


R&R Workshop

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Monday 9th of May 2022**


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What is R&R?

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Recognition & Rewards Committees

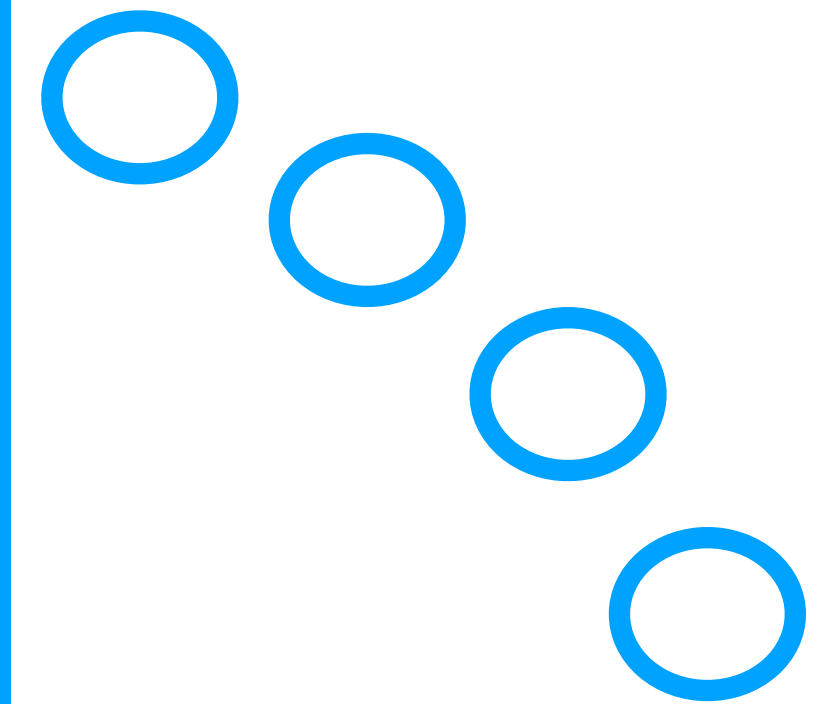
To facilitate the Recognition & Rewards Programme UM has also installed committees with representatives from each faculty for the domains of education, research, impact and leadership (patient care lies primarily with the MUMC+). These committees will initiate discussions within the faculties, develop narratives about how to recognise and reward performance within their domain. And experiment with the application of the new approach when possible and provide input for the institution-wide committee.

The members of the committees can be found below.

- [Education committee](#)
- [Research committee](#)
- [Impact committee](#)
- [Leadership committee](#)



➤ Read more about [Recognition & Rewards](#)



<https://www.maastrichtuniversity.nl/about-um/recognition-rewards/recognition-rewards-committees>

**Who was the first
dutch Nobel Prize
winner?**

H.A. Lorentz, P. Zeeman

**What was the name and
profession of the scientist
after which the random
motion in fluids was named?**

Brown, botanist

**Is it true that peanut butter contains
so much carbon that German
scientists have managed to create
diamonds out of peanut butter?**

True!

**What did Gell-mann call
his first classification
scheme for quark
conglomerates?**

Eighth-fold Way

**Which Greek thinker is famous for
the following motto:**

***the mind is not a vessel to be filled but a fire
to be kindled?***

Plutarch

Who is this?



Stan Bentvelsen

**The hypothesis that all
matter exists out of
particles was first
formulated by whom?**

Democritus

**Approximately how long
does it take for light to
travel from the Moon to the
earth?**

2 seconds

When you sneeze, the air travels with a speed of more than 150 km per hour.

True

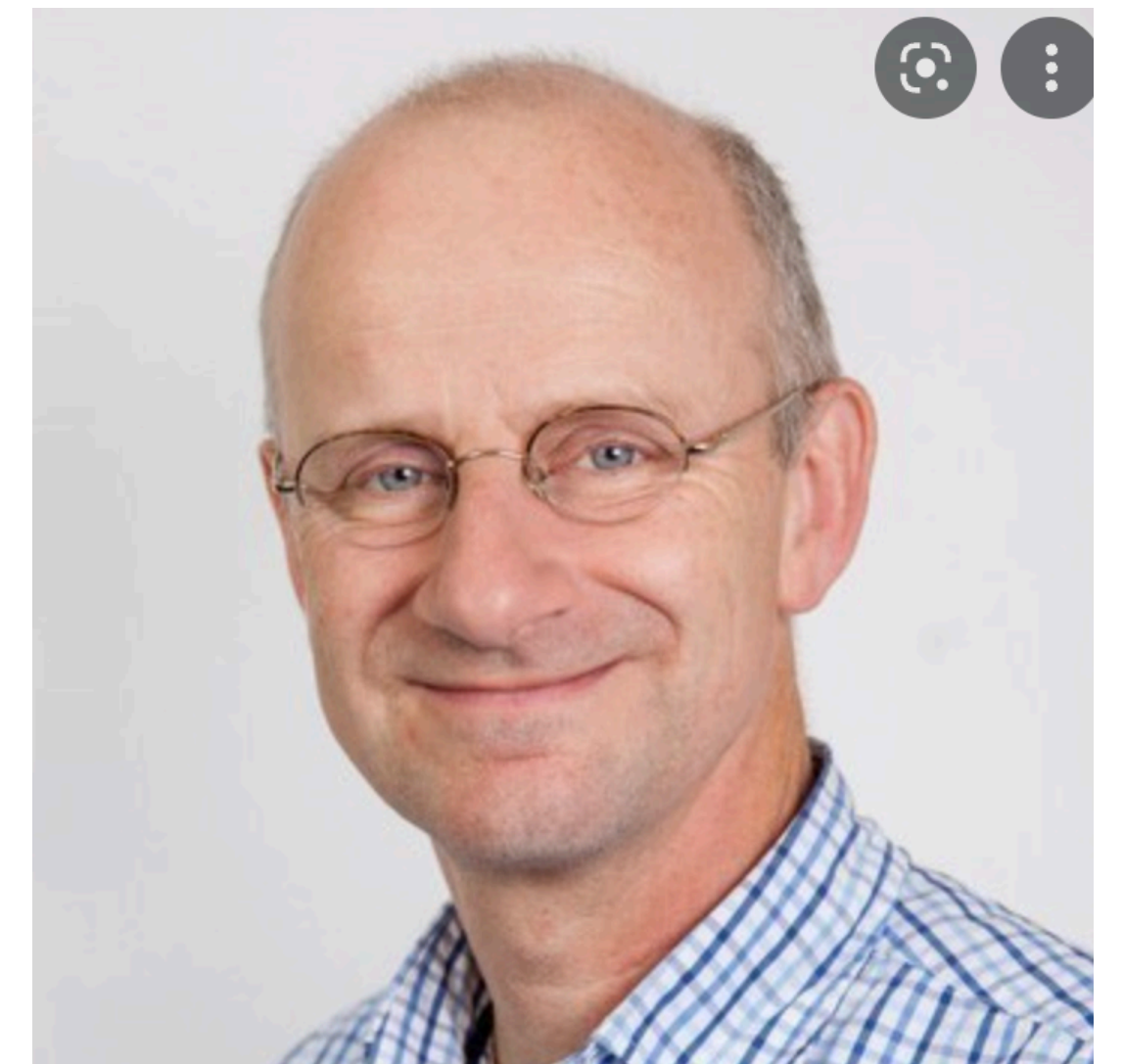
**Which little river flows
through Maastricht and
ends in the Meuse?**

Jeker

**In what year did Maastricht
get a University?**

1974

Who is this?



Arjen van Rijn

**What was the official statement
from the Nobel Committee
describing for what Albert on his
Nobel prize?**

“For his services for theoretical physics”

**The Standard Model, as
currently formulated, has
how many elementary
particles?**

**Can you state the term
used to describe an orbit's
farthest point from Earth?**

Apogee

Who was the first Nobel Prize Winner in physics, and what was it for?

Wilhelm Rontgen, Discovery of X-rays

**What is the name of the famous
violin payer who organizes
great shows on the Vrijthof?**

André Rieu

Who is this?



Frank Linde

**What is the rarest
colour M&M?**

Brown

**Who was the first woman
to win a Nobel Prize?**

Marie Curie

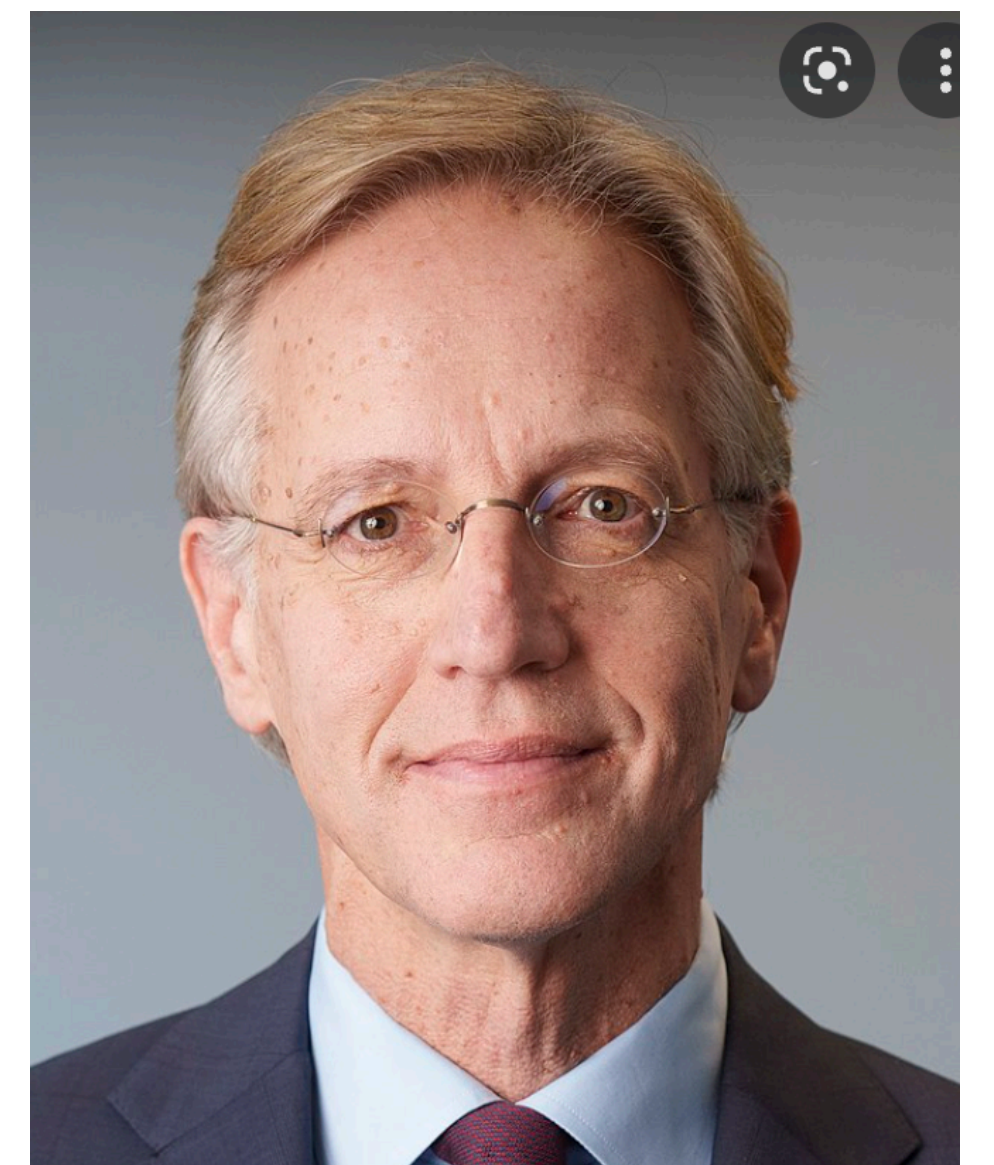
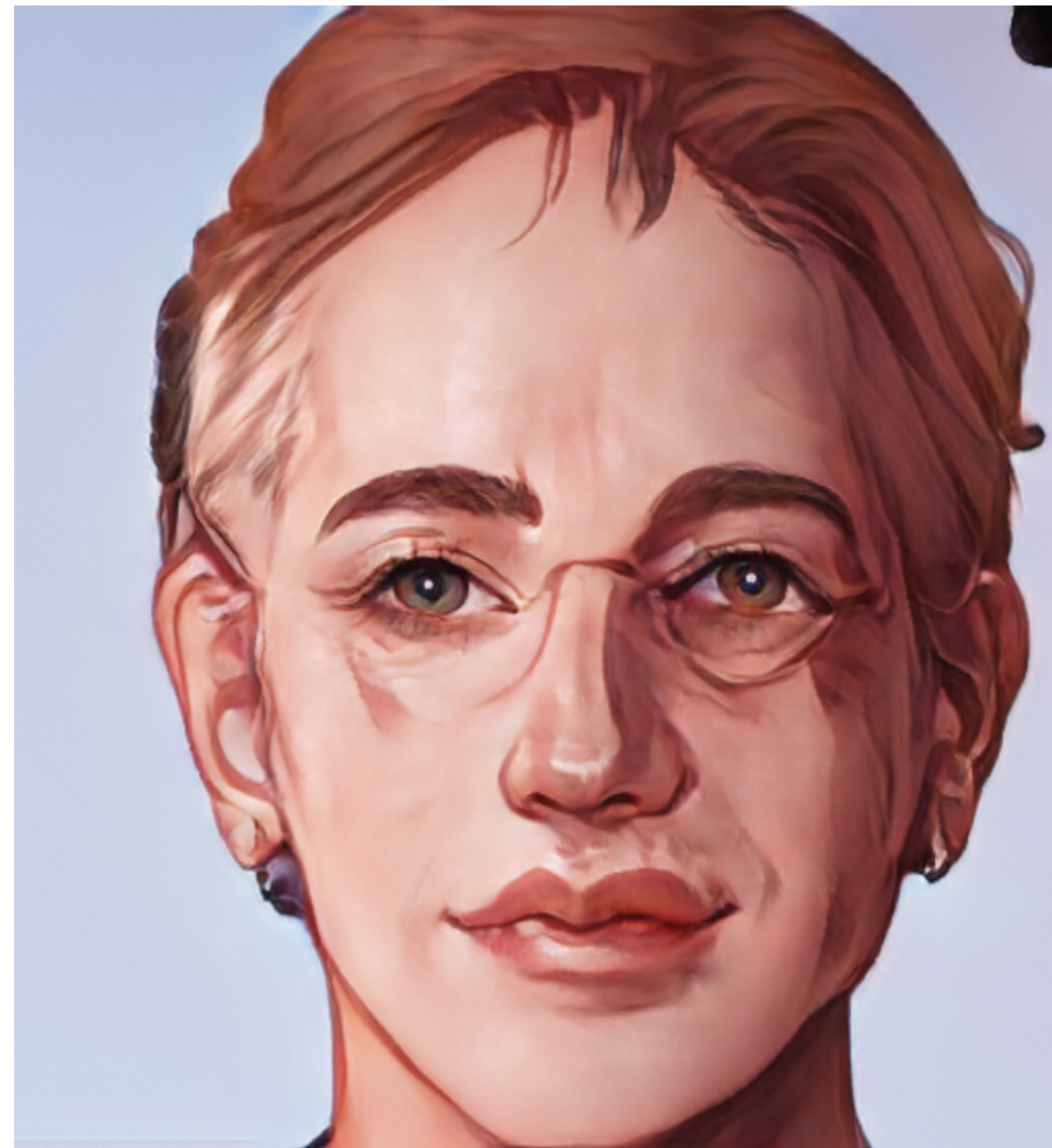
**Name the physicist who
won two Nobel Prizes in
physics:**

John Bardeen

**Name a funding
scheme for education
in the (natural) sciences**

Comenius Fellowships

Who is this?



Robbert Dijkgraaf

**Which scientist discovered
the photoelectric effect in
1887?**

Heinrich Hertz

We all know Wikipedia but what was the name of the first popular ‘digital’ encyclopedia in the 90s

Encarta

**Which major city is
upstream on the Meuse in
Belgium?**

Liege

**What is the name of the
annual big art fair that is held
every year in Maastricht?**

TEFAF

**Which mammal doesn't
have vocal cords?**

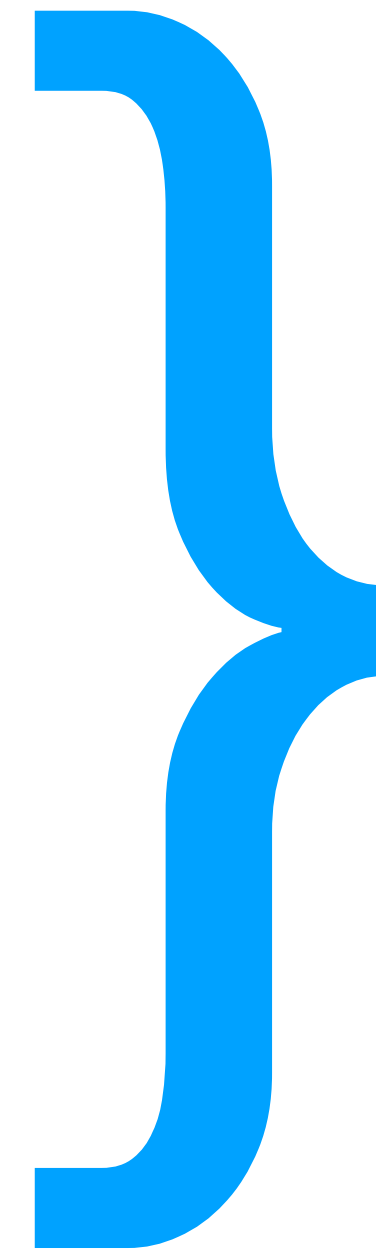
Giraffe

**Who will win the
next Nobel Prize**

?

Discussion

- Is horizontal development useful?
- Should it be actively implemented (by powers that be)?
- Should a reward&recognition structure be measured? How?

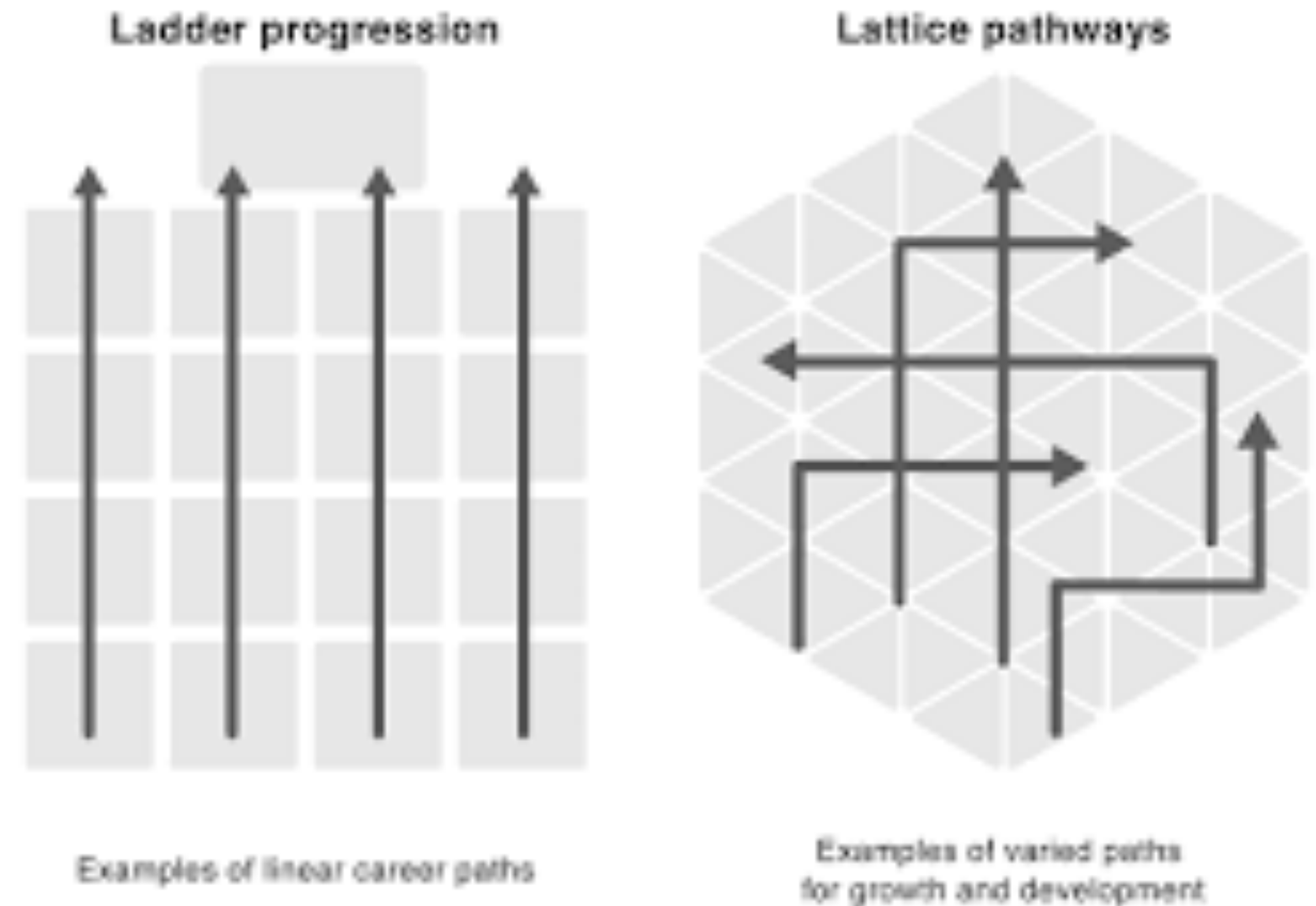


What should the new rules of the game be?

The dominant vertical perspective on professional development is suboptimal in many ways, both for the individual professionals in these careers and for the organization they are part of. Take for example, the Peter principle, which states that *In a hierarchy every employee tends to rise to his level of incompetence*. This may seem paradoxical at first glance, but can be observed at the higher steps of many career ladders.

The lattice is a more useful metaphor because it takes into account the varied career moves one can make. You can move up, but you can also move side-to side and even down. And unlike the career ladder, a downward move on a lattice isn't necessarily a sign of failure. It could be the strategic repositioning that sets up a beneficial move in the future. When provided with opportunities for horizontal growth, employees feel better prepared for the future. Horizontal opportunities add value to employees' roles and can help to increase passion, meaning, and excitement in day-to-day work life.

Comparison of ladder progression and varied lattice pathways



How to recognize individual scientific contributions and achievements in large collaborations?

- How can these achievements be made transparant for evaluators and committees?



- A study by JENAS: “Joint-ECFA-NuPECC-APPEC-Symposium” looking for “best practices” and “daring ideas”
 - Publications
 - Talks
 - Analysis procedures
 - Providing information
 - Promoting juniors
 - Technical and Software work
 - Governance and decision making
 - Prizes and awards
- Report with best practices and recommendations will soon be public
 - Requires ongoing developments/initiatives from community

**ECFA**

European Committee for Future Accelerators



1. The problem only exists for real large collaborations
2. Analyses and paper reviews should be shaped to fit in the time scale of PhDs/postdocs
3. Content of conference talks should be given more freedom – less prescribed by collaboration
4. (Preparational) technical/software work is insufficiently recognized in comparison with (final) analysis work
 - Conference organisers should schedule more technical/software talks
5. Technical/Software papers can/should have short author lists
6. Internal (“ana-notes”) can/should be made public
7. Awards & rewards: awards are not always good, but rewards are.

**ECFA**

European Committee for Future Accelerators



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3.

Please provide your opinion
or feedback “via the Wall”.

4.

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