Room for everyone's talent
Towards a new balance in the recognition and rewards of academics

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• In November 2019, the Dutch Universities published this position paper with Dutch public knowledge institutions and funders of research.

• The desired cultural change is a fundamental change of beliefs; not just a change in the rules of the game.

• To achieve this, a broad dialogue in academia is needed.

• Sharing good practices & experimenting will initiate the desired movement.
Enabling the **diversification of career paths**

2. A better balance between individual and team performance (**Team Science**)  

3. More focus on **quality of work** over quantitative results

4. Stimulating all aspects of **Open Science**

5. More emphasis on the value of **academic leadership**