

Room for everyone's talent

Towards a new balance in the recognition and rewards of academics

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Recognition & Rewards*



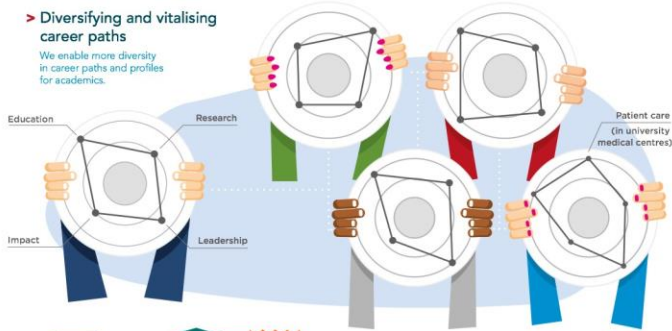
Room for everyone's talent

towards a new balance in recognising and rewarding academics



> Diversifying and vitalising career paths

We enable more diversity in career paths and profiles for academics.



> Achieving balance between individuals and the collective

We assess academics based on both their individual and their team performance.



> Focusing on quality

In our assessments of academic performance, we increasingly focus on quality, content and creativity.

> Stimulating open science

We encourage academics to share their research outcomes with society.



> Stimulating academic leadership

We stimulate good academic leadership at all levels.



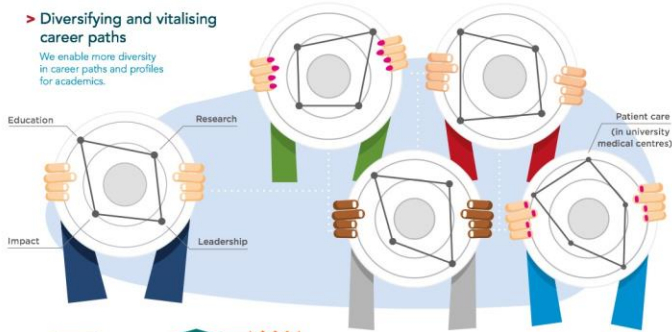
- In November 2019, the Dutch Universities published this position paper with Dutch public knowledge institutions and funders of research
- The desired cultural change is a fundamental change of beliefs; not just a change in the rules of the game
- To achieve this, a broad dialogue in academia is needed
- Sharing good practices & experimenting will initiate the desired movement

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1. 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**

