

Recognition & Rewards

The national position paper *Room for Everyone's Talent* focuses on modernising the Dutch university system. Currently, many academics experience an imbalanced emphasis on their research performance which often results in insufficient time and appreciation for development in other areas, such as education, impact and leadership. The Recognition & Rewards programme creates a new balance in academics' work.

Maastricht University: a diverse and sustainable ecosystem

Maastricht University consists of several faculties, each with its own characteristics. We work with a diverse group of professionals who collaborate intensively and across disciplines; compare Maastricht University to a diverse and sustainable ecosystem.

The ideas expressed in Room for everyone's talent resonate with Maastricht University as a young, pioneering university in the heart of Europe. At UM, the programme is dedicated to create a new balance in the recognition and rewarding of academics through:

- diversified career paths with transparent and fair procedures and guidelines,
- an emphasis on personal development, and
- a focus on the needs of both the individual and the organisation while building on our existing practices of fostering academic citizenship, student-centred education, interdisciplinary research and a diverse and inclusive university with impact in the wider society.



At Maastricht University every academic has room to develop their talents

All academics have their own talents. Talents and ambitions vary between employees and Maastricht University facilitates the development of those talents and personal ambitions where possible.



UM's core values contribute to the ecosystem

At Maastricht University, all academics contribute to the ecosystem and its surrounding environment by engaging in and contributing to academic citizenship, personal/professional leadership, teamwork and impact & open science, also known as UM's core values.



Each academic develops in one, two or three main domains: the core activities

As a university, we give our academics room to grow while ensuring a balance between the core tasks of our university. We do this by paying attention to the core activities: education, research and (for some faculties) patient care.



Each academic develops in their own way

Besides developing on UM's core values and the core activities, each academic can further develop in certain specialities; the elective components in education and research, but also leadership and societal impact. An academic's development depends on both personal talents and ambitions, as well as on organisational needs.

The Recognition & Rewards programme ensures that all academics reach their full potential so that together they form a diverse and sustainable ecosystem. An ecosystem called Maastricht University.

Recognition & Rewards

Seeing the trees in the forest

Development components for Teaching Fellows, Academic Teachers, Senior Academic Teachers and Teaching Experts

A

UM Core Values

Academic citizenship

Team performance

Personal / professional leadership

Impact & Open Science

B

Assessment Components

Applicable to Teaching Fellows

Delivering and organising education

Applicable to Academic Teachers

Delivering and organising education

Developing and innovating education

Applicable to Senior Academic Teachers

Delivering and organising education

Developing and innovating education

Coordinating education

Applicable to Teaching Experts

Delivering and organising education

Developing and innovating education

Coordinating education

Disseminating educational practices

The overall goal of these academic profiles is to align expectations as to what an academic does in the position of Teaching Fellow, Academic Teacher, Senior Academic Teacher and Teaching Expert. Understanding this facilitates both the development as well as the assessment approach for Teaching Fellow, Academic Teacher, Senior Academic Teacher and Teaching Expert.

Development components for Assistant, Associate and Full Professors

A

UM Core Values

Academic citizenship

Team performance

Personal / professional leadership

Impact & Open Science

B

Core Activities

Applicable to all Assistant, Associate and Full Professors

Education

Research

C

Elective Components

Custom selection* (for a period ranging from 3 to 5 years)

Education

Research

Leadership

Societal Impact

Developing and innovating education

Developing and directing research

Interpersonal leadership

Involving relevant stakeholders

Coordinating education

Funding acquisition

Management

Interactively communicating results beyond academia

Disseminating educational practices

(Facilitating) co-creation in the research process

Fostering diversity and inclusivity

Encouraging opportunities to create societal value and impact

Custom component

Custom component

Custom component

Custom component

Development components for Research Fellows and Postdocs

A

UM Core Values

Academic citizenship

Team performance

Personal / professional leadership

Impact & Open Science

B

Assessment Components

Applicable to Research Fellows

Conducting research

Applicable to Postdocs

Conducting research

Disseminating research

The overall goal of these academic profiles is to align expectations as to what an academic does in the position of Research Fellow and Postdoc. Understanding this facilitates both the development as well as the assessment approach for Research Fellow and Postdoc.