

Recognition and Rewarding Talent in Today's Academia

A status report from NWO-I committee

M. de Jong

Introduction (1/3)

- Cultural change to broaden and modernise the system of recognition & rewards
 - national movement (but international context is acknowledged)
 - more balance between different tasks, not only focus on research & publications
 - strengthen quality and cohesion between different tasks
 - appreciation for (multidisciplinary) collaborations, team science, and societal impact
 - acknowledge and support wider range of possible career paths
 - with an eye for sensitivities, e.g. international careers

Introduction (2/3)

- NWO-I has installed a committee for preparing a vision
 - representatives from all NWO institutes, all career layers, HR, policy, communication, institute manager, and a director
- Information available at NWO website
 - [Commission recognition & rewards - NWO-I](#)

Introduction (3/3)

- The committee is working on a vision for NWO-I
 - focus on key areas of particular relevance to all NWO-I staff (not just researchers)
 - gather inputs and feedback from staff in coming months
 - concept vision document will shortly be made public on NWO website
 - concept vision document already communicated to directors – feedback positive
 - develop concrete recommendations and actions to improve NWO-I policies

Timelines (1/1)

- Dialogue sessions with NWO-I staff are being organized to get feedback on concept
 - **Nov 23 (14:00-16:00):** Institute Impact and National Role
 - **Nov 30 (10:00-12:00):** Research
 - **Nov 30 (14:00-16:00):** Leadership and Education
- Revise concept vision based on feedback by end of 2021
- Draft implementation plan of actions at NWO-I and Institute level in 2022
- Monitor, evaluate, and optimize actions going forward

My notes (1/3)

- remarkable consensus about too large a weight for “paper counting”
 - will take a long time to unlearn this habit
- appreciation of the ways research is carried out at different institutes
 - mission of institutes should play a role in recognition and rewards
- national institutes take special place
 - last resort for talents that may not easily fit in industry or universities

My notes (2/3)

- education covers a wide range of aspects
 - maintaining & further developing skills & know-how to carry out top-level research
 - teaching supplements universities
- role society becomes increasingly important
 - diversity, career paths, outreach, involvement, ...
- openness will become a standard
 - data, access and source

My notes (3/3)

- possible mechanisms to implement changes (from NWO perspective)
 - funding schemes
 - career opportunities
 - mobility
- bottom line
 - science should come first

Summary & Outlook

- There will be a change in recognition and rewards
- This committee will make a recommendation to NWO
- Any change will be an evolution (not a revolution)
- Success depends on all involved