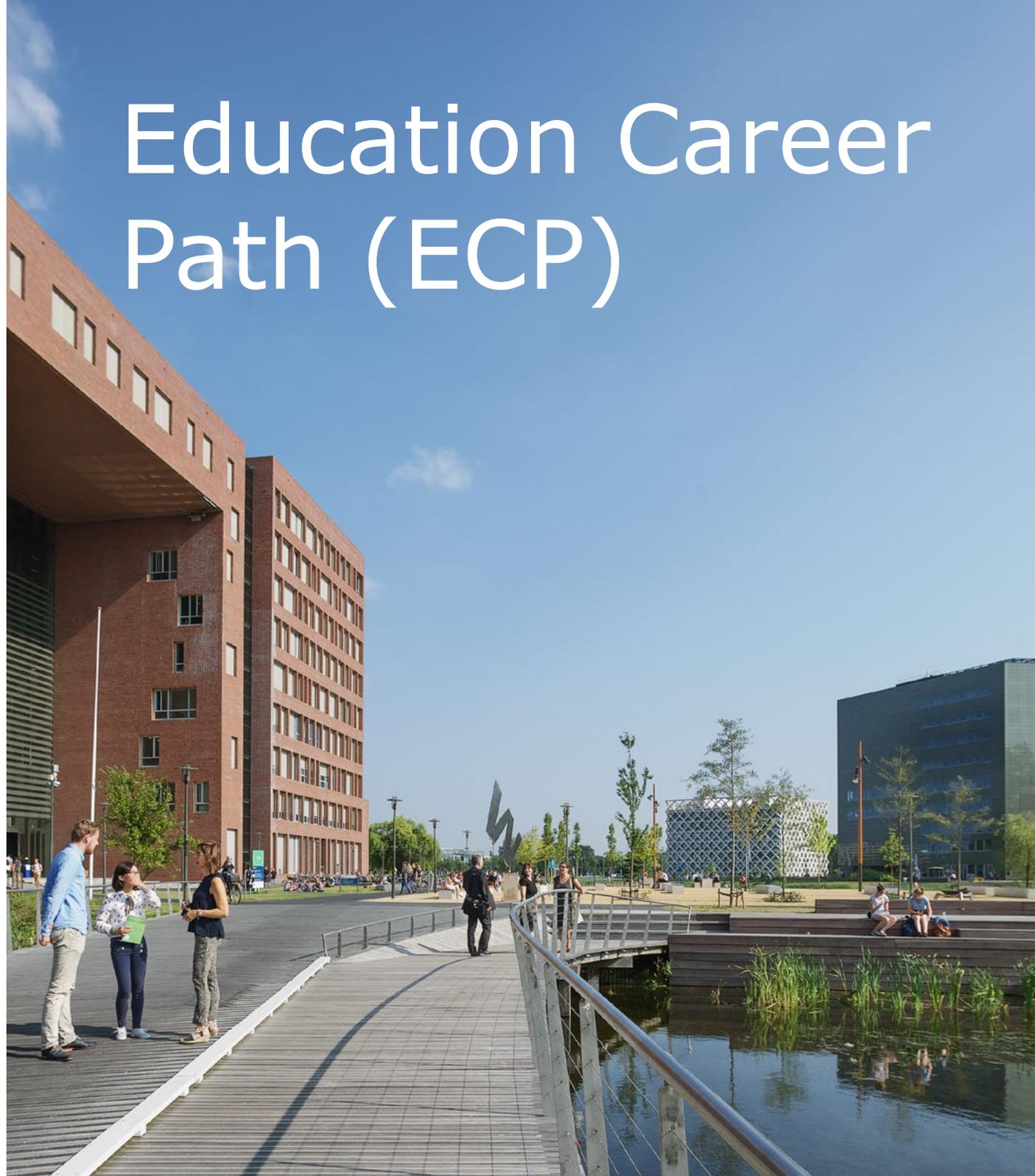


Education Career Path (ECP)

Wageningen University & Research wants to provide academic lecturers with an attractive career perspective that expresses the importance WUR places on high-value and innovative academic education.

The Education Career Path (ECP) provides tools for the development of education professionals, taking into account the differences in emphasis in the lecturer positions. The ECP also provides a tool for the chair holder and lecturer to discuss the development of the position and the development and career of the lecturer.

The ECP is intended for lecturers with an appointment as Lecturer 4, Lecturer 3, or Lecturer 2 who are interested in taking a step forward in the development of their education career.



A word from Arnold Bregt

'Through the Education Career Path (ECP), we hope to inspire and stimulate our academic teachers to put teaching and learning at the focus of their career. This can be done at someone's own pace, allowing personal development by stimulation instead of enforcing it. The framework, which lies at the core of the ECP, provides teachers with an overview of diverse teaching achievements. Next to creating a solid basis in teaching, the ECP focuses on additional aspects such as teaching repertoire, teaching at multiple programme levels and one's impact as an academic teacher. The ECP allows us to explicitly value education quality at our university by acknowledging and rewarding a teacher's impact on different levels in the organisation.'



'Research can be part of an education career path. The ECP allows for different ways to integrate research into teaching: for example, in some chair groups it suffices that teachers are aware of and integrate up-to-date scientific insights in their teaching, while in other chair groups active participation in research is considered crucial for teaching. In that case the research component should be small enough to distinguish ECP from Tenure Track and is therefore set at max 30% of the time.'

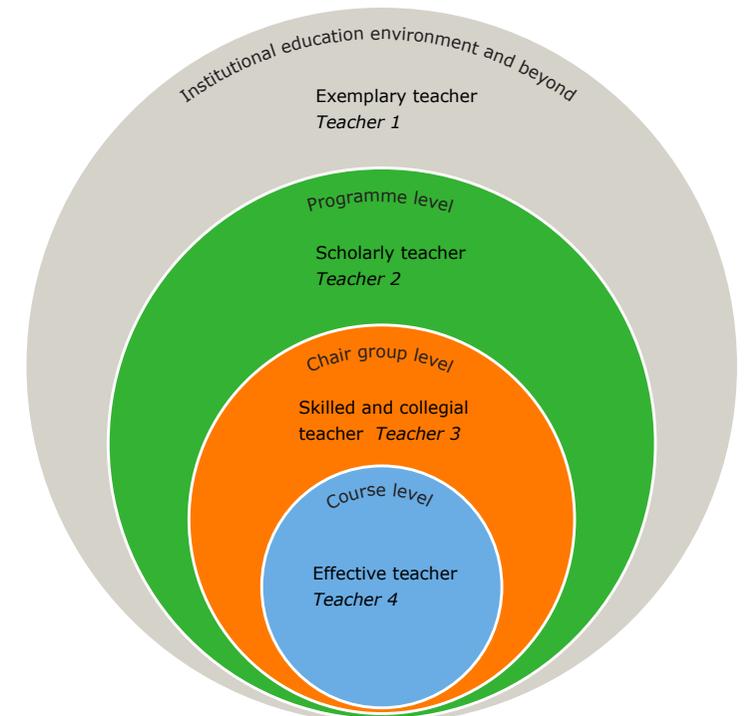
Prof.dr ir Arnold Bregt – Dean of education at Wageningen University

Expanding spheres of impact

In terms of impact on education the Education Career Path looks beyond the student: teachers can be acknowledged and rewarded for creating impact at chair group level, at programme level and at or even beyond the institutional level.

- Teachers have entitlement (initiatiefrecht, the right to be assessed): it is up to the teacher to request an evaluation of their personal development within the ECP-scheme.
- There is no fixed timeline for progression: the ECP serves to stimulate the professional development of academic teachers, not to enforce it. Teachers develop at their own pace, following the principle of 'up when you're ready'.
- The ECP framework allows for individual profiles in which a distinction is made between compulsory indicators and 'restricted

optionals'. In practice this means that – within limits – a choice is made which of the 24 indicators are relevant for specific ECP positions.



Interview with a lecturer participating in ECP

'Teachers at our university have such a drive to offer high quality education. For me, the introduction of the Education Career Path offers a concrete way to recognizing these teaching achievements and to get acknowledged and rewarded for creating impact. I like that the framework offers a way to value the diversity of qualities that different lecturers have or want to develop. For me, for instance, innovation is something I really enjoy.'

'The ECP stimulates me to think about the options I have in terms of professionalisation as a lecturer. I have used the framework to create a vision for my own future development based on my own personal drivers. This type of reflection is in my opinion vital. Education can, at times, be quite all-consuming in terms of time and energy. It is therefore a relief that I can do this at my own pace, whenever I am ready to do so. It is very important to create an incentive to stop and reflect on what you are doing and where you want to go.'

Dr. Jet Vervoort – Lecturer in chair group Nematology (Plant Sciences Group, Wageningen University & Research)



More information

For more information regarding the Education Career Path of Wageningen University & Research please visit the [ECP-page](#) or contact your chair holder, your HR advisor or the HR department.