

Ghent University is deliberately choosing to step out of the rat race between individuals, departments and universities. We no longer wish to participate in the ranking of people. It is a common complaint among academic staff that the mountain of paperwork, the cumbersome procedures and the administrative burden have grown to proportions that are barely controllable. Furthermore, the academic staff is increasingly put under pressure to count publications, citations and doctorates, on the basis of which funds are being allocated. The intense competition for funding often prevails over any possible collaboration across the boundaries of research groups, faculties and – why not – universities. With a new evaluation policy, Ghent University wants to address these concerns and at the same time breathe new life into its career guidance policy. Thus, the university can again become a place where talent feels valued and nurtured.

We are transforming our university into a place where talent once again feels valued and nurtured.

With the new career and evaluation model for professorial staff, Ghent University is opening new horizons for Flanders. The main idea is that the academy will once again belong to the academics rather than the bureaucracy. No more procedures and processes with always the same templates, metrics and criteria which lump everyone together. We opt for a radically new model: those who perform well will be promoted, with a minimum of accountability and administrative effort and a maximum of freedom and responsibility. The quality of the individual human capital is given priority: talent must be nurtured and feel valued. (Fonte: Red.ne Roars 28-03-19)