

## Appendix 8 Tenure Track

### ARTICLE 1. STATUS OF TENURE TRACK

Article 2.6 paragraph d is a provisional article for the duration of this CAO-OI.

### ARTICLE 2. DEFINITION

"Tenure track" is understood to mean: "an employment contract for a definite period of time of no more than six years with a talented academic holding a doctor's degree in order to determine whether a permanent employment contract will be entered into with the person concerned.

### ARTICLE 3. AGREEMENTS

The agreements about a Tenure track will clearly state:

- a. how the track mentioned in the first paragraph may lead to permanent employment in a higher scientific position;
- b. the duration of the track;
- c. the assessment procedure and the assessment criteria;
- d. the consequences of a positive or negative assessment.

### ARTICLE 4. DECISION ABOUT PERMANENCY

The decision about whether or not the employment will be made permanent will be taken well in advance, at least one year before the end of the agreed period.

### ARTICLE 5. ACCOMMODATING POLICY

If the track does not lead to a permanent employment, article 2.10 CAO-OI applies.

### ARTICLE 6. EVALUATION

The Collective Labour Agreement parties will evaluate the tenure track, no later than 6 months before the end of the duration of this Collective Labour Agreement in order to decide whether the provisional article will be made a regular article.

Thus agreed by Collective Labour Agreement parties in The Hague on 13 March 2008.