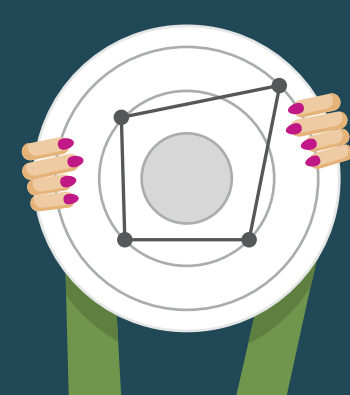


# An ecosystem where talent can flourish

Towards recognising and rewarding all academic contributions

The Recognition & Rewards movement is rooted in a clear ambition: to create a healthy working environment where every talent is valued. To achieve this, we work from a shared vision: broadening the recognition and rewarding of academic work, with explicit attention to collaboration and diverse contributions.

We invite you into our vision of academia as an ecosystem. This visualisation illustrates where we come from, where we stand today, and where we aspire to go. Like a garden evolving from monoculture into a thriving ecosystem rich in biodiversity.



In November 2019, we — UNL, UMCNL, KNAW, NWO, ZonMw, and later the ideologically-based universities — published the position paper 'Room for Everyone's Talent'. In this paper, we expressed our ambition to broaden the recognition and rewarding of academics' work by placing greater value on the different core domains in which academics contribute: education, research, impact, leadership, and patient care.

The use of this publication is subject to the terms set out in the Creative Commons licence [Attribution 3.0 Netherlands]. For the full text of this licence, please visit: [Creative Commons Attribution 3.0 Netherlands licence](https://creativecommons.org/licenses/by/3.0/nl/)

This visualisation was commissioned by the national Recognition & Rewards programme and created by Lana Klok of Design for Social Change (May 2026).