

Judo-lunch 24 April 2025

Present: 10 judo's & judo/PhD's, Aletta, Pieter, Mareanne, Maiza, Amy, Pamela

Intro by Aletta: invitation to discuss/share judo-related items. Followed by a round of introduction. Special attention to Amy, who has recently started as faculty judo-coordinator.

Discussed topics:

There are a lot of possibilities for (career)training, orientation on work after judo-job, these are appreciated. One has had opportunity to have personal coaching, which was a good experience. Other judo's indicated to also be interested in personal coaching. They left their name and email address with Amy.

Some judo's from the CS department already have several years of teaching experience and already have UTQ (BKO, or similar), they are interested in STQ (SKO). They left their names with Pamela

Issue with having a temporary contract is finding housing or schools for children.

It would be nice to have an up-to-date list of judo's. This is complex, it has been difficult to get the latest information on appointments. It would help if there were a signal from the system, or the department secretary when a new judo starts. One of the Judo's from the dept of HS has some experience and is willing to help to see to get this working. He also offered to help with improving the training and supervision of judo's within the faculty in general. He shared his contact information with Amy at the end of the lunch.

One judo with previous experience at the UvA tells about a problem there when judo's did more than what was described in their job profile. It was not allowed to develop education. Mareanne explains that according to the docent4 profile you are not allowed to design a course, but you can do parts. The UvA seems to be more strict. The dept of CS uses experience of judo's to help develop courses.

Some judo's are involved in appointing and training student assistants, but do not feel equipped to do so. It is also a dilemma: you want to do extra things for your career, which explains motivation to pick extra things up, however this may lead to stress and burn-out. Judo's should be supervised when performing extra tasks.

It would be good if departments have a sort of list with (extra) activities and who does what. This creates insight in what is done, what can be done extra, and can help in creating continuation of tasks. The IVM has such a list (living document). Amy is making an inventory of which departments have judo coordinators and will ask which departments have something like this. Someone suggests to ask judo's themselves, because not every department is well organized.

Judo community in a department? Informal community at the HS dept, works good to help each other, is seen as necessary to have a good start. A buddy system for starting judo's is also beneficial. At the IVM department there is a judo-community. Having a community can help to have a voice and being seen. One of the judo's and Amy suggest making a Teams or Canvas page for the Judo's. Maiza suggests instead to help to start up a community by creating a team channel for judo's on level of faculty and department, as a subchannel of Incubator teams environment.

With judo's changing every 3 or 4 years experience is gone, several things judo's learn new every time a new judo comes. Coordinator in the department could help for the overview of the tasks and also general knowledge that can be shared so judo's do not have to find out themselves every time a new one starts.

Faculty judo meetings van Danny are valuable for interactions between judo's, knowledge exchange.

Need/wish for an additional start-to-teach day at a different time than August, and to would help if supervisors were informed of the dates well in advance. Welcome meetings for new judo practitioners every some months is a nice idea. Ideally, there would be an onboarding program for beginners which would be part of the general onboarding procedure of the VU. We have to ask HR about this.

There has been some development for judo career options. The VU-policy changed, it is now possible to get a structural contract as docent3. The judo's were unaware of this option.

Several judo's indicated to be interested in the possibility to switch to a combined PhD/Judo position after 1 or 2 years as a judo. Is this a possibility?