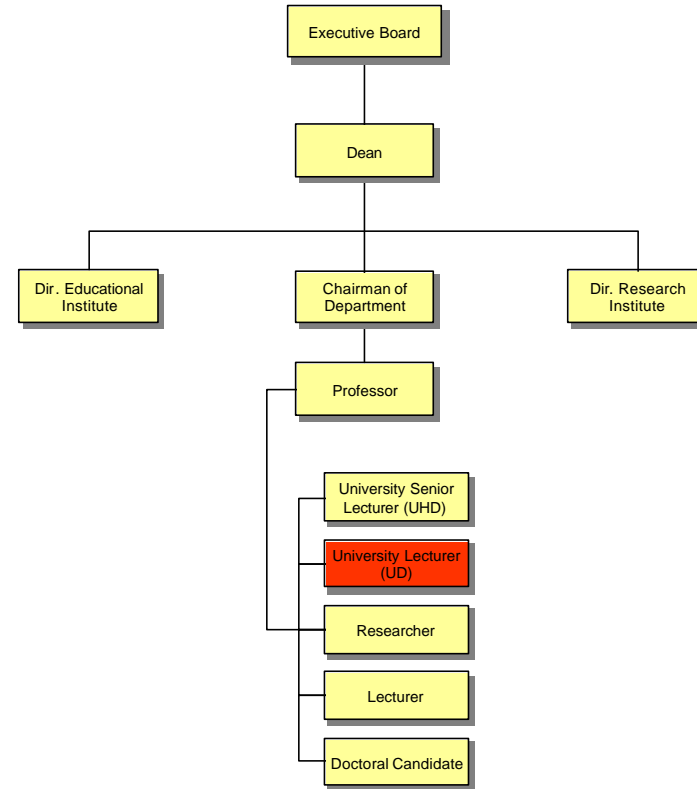


Universitair docent

Aim

To develop and provide allotted cohesive academic course components, based on the faculty's curriculum, so that students may meet the course objectives associated with the attainment targets of these course components in terms of knowledge, understanding, skills, competence and attitude.

To gain and carry out scientific research, following consultation with the Hoogleraar of the department and in line with the department plan, with the aim of contributing to the development and application of scientific knowledge and understanding in a field of research.



TARGET AREAS

Core Activity	Scope	Result	Activities
1 Educational Development			
To specify the course objectives for a course component	Faculty's curriculum Cohesion with other course components in the curriculum Course objectives students have to achieve	Content, teaching, testing method(s) and composition of allotted course components	<ul style="list-style-type: none"> • Keep up to date on relevant national and international developments in own field of education • Select relevant literature and teaching methods • Formulate teaching material and assignments or adjust established material
2 Teaching			
To prepare and implement allotted course components	Faculty's curriculum Specified study load Norms and attainment targets	Achievement of the course objectives set with regard to students' knowledge, understanding, competence, skills and attitude	<ul style="list-style-type: none"> • Integrate research results into teaching • Prepare and hold programme meetings for students, provide potential students with information • Create the right conditions for the learning process by applying teaching methods • Supervise and coach students in the learning process during programme meetings • Supervise and assess students' work placement assignments and final projects and theses
3 Testing			
To test academic achievement, using assessment methods developed and/or approved by the educational institute for this purpose	Established norms for the faculty's curriculum	An objective assessment of the extent to which the student has attained the required level	<ul style="list-style-type: none"> • Formulate interim and final examination questions • Hold both oral and written interim and/or final examinations • Assess interim/final examinations and award marks
4 Course Evaluation			
To contribute to the evaluation of the framework and implementation of course components, including making proposals with regard to possible improvements in the teaching and/or content of these course components	Established quality criteria, content and objectives in the faculty's curriculum	Enabling students to attain the course objectives more effectively	<ul style="list-style-type: none"> • Evaluate and, if necessary, adjust own course components • Take part in internal working groups and discussions on course evaluations • Analyse how course components are given with students and Docenten • Contribute towards evaluation reports about the framework and implementation of the curriculum or parts of it • Provide information to programme review committees

TARGET AREAS			
Core Activity	Scope	Result	Activities
5 Acquisition of Contract Research and Contract Teaching (variant)			
To write or assist in writing research and/or teaching proposals to be approved by the Hoogleraar	The department's research programme and curriculum and the quality requirements of the commissioning bodies	Contribution towards contracting partners and financiers for substantive and financial participation	<ul style="list-style-type: none"> • Contribute to the development of non-initial degree programmes • Draw attention to relevant developments and potential opportunities in the field of education and research • Report to the commissioning body on performance and results • Develop and maintain contact with the influential Onderzoekers and financiers of research and education • Acquire subsidies
6 Co-ordination of Research			
To co-ordinate and monitor the progress of one's own research	Individual research plan	Achievement of aims of the research plan	<ul style="list-style-type: none"> • Bring into line with other research or research components • Give assignments and work instructions to academic and research staff • Monitor progress and quality of the work on assignments delegated to academic and research support staff
7 Research process			
To collect, analyse and interpret research data	Research plan Scientific criteria Protocols	Solving the research problem as it is defined	<ul style="list-style-type: none"> • Formulate a research plan • Verify the definition of the problem and the working hypotheses with the Hoogleraar or Universitair hoofddocent • Study the literature, attend symposia and congresses and hold discussions with experts on the subject matter • Formulate the definition of the problem, working hypotheses and specify the research data required, the research method and target groups • Exchange knowledge with national and international colleague Onderzoekers and experts in the subject matter
8 Publication of Research			
To publicise the research results	In consultation with fellow authors Criteria for the medium chosen for this	Making colleagues partners in the knowledge and insights that have been acquired, as well as receiving feedback on these and improving the position of the area of knowledge	<ul style="list-style-type: none"> • Write articles for publication in recognised scientific journals and specialist journals • Write conference papers and give lectures at conferences • Give presentations to external organisations • Make adjustments to the published articles following comments from reviewers and colleague Onderzoekers
9 Supervising students			
To supervise students, including assessing students' work and progress on their assignments		Enabling students to complete their assignments within the allotted time	<ul style="list-style-type: none"> • Discuss possible assignments with students • Discuss plans, implementation and progress of the assignments with the students • Assess the students' assignment and submit it to the Examining Board

TARGET AREAS

Core Activity	Scope	Result	Activities
10 Supervising Promovendi (variant)			
To supervise Promovendi in the content of their work on their thesis and its progress by acting as assistant doctoral thesis supervisor	Following consultation with the doctoral thesis supervisor	Contribution to high-quality research and to Promovendi being able to complete their theses in good time	<ul style="list-style-type: none"> • Inform Promovendi about possible doctorate thesis subjects • Discuss progress of research or research components with Promovendi • Assist in assessing Promovendus' theses • Provide input to the doctoral thesis supervisor to help in assessing the Promovendi • Supervise Promovendi in preparing and jointly teaching a course component and then give feedback on this
11 Patient Care			
To formulate a treatment plan and have it carried out (specialist dental care, specialist veterinary care)	Following referral by an external practitioner (dentist, veterinary surgeon)	Development of treatment skills and/or benefits to patients' health	<ul style="list-style-type: none"> • Supervise specialists/trainee dentists with regard to their patient care tasks in the relevant research field • Take care of implementing and evaluating procedures considered suitable for diagnostics and/or treatment • Provide care • Take part in or lead patient discussions • Keep medical reports up to date
12 Management of Equipment and Laboratories			
To manage equipment and/or laboratories	Budget allocated	Resources and facilities needed for carrying out research	<ul style="list-style-type: none"> • Consult and verify with the Director of Operations or the Director of the Research Institute • Formulate an investment proposal
13 Social Service			
To spread the departments' knowledge through various media		Scientific knowledge that is clear, understandable and applicable for a wide audience, as well as contributing to the position of the department	<ul style="list-style-type: none"> • Contribute to current social discussion from own area of expertise • Give lectures and interviews to various media
14 Working groups and committees			
To take part in and/or chair committees or working groups, as well as perform allotted executive and administrative tasks.		Contribution to the development of the faculty	<ul style="list-style-type: none"> • Prepare topics to be discussed in working groups or committees • Take part in committee meetings and working group meetings • Work out the details of certain topics in preparation for a subsequent meeting • Keep staff informed of matters discussed in the working groups

Classification Criteria for Universitair docent (UD)

Job grade Classification Criteria	UD 1	UD 2
Teaching	<p>Teaches course components that have already been developed for the curriculum.</p> <p>Takes care of periodical maintenance of the allotted course components.</p> <p>Draws attention to opportunities for improving the allotted course components.</p>	<p>Teaches course components that have already been developed for the curriculum.</p>
Research	<p>Conducts independent research.</p> <p>Contributes to obtaining 2nd (indirect) flow of funds and 3rd (contract research) flow of funds.</p> <p>Supervises academic staff with regard to the content of their research.</p>	<p>Conducts research based on a previously defined and approved research proposal.</p>
Organisation	<p>Chairs working groups, committees or project teams in the department.</p>	<p>Takes part in working groups, committees or project teams in the department.</p>

Classification rules for UD

- UD 2 applies if all criteria described for UD 2 are met
- UD 1 applies if the criteria 'Teaching' and 'Research' are met as described for UD 1 and the criterion 'Organisation' is met as described for UD 1 or 2