

Making room for everyone's talent

Towards a new balance in the
recognition and rewards of academics

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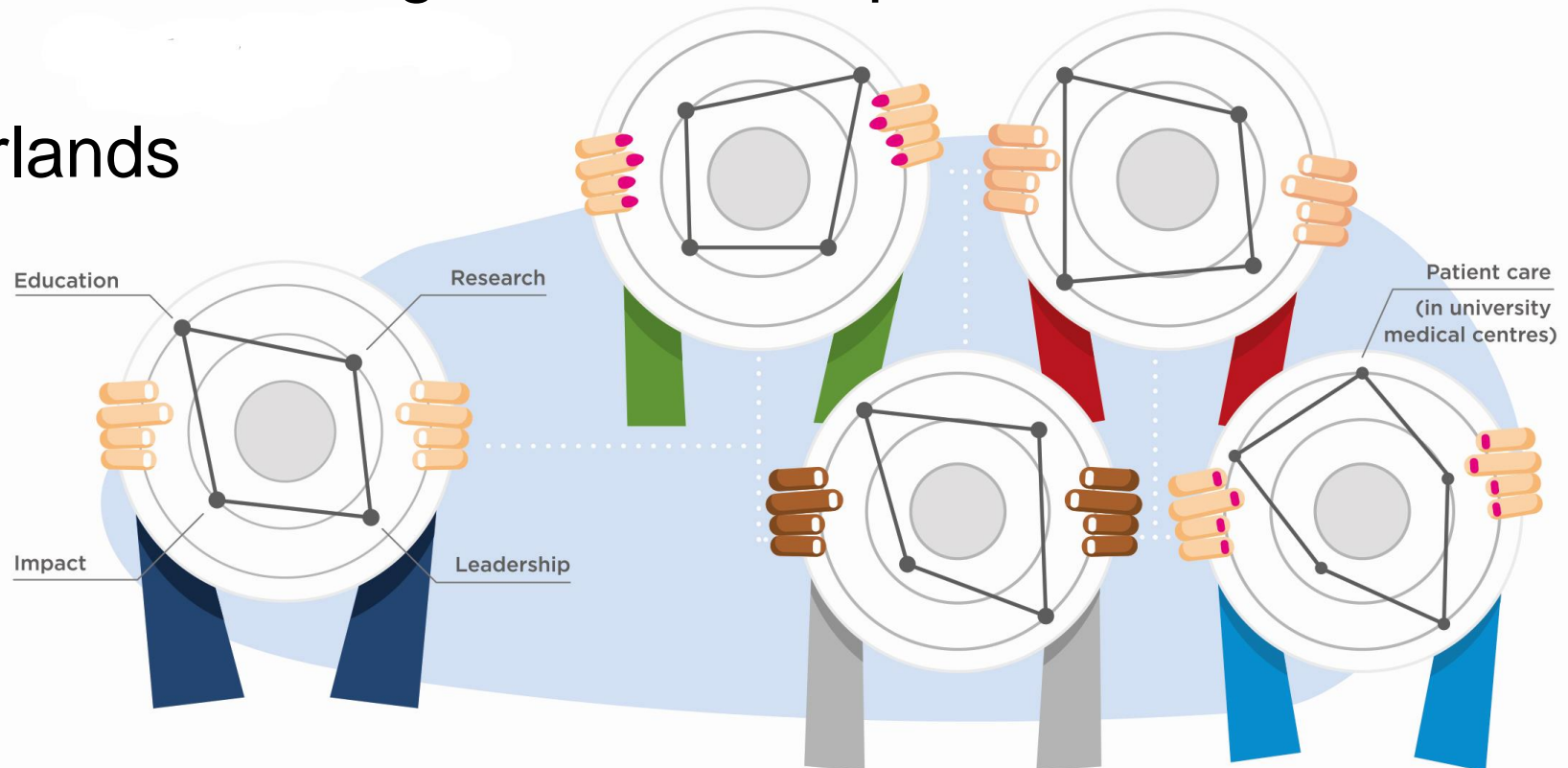


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Our ambition

We aim for a healthy and inspiring environment for our academic staff. Where all talents are valued: Teaching, research, impact, patient care and good leadership in academia

Not only in The Netherlands
But all over the world!



Outline

- **Why** do we need a change in recognition and rewards?
- **What** do we want to change?
- **How** do we achieve this change?
- How can I **contribute**?
- **Conclusion**

Room for everyone's talent

towards a new balance in recognising and rewarding academics



Why do we need a change in recognition and rewards?



Why a change is needed



What do we want to change?



Room for everyone's talent

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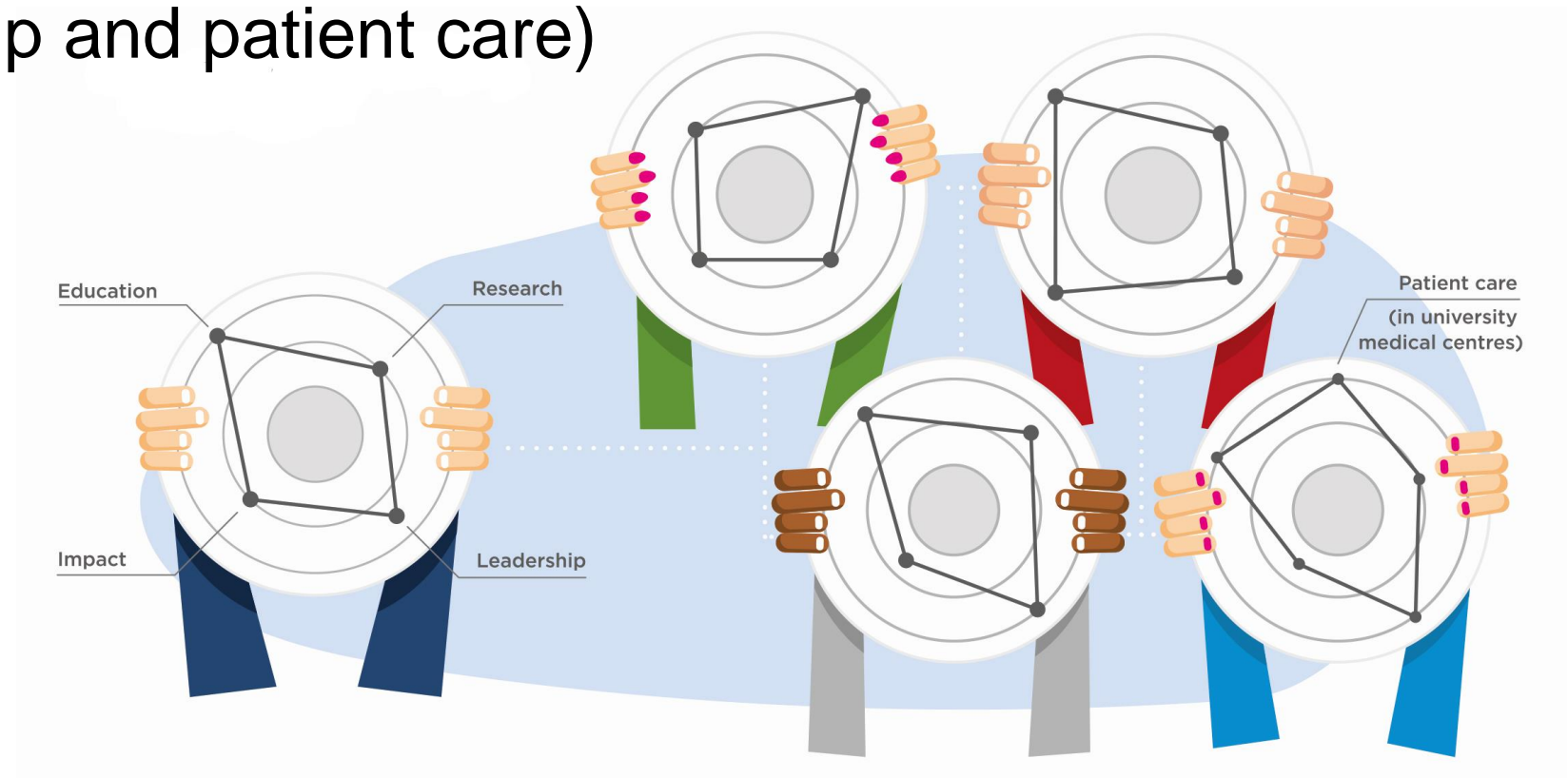


What we want to change

1. Diversifying and vitalising **career paths**
2. Achieving **balance** between **individuals** and the **collective**
3. Focusing on **quality**
4. Stimulating **open science**
5. Stimulating **leadership** in academia

Diversifying and vitalising career paths

1. Enable **diversification and vitalisation of career paths**, thereby promoting excellence in each of the key areas (education, research, impact, leadership and patient care)



Balance between individual & team

2. A better **balance between individual and team performance**:

- Recognition of teamwork and team spirit
- Inspire cooperation between organizations, disciplines and within teams (Team Science)



More focus on quality of work

3. More focus on quality of work

over quantitative results:

- Good scientific research increases scientific knowledge and makes a contribution to solving societal challenges



Stimulating Open Science

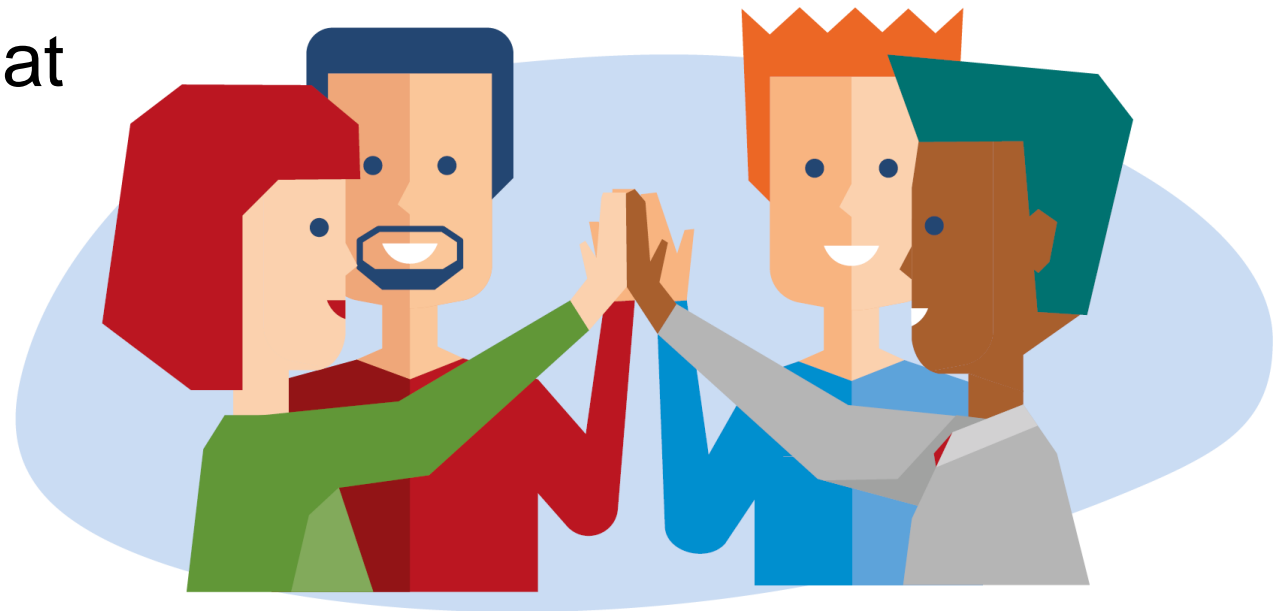
4. Open Science becomes the norm
and stimulates interaction between
scientists and society:

- Stimulating Open Science means recognizing and rewarding other aspects of research (in addition to publications), such as datasets or software, as important research outputs



Stimulating leadership in academia

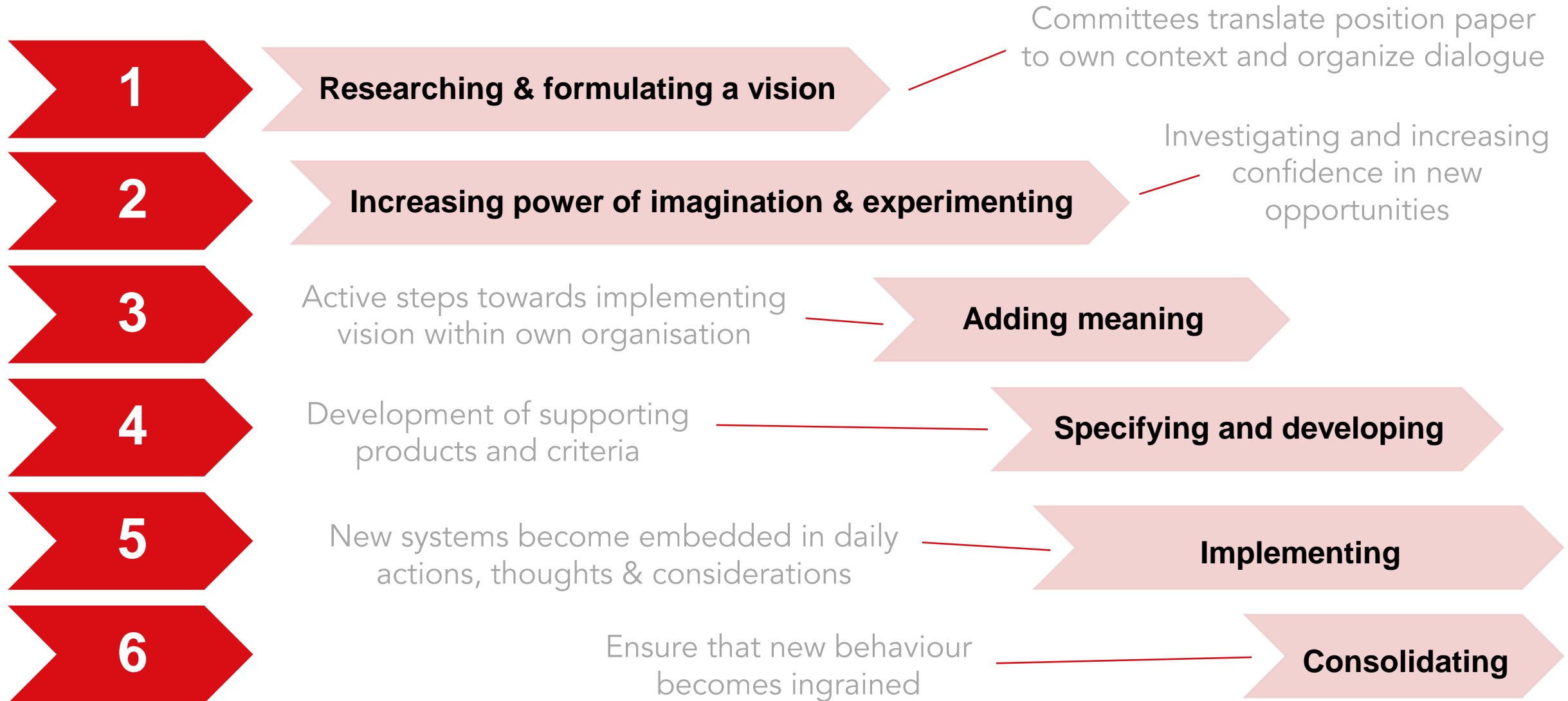
5. More emphasis on the value of **high-quality leadership in academia** to set the course in research and education, to achieve impact, and to ensure that teams of academics can do their work as well as possible



How do we achieve this change?



Change approach in 6 phases



Our approach

- **18 Recognition & Rewards committees** from all 14 research universities, research institutes and funders
- Committees stimulate intended culture change at **institutional level**
- There is a great and **inspiring diversity of approaches**
- Inspiring, experimenting, co-creation, **sharing good practices** and mutual learning are central to the **joint programme**
- We stimulate this with regular (online) **meetings, Recognition & Rewards Festival** and we develop an **online community platform**

Reforming Research Assessment

- Scientific organizations from Europe and beyond jointly declare the need to reform assessment of research; **350+ organisations** from **40+ countries** expressed interest
- **Major boost for Recognition & Rewards;** it gives our academics confidence that this is an international movement
- Other countries are **looking to the Netherlands as a pioneer** in this cultural change
- We like to share the **lessons** we've **learned** so far

— AGREEMENT ON REFORMING
RESEARCH ASSESSMENT
20 July 2022



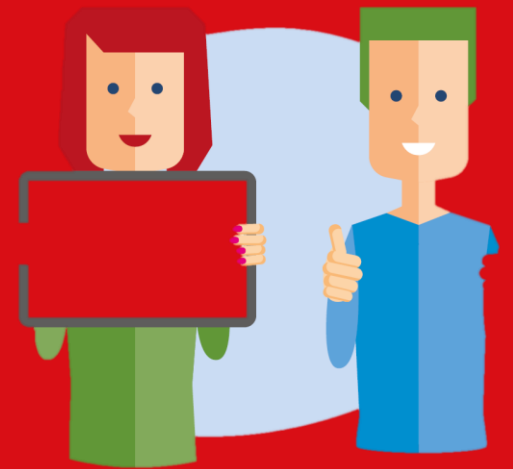
How can I contribute?



Get involved!

- **Start small**
- Start the **dialogue** – with your peers next door and worldwide
- **Share** your **ideas, dilemmas** and **concerns**
- **Listen to concerns**, questions and dilemmas from your peers
- Start your own (small) **experiment** in modernizing career assessment
- **Share good practices** and experiments

Hiccups



Conclusion



Conclusion

- We need a **better balance** in how we **recognize and reward academics** to help us achieve excellent education, research, impact and leadership, as well as the highest level of patient care in our university hospitals
- We cannot change academic career assessment on our own. We need to **work together** on a global level to change the recognition and rewards of academics

So.....

Let's move together!



Thank you for your attention!

recognitionrewards.nl



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www.linkedin.com/company/recognition-rewards/

Some interesting references

- [Position paper 'Room for everyone's talent: towards a new balance in the recognition and rewards for academics'](#),
- [Strategy Evaluation Protocol \(SEP\) 2021 – 2027](#)
- [A recap of the Recognition & Rewards Festival](#) (February 2022)
- [Webinars](#) on rewarding teaching (November 2020)
- [Video](#) Strategy Evaluation Protocol (SEP) 2021-2027
- 'Three perspectives on Open Science in research assessment' [slide deck](#)
- Youtube [playlist](#) Recognition & rewards
- [Summary of Career Framework for University Teaching](#) (Ruth Graham)
- [Video's](#) showcasing five countries reforming university reward and recognition systems
- The Dutch Recognition & Rewards Programme in [DORA Repository](#)

Illustrations by [Mark van Huystee](#), [GREATGRAPHIC](#) and [Things to Make and Do](#)