

Recognition & Reward Roadmap for 2021-2022

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	Q3 2021	Q4 2021	Q1 2022	Q2 2022
Implementation of Recognition & Reward (R&R) vision throughout Vrije Universiteit Amsterdam	Weighting framework to measure faculties' results Follow-up dialogue sessions with faculties Discuss faculties' progress on R&R in <u>Administrative Consultative Meeting</u> with the Executive Board	Weighting framework to measure faculties' progress on R&R completed	Organise working sessions/dialogue sessions throughout Vrije Universiteit Amsterdam	Evaluate faculties' progress, based on gap analysis of personnel policy per faculty
Learning & Development Management System for Vrije Universiteit Amsterdam staff	Technical implementation of Learning & Development web page completed (with access to Learning Management System (LMS) in Success Factors)	Web page delivered		
Art of Engagement	Develop campaign (including duo interviews) Conversion to Future OnLine Landscape (TOLL) completed Art of Engagement (AOE) team workshop modified	AOE available for staff Prepare campaign Set up AOE team workshop Information, workshop, and inspiration are available and can be used by staff	Campaign roll out	AOE is available, implemented in a range of instruments, and most of the staff are familiar with AOE
Tenure-track policy (pilot project)	Start appointing people to the Vrije Universiteit Amsterdam working group (in collaboration with deans) Result: Framework for tenure track in line with diversity criteria and quality/quantity criteria	https://tinyurl.com/vu-tt-beleid-2021 Tenure track document via Google-doc	Tenure track framework ready for use within the faculties Start training course for tenure track committees, on how to operate the new framework (weighting framework).	
R&R for support staff	Launch working group for support staff Result: a project memo for submission to decision makers. <i>The project memo is designed to assess the level of support for a support staff R&R vision document</i>	Project memo on support staff complete		