

ASSESSMENT OF ACADEMICS: EXPECTATIONS OF JUNIOR ACADEMICS

Prof. dr. Lieve Van Hoof, Brussels, Ethical Forum, 5 December 2024

A BOTTOM-UP VIEW

Up to 2017	From 2018 onwards
Largely quantitative	Largely qualitative
Output-oriented	Growth-oriented
Focus on research	Research, teaching, services
Uniformity	Diversity
Individual	Individual + team
Competitive promotion	Trust (promotion unless...)

FIRST IMPRESSION



BUT...



No clear, measurable expectations



(Almost) no fast-track options



Did overall wellbeing improve?



Consequences if output diminishes?



Presupposes *hiring* on basis of excellence

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