

# RESEARCH SYMPOSIUM TALENT DEVELOPMENT IN ACADEMIA

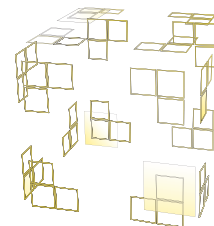
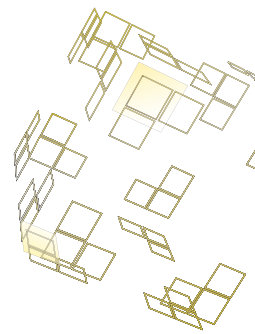
DATE: APRIL 1, 2022

TIME: 10:00 – 15:15, COFFEE AND LUNCH INCLUDED

LOCATION: UNIVERSITY OF TWENTE, WA-2

We invite you to join this symposium where we will share the latest views on the topic of Talent Development in Academia. We will discuss advantages and challenges that the new ways of working in academia brings. If you are interested in good practices and lessons learnt from other universities and from research conducted at UT, **save the date: April 1, 2022!**

Presentations, debates, coffee, lunch, and dilemma-based interactions are included!



PROF. SARAH DE RIJCKE, LEIDEN UNIVERSITY

## RESPONSIBLE RESEARCH EVALUATION IN CONTEXT

How does the Dutch Recognition and Reward program hold up internationally? This talk will put its main drivers in international context. We will discuss possible consequences of the new Dutch R&R program for individual researchers and teams.



PROF. PAUL BOSELIE, UTRECHT UNIVERSITY

## BALANCING EXCLUSIVE AND INCLUSIVE TALENT MANAGEMENT

The VSNU et al. (2019) position paper on recognition and rewards builds on the notion of room for everyone's talent in academia. In search for balance implies focusing on multiple domains in contrast to a strong research focus, bridging the gap between support and scientific staff and room for diversification (different profiles) in combination with dynamic career paths. A balanced approach can lead to organizational effectiveness in the domains of education and research, employee well-being in terms of for example meaningful work, and societal well-being (public value creation) through societal impact.



**DURING THE LUNCH, YOU WILL HAVE AN OPPORTUNITY FOR A VIBRANT ONE-MINUTE MINDLAB EXPERIENCE.**

**We would like to encourage you to reflect with short fragments, to experience what you see, feel and think is important in daily work, career and leadership. Mindlab aims to create a positive impact on UT's working, studying and living environment.**



PROF. NELLY LITVAK, UNIVERSITY OF TWENTE

## TALENT SUPPORT PROGRAM AT THE EEMCS FACULTY

During the last five years, faculty EEMCS has been running a support program for young researchers, in particular, the candidates for the VENI and VIDI grants of the Dutch national talent program. Our aim is to help the candidates to formulate strong scientific ideas on a very early stage, months before the dead-line. In this talk we will discuss what exactly we do, and reflect on the results and experiences.



DR. GUUS DIX, UNIVERSITY OF TWENTE

## THE EVALUATIVE BREACH: HOW RESEARCH RESPOND TO REFORMS IN ACADEMIC EVALUATION

Although there is a lively discussion on changes in recognition and reward in academia today, there is little in terms of actual research on academic reforms. Drawing on extensive fieldwork in a reform-minded University Medical Center, we will discuss how biomedical researchers responded to a substantial breach in the evaluation criteria that they had grown accustomed or even attached to. What does that varied response tell us about the current state of academic research? And what are the sources of bottom-up support for more traditional evaluation criteria?



PROF. TANYA BONDAROUK, UNIVERSITY OF TWENTE

## RECOGNITION AND REWARDS AT UT: SLOWING DOWN AND THINKING DEEPLY

Nobody objects to the idea of developing everyone's talent in academia. What holds us from the implementation of this idea? The majority of colleagues at UT welcomes diversity of career paths. What stands on our way to fully enjoy boundaryless careers? What steps do we need to take to be the university where everyone feels recognized and rewarded? What is the unique UT-way of working for staff and students that connects us all and gives us wings to soar, that makes us all proud to be a part of the People-First University of Technology? We will discuss answers to these and other questions that came out of round table meetings that took place at UT in 2020-2021.

UNIVERSITY OF TWENTE.