

# ASSESSMENT AT GHENT UNIVERSITY

New routes since September 2019

# - 1 – HIRING PROFESSORS THROUGH RESEARCH FUND

## Application 'research professorships'

1. Focus on quality and impact
2. Research output not limited to publications
  - No exhaustive list of publications required
  - Selection of 5 major publications
  - Selection of major scientific achievements other than publications
2. No focus on generic bibliometric indicators
  - Field relevant indicators can (not 'have to be') included for 5 major publications
3. Strong focus on impact: academic, economic, societal, or combination
  - Impact of research in general

## ERC-incentive policy

1. Incentive for faculties: 10 years funding by BOF
2. Incentive for candidates: fast track and/or focus on research

## - 2 - EVALUATION AND PROMOTION MODEL FOR PROFESSORS

Aim: stimulate more differentiated and complementary careers; allow more time for research, teaching and other academic activities; lower the competition (those who perform well will be promoted)

1. Focus on trust and academic freedom
2. Talents and ambitions of an academic as natural driver for career progression
3. Merit- and evidence-based qualitative approach
4. Focus on achievements, not on exhaustive lists of output
5. Research, teaching, leadership and people management, institutional and societal engagement
6. Collaboration & performance as part of team
7. Personal growth and career guidance

# END GOAL

1. Stimulate & foster quality of research
2. Focus on quality not on quantity
3. Value diversity in research activities, outputs, etc.
4. Stimulate good research practices / ethics
5. Accommodate diverse profiles of researchers
6. Attract & retain top-talents
7. No competition for promotion
8. Create healthy and attractive working conditions / motivation
9. Value what is important, e.g., collaboration, interdisciplinarity, Open Science
10. Trust instead of control = academic freedom + responsibility: talents and ambitions of academics as a natural drive, but always as part of a group

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