

Eindhoven University of Technology (TU/e), Netherlands

FEATURE HIGHLIGHTED: **ALIGNING APPOINTMENT AND PROMOTION COMMITTEE MEMBERSHIP WITH CANDIDATE PROFILE**

In 2023, TU/e introduced a unified, 'blended' academic career pathway¹ structured across four domains: *research; education; impact; and leadership & team*. Academics must contribute to all areas, but can assign varying weights to each domain based on their interests and areas of impact, with greater flexibility afforded as they progress in their careers. Academics define their unique profile through a biographical sketch², which they embed in their case for appointment or promotion.

To ensure appointment and promotion committees offer transparent, robust and consistent assessments of candidates across these varying profiles, TU/e launched a pilot to align the expertise of the committee with the candidate's profile. The proposal is to appoint three 'core' members to the committee for each discipline to ensure consistency across all appointment/promotion decisions. Additional internal and external committee members are then selected to reflect the profile and specialisms of the candidate. So, for example, if the candidate places a 60% emphasis on university teaching, the composition of their assessment committee (and the expertise each member brings) is selected accordingly. The *Department of Electrical Engineering* at TU/e is currently conducting a pilot of this approach.

¹ Recognition and Rewards, TU/e: <https://www.tue.nl/en/our-university/about-the-university/tue-strategy-2030/talent/recognition-and-rewards>

² Biographical Sketch, TU/e: <https://www.tue.nl/en/news-and-events/news-overview/04-09-2024-the-bio-sketch-room-for-more-than-research-with-a-personal-focus>

Source

This case study is extracted from:

Graham, R. (2025). *Rewarding teaching in academic careers: Mapping the global movement for change*. Advancing Teaching. **Box 9, p. 26**.

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