



# WAGENINGEN

## Young ACADEMY

### **Insider tips from Wageningen Young Academy to go more smoothly through Tenure Track/Academic Career Framework at WUR**

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#### **Notes before reading:**

These tips were collected by Wageningen Young Academy (WYA) members in April 2024, and are based on experiences in the Tenure Track System covering 2020-2024. We aim to regularly update this document. Soon (probably at the start of 2025) the new Academic Career Framework (ACF) will be officially launched with quite some changes, but in the first three years you can also still be evaluated probably via the former Tenure Track (TT) criteria. The tips here are often communicated in-person, but not very visible in official TT/ACF-related information documents. WYA therefore collected these tips and shares them with the wider WUR community so that everybody has access to these insights.

Do you have more suggestion, tips or questions you can also contact Wageningen Young Academy: [wageningen.youngacademy@wur.nl](mailto:wageningen.youngacademy@wur.nl)



#### **Tips for starting your TT/ACF**

- For those coming from outside WUR, argue (hard) with your new professor and HR for **equal treatment of experiences outside WUR** (e.g. courses and experiences already obtained) so you enter into the right academic (sub)rank and salary scale.
- Join a **Tenure Track intervision group** with fellow tenure trackers (for instance with peers who also follow the course Professional in PhD Supervision).
- **Talk to everybody you know about your TT**, different chair groups or science groups can have different procedures.
- The **Tenure Track development program** can be very useful to join
- Continuously **update CV** with activities, publications, impact, service, etc. (you will forget after several years!).
- In **UTQ** you can get **exemptions** for courses when you can show you already possess the learning goals of a specific course.



## Tips for your promotion/BAC

- **Regularly check the TT/ACF check list** to see if you already qualify for promotion (you don't need to fulfil all!!). One link to TT criteria can be found here:  
[https://intranet.wur.nl/Project/DDWDASDepartmentofAnimalSciences/Pages/WnIhLg1cuUygGCdGI3n\\_DQ](https://intranet.wur.nl/Project/DDWDASDepartmentofAnimalSciences/Pages/WnIhLg1cuUygGCdGI3n_DQ)
- **Discuss TT/ACF progress regularly with your supervisor/chair** (e.g. during annual R&O).
- **Have regular contact with HR to discuss TT/ACF** related matters and progress.
- **Ask BAC secretary of your Science Group to evaluate your portfolio halfway** a TT phase, to discuss which things to address before you can organize a next BAC.
- There is some **flexibility in the TT/ACF system to not move up or to go faster**, discuss with your chair if relevant.
- You can **get quite far by formulating arguments** that explain your situation and choices made, and share and discuss these arguments with your chair and BAC secretary before planning a BAC meeting.
- You are entitled to a '**Starting Grant**' once you receive a permanent contract as an Assistant professor (only holds for Assistant and not Associate). This grant that gives opportunity for funding PhD student with a fellow Assistant professor (contact Henrieke de Ruiten if you qualify and were not noticed). So you can also negotiate (also on old TT system) with you chair for a permanent contract before you get promoted to Associate to receive this grant.
- Be proactive in **suggesting suitable people to be in your BAC committee** yourself to your chair and the BAC secretary.
- **Contact the WUR library (or BAC Secretary) on time to get your bibliometric data** (citations, relative impact, percentage highly cited papers).
- **Practicing your story** (your profile, your research line) in other contexts (grant proposals, presentations at other universities, with colleagues etc.) is helpful exercise for your career and BAC preparation.
- Expect the **question in the BAC**: what should we as committee advise your chair that can help you?
- Don't be surprised if **during the BAC you will mainly (only) discuss** topics where the committee sees **points for development** (and ignores all aspects that are going well).