Impact

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!

through Recognition & Rewards **EUR Framework** Essential prerequisites for the required cultural change How do the steps taken at Creating room for EUR align with those taken World citizen diverse career pathways at other universities? **Entrepreneurial Clear** criteria Appreciation **Easily** accessible **Open-minded** Leave room for experimental, Connected **Provide** value curiosity driven research 'Great place to work' Engaged with society **Diversity** & Inclusion Balance between Invest in professional Safe & Healthy qualitative and service staff work environment quantitative indicators We encourage the development of leadership skills and talents Trust, Respect, Transparency, of all academics Collaboration & Inclusivity "Our mission is to make How do we create a balanced working a positive impact on environment? societal challenges" No need to excel in How do we achieve a all key areas good balance between qualitative and quantitative indicators? Creating Positive Social Impact Encouraging open and responsible science EUR Strategy 2024 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



How will this cultural change influence the allocation of financial resources?

Interaction with societal stakeholders

Creating room for specialization and talent

Balance between individual and team performance

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

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

> > **Erasmus** University Rotterdam

zafing

Patient care focus