



## Fact sheet

# Staff composition

The composition of the UvA's workforce is aimed at making the best possible contribution to teaching and research. The premise is that a healthy balance is required between permanent and temporary staff, and between academic staff and support and management staff.

### Balance between permanent and temporary academic staff

Temporary appointments are inherent to the way teaching and research are funded. Student numbers fluctuate, research budgets vary and research projects are often temporary in nature. In order to accommodate this, a certain degree of flexibility is required with regard to staffing. In an academic career, the premise is that individual staff members combine teaching and research duties. An academic career follows the axis of assistant professor (UD), associate professor (UHD) and professor. Such appointments may involve a permanent appointment. Lecturers and postdocs have either far fewer or no combined teaching and research duties, and thus fewer prospects of a permanent appointment. The UvA is transparent about these employees' career prospects within the university. In addition, the UvA is trying to strengthen their prospects by investing in their personal and professional development. This includes offering training and courses to temporary staff and providing support and guidance in finding work inside or outside the UvA once their appointment ends.

To ensure a healthy balance between permanent and temporary staff, the UvA is committed to the following points:

- UvA appointment policy is implemented uniformly and transparently
- The Collective Labour Agreement is applied 'in letter and spirit'.
- Temporary appointments, as well as any decision not to grant a permanent appointment, are duly substantiated. The percentage of temporary appointments among lecturers, assistant professors, associate professors and professors at the UvA is 22% at most.
- In principle, academic staff are always hired based on an appointment; For example, during peak load, maternity leave and illness it is allowed to use temporary staff.
- The UvA invests in the career prospects of temporary staff, focusing on three aspects:
  1. Transparency on career opportunities within the UvA, the length of the appointment and development opportunities
  2. The development of transferable skills (ones which can be used in other work environments)
  3. Career support (support in transitioning from work to work)

These policy guidelines are in keeping with existing legislation, the collective labour agreement of Dutch universities (CAO-NU) and with agreements made within the organisation regarding temporary appointments.

## Facts and figures

As at January 2019, the UvA has 1667.7 FTE (full-time equivalent) staff in academic positions, of which 1386.4 FTE are permanent appointments (83.1%), and 280.6 FTE (16.9%) are temporary appointments. These figures do not include PhD candidates and postdocs, since these appointments by nature justify a fixed-term contract. The UvA has as objective to keep the percentage of temporary appointments for teaching staff job categories (lecturers, assistant professors, associate professors and professors) below 22%. Over the past four years, the number of temporary employment contracts in these categories have almost been halved from 29 to 16.7%. Table 1 provides an overview of the development of the percentage of permanent and temporary appointments (the latter including temp workers, seconded staff and other temporary hires) among teaching staff in recent years.

Table 1

*Development appointments of teaching staff job categories\**

|                  | 2014   |      | 2015 |      | 2016   |      | 2017   |      | 2018   |      |
|------------------|--------|------|------|------|--------|------|--------|------|--------|------|
|                  | FTE    | %    | FTE  | %    | FTE    | %    | FTE    | %    | FTE    | %    |
| <b>Total</b>     | 1617.6 | 100  | 1609 | 100  | 1653.3 | 100  | 1696.6 | 100  | 1644.7 | 100  |
| <b>Permanent</b> | 1147.7 | 71.0 | 1208 | 75.1 | 1284.8 | 77.7 | 1335.4 | 78.7 | 1370.0 | 83.3 |
| <b>Temporary</b> | 469.9  | 29.0 | 401  | 24.9 | 368.5  | 22.3 | 361.2  | 21.3 | 273.9  | 16.7 |

The majority of the temporary appointments in the above table belong to Lecturer job category 3 and Lecturer job category 4. Whether these members of the teaching staff will become eligible for a permanent appointment as lecturer or assistant professor depends on such factors as their suitability (based on factors including functional criteria such as UvA-wide appointment and promotion criteria, having obtained a doctorate) and organisational preconditions.

For the majority of temporary teaching staff, their future career will in all likelihood lie outside of academia. With this in mind, the UvA invests in the long-term perspectives of these employees, for example by offering them career advice and support, career events and training. Agreements on development and career perspective are preferably laid down prior to the appointment or at its beginning, and are periodically evaluated, including during the annual consultation.

Divided into specific teaching staff job categories, the composition is as follows:

Table 2

*Overview of appointments per teaching staff job category (as at January 2019) \**

| Position               | Total (FTE) | Permanent |      | Temporary |      |
|------------------------|-------------|-----------|------|-----------|------|
|                        |             | (FTE)     | (%)  | (FTE)     | (%)  |
| <b>Professor</b>       | 307.1       | 288.6     | 94.0 | 18.5      | 6.0  |
| <b>Assoc. prof.</b>    | 277.1       | 274.4     | 99.0 | 2.7       | 1.0  |
| <b>Asst. professor</b> | 523.2       | 477.2     | 91.2 | 45.9      | 8.8  |
| <b>Lecturer</b>        | 537.342.1   | 329.7     | 61.4 | 206.818.8 | 38.5 |
| <b>Total</b>           | 1.644.7     | 1.370.0   | 83.3 | 273.9     | 16.7 |

### **Balance between academic staff and support and management staff**

The UvA makes a distinction between academic staff (WP) and support and management staff (OBP). The UvA aims for a healthy balance between WP and OBP, with the OBP taking on support duties, allowing WP to focus as much as possible on their core responsibilities in teaching and research.

### **Facts and figures**

The UvA has 1962.2 FTE of support and management staff (OBP). Of these, 1141.6 FTE are employed by the various faculties and 820.5 FTE by the central staff units and the shared service units and other units. Their duties are varied in nature, including timetabling, staffing programme administration offices, ICT, laboratory support, P&O, secretarial support, communication, business operations and finance. Other staff belonging to OBP include Student Services staff, University Library staff and Alumni Relations staff.

Table 3

*Ratio between WP and OBP*

| <b>UvA staff</b> | <b>2014</b> |      | <b>2015</b> |      | <b>2016</b> |      | <b>2017</b> |      | <b>2018</b> |      |
|------------------|-------------|------|-------------|------|-------------|------|-------------|------|-------------|------|
|                  | FTE         | %    | FTE         | %    | FTE         | %    | FTE         | %    | FTE         | %    |
| <b>Total</b>     | 4506.3      | 100  | 4638.7      | 100  | 4735.2      | 100  | 4834.7      | 100  | 4816.3      | 100  |
| <b>WP</b>        | 2635.4      | 58.5 | 2737.9      | 59.0 | 2796.1      | 59.0 | 2854.1      | 59.0 | 2854.2      | 59.3 |
| <b>OBP</b>       | 1870.8      | 41.5 | 1900.8      | 41.0 | 1939.1      | 41.0 | 1980.6      | 41.0 | 1962.2      | 40.7 |