mpact

Erasmus University aims to become an even more appealing place to work for both current and prospective academic staff, with the goal of bringing out the best in everyone!

Creating room for

diverse career pathways

through Recognition & Rewards

EUR Framework

Essential prerequisites for the required cultural change World citizen **Entrepreneurial Clear** criteria Appreciation **Easily** accessible Open-minded Connected **Provide** value

'Great place to work'

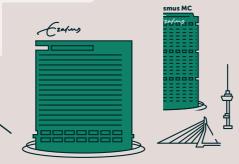
Engaged with society

Diversity & Inclusion

Safe & Healthy work environment Invest in **professional** service staff

Balance between qualitative and quantitative indicators

"Our mission is to make a positive impact on societal challenges"



Trust, Respect, Transparency, Collaboration & Inclusivity

> How do we create a balanced working environment?

No need to excel in all key areas

How do we achieve a good balance between qualitative and quantitative indicators?

We encourage the development of leadership skills and talents

of all academics

Encouraging open and responsible science

How do we prevent gendered and unequal career paths and talent management and potential variance in rewards/payment between key areas of activity?

How will this cultural change influence the allocation of

financial resources?

Interaction with

societal stakeholders

Recognition of the diversity of strengths at an individual and team level

Creating room

and talent

for specialization

Balance between

team performance

individual and

EUR Strategy 2024

Creating Positive Social Impact

Promoting leadership in academia

Differentiating career paths & team science

balance - or mix-and-match - in research, teaching, leadership/management, social impact and/or patient care responsibilities



Education focus



Research focus



How do the steps taken at

EUR align with those taken

at other universities?

Leave room for experimental,

curiosity driven research

Leadership focus



Patient care focus

University Rotterdam

Erasmus