

## UG Recognition and Rewards Festival, 22 March 2024 | Workshops

There are two rounds with workshops in parallel sessions A and B:

- 14.30 - 15.15 Session A
- 15.30 - 16.15 Session B

### Session A: 14.30 - 15.15

Title	Speakers	Description workshop
<p><b>A1 Recognition and rewards of team performance</b></p> <p>Max. 40 participants</p>	<p><a href="#">Dr. Joost van de Brake</a> (Associate Professor of Organizational Behavior)</p> <p><a href="#">Elizabeth Koier</a> (Research Policy Advisor UMCG)</p> <p><a href="#">Merel Keijzer</a> (Professor English Linguistics and ESL; Faculty of Arts; member of the Recognition and Rewards steering committee)</p>	<p>Dr. Joost van de Brake will host a 45-minute session focused on teamwork and the management of interdisciplinary teams in academia. This talk is specially tailored for individuals involved in teaching, research, and practice teams, offering clear insights on how to unite diverse skills and perspectives toward shared objectives. Dr. van de Brake will discuss practical strategies for improving collaboration and leveraging the unique strengths of each team member. The session aims to equip you with straightforward methods to improve team dynamics.</p>
<p><b>A2 Assessing and developing teaching qualities</b></p> <p>Max. 20 participants</p>	<p><a href="#">Joke Fleer</a> (Professor in Health Psychology UMCG; member of the Recognition and Rewards steering committee)</p> <p>Participants:</p> <p><a href="#">Frederiek van Rij</a> (Consultant and trainer HR Development)</p> <p><a href="#">Nienke de Deugd</a> (Senior Policy Officer Education, University Services)</p>	<p>In academia, the focus is often on research first, and education second. This workshop is based on the premise that universities benefit from colleagues who define themselves primarily as lecturers. Enhancing the quality of education is crucial for attracting students and stimulating students' interest in their field of study. Through interactive discussions on themes such as permanent contracts for lecturers and assessment of teaching in development and promotion policy we want to explore ways in which to recognize and reward educational qualities.</p>
<p><b>A3 Recognizing open science in research assessments: Issues, challenges, and opportunities</b></p> <p>Max. 20 participants</p>	<p><a href="#">Alex Rushford</a> (Assistant Professor Social Studies of Science, specialized in research evaluation, Leiden University   Centre for Science and Technology Studies)</p>	<p>This workshop will explore the questions 'what would it look like if UG's academic staff were to be recognized and rewarded for open science in hiring and promotion decisions?' and 'what are the most promising ways of getting there?'. We will explore the range of possibilities, drawing on examples from other universities, while also providing space for participants to table new ideas and comment on possible options. The aim is to bring together</p>

		policymakers and practitioners, to cultivate shared learning and dialogue about this timely topic.
<b>A4 Recognition and rewards for support staff</b>  Max. 10 participants	<a href="#">Jildou Spoelstra</a> (Strategic Policy Advisor HR)  <a href="#">Sandy Fidler</a> (Project manager Traineeship Young Professionals)	There are plenty of career opportunities within the UG for support staff, although these are not as clearly explained as for scientific staff. In this workshop we will focus on recognition and rewards for support staff. We will first show you what is already possible within the UG, second we will discuss with you how this can contribute even more to achieving the goals within the context of recognition and rewards.
<b>A5 A more development-oriented R&amp;D assessment: competencies in practice among scientific and support staff</b>  Max. 10 participants	<a href="#">Nienke Bastiaans</a> (Managing Director Spatial Sciences)  <a href="#">Grytsje van der Meer</a> (HR Policy Advisor)  Cynthia Bolt (UMCG)	In this workshop we focus on experiences at the Faculty of Spatial Sciences. With a stronger focus on employee development, the R&D form has just been adjusted. Competencies are more focused on, while retaining some existing UFOs instruments. Questions that we want to address in this workshop are: How did we do that with regard to, for example, creating support? What is the location of MERIT (Management, Education, Research, Impact, Team; introduced at FEB) here? Why MERIT? Why competencies? We have created a Personal Development Plan (PDP). What does that look like practically? Do participants in the workshop also have useful instruments, experiences, tips? We can also share experiences regarding the R&D form with the PDP, for our professional support staff.

### Session B: 15.30 - 16.15 uur

Titel	Sprekers	Beschrijving
<b>B1 Recognition and rewards of team performance</b>  Max. 40 participants	<a href="#">Joost van de Brake</a> (Associate Professor of Organizational Behavior)  <a href="#">Elizabeth Koier</a> (Research Policy Advisor UMCG)	See A1

	<a href="#">Merel Keijzer</a> (Professor English Linguistics and ESL; Faculty of Arts; member of the Recognition and Rewards steering committee)	
<b>B2 Recognition and rewards of impact in the scientific career track</b>  Max. 20 participants	<a href="#">Peter Timmerman</a> (Policy Director Faculty of Science and Engineering)  <a href="#">Robert Lensink</a> (Vice Dean Research Faculty of Economics and Business)	How can we recognize and value social impact? Which forms of impact do we find valuable, how do you assess impact, and how can it form the core of a career profile? Robert Lensink and Peter Timmerman will discuss in this workshop how their faculties answer these questions. Peter Timmerman will discuss the career path with a focus on impact that the Faculty of Science and Engineering introduced last summer and the dilemmas that occurred during its development. Robert Lensink will talk about impact case studies and acceleration grants that are available within the Faculty of Economics and Business.
<b>B3 Recognizing open science in research assessments: Issues, challenges, and opportunities</b>  Max. 20 participants	<a href="#">Alex Rushford</a> (Assistant Professor Social Studies of Science, specialized in research evaluation, Leiden University   Centre for Science and Technology Studies)	See A3
<b>B4 Recognition and rewards of interdisciplinarity</b>  Max. 10 participants	<a href="#">Thomas Schlathöler</a> (Associate Professor Faculty of Science and Engineering; Director of Academic Staff University College Groningen)  <a href="#">Naomi de Ruijter</a> (Assistant Professor Developmental Psychology, Chair UCG Faculty Council, Open Science Ambassador)	Interdisciplinary collaboration is imperative to find solutions to complex global challenges. The Liberal Arts and Sciences program at University College Groningen offers students the opportunity to study a wide range of subjects and work in interdisciplinary teams. We therefore expect our teachers to teach in a truly interdisciplinary way, for example by co-teaching courses or projects that cover completely different disciplines. It is often underestimated how much extra effort interdisciplinary education requires. Not only must you understand each other's academic culture, but you must also accept each other's definition of scientific truth. This has direct consequences for recognizing and rewarding the performance of an interdisciplinary team. In this

		workshop we will describe how we see the position of interdisciplinarity in the recognition and reward procedures. Based on this, we will explore together with the participants how we can further develop a recognition and reward scheme that offers space for interdisciplinarity.
<b>B5 Open conversation</b> <b>Recognition and rewards</b> <b>(various topics, e.g. leadership)</b>  Max. 10 participants	<a href="#">Elies Wempe-Kouwenhoven</a> (UG pressofficer/spokesperson)	In this workshop we will be playing a game together to reflect on dilemmas of academic life. We will use 'course cards' to discuss what the theme of recognition and rewards means for you and your colleagues. Join us and engage in playful interactions about recognition and rewards!