

ACADEMIC CAREER PATHS: A JOURNEY FROM PLANNING TO EVALUATION

Academic Career Pathways Tool

1. GENERIC METADATA DESCRIBING THE DIGITAL FILES

■ Document PID : <https://doi.org/10.25397/eur.27908343>

- Title : Academic Career Paths: A Journey from Planning to Evaluation
- Subtitle : Academic Career Pathways Tool
- Identifier : 10.25397/eur.27908343
- Material Type : Digital Files
- Data Type : Educational Content
- Data Format : Document
- Temporal Coverage : From 2024-10-31
- Spatial Coverage : Worldwide
- Universe : Professional services and academic staff individuals
- Analysis Unit : School Strategy; Talent Management policies

• Data Description

This tool contains guidelines for introducing differentiated career paths at a School of a university, from the very first preparatory activities to the post-evaluation actions. This process is visualised into a step-by-step journey with four phases: Plan & Prepare; Develop; Implement & Communicate; Evaluate.

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- Method : Design Research
- Rights Holder : Erasmus University Rotterdam

• Cite

Recognition & Rewards (2024). Academic Career Paths: A Journey from Planning to Evaluation. Erasmus University Rotterdam (EUR). Online resource. <https://doi.org/10.25397/eur.27908343>

2. METADATA DESCRIBING INSTITUTIONS, AUTHORS & ACTORS

■ Institution PID : <https://ror.org/057w15z03>

- Notation : EUR
- Name : Erasmus University Rotterdam
- Type : Organization
- Identifier : 057w15z03
- Homepage : <http://www.eur.nl/english/>

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- Description : Design Researcher Recognition & Rewards and Evaluating Societal Impact

☐ Should you have any questions or need further assistance, please contact Anna Smulders.

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- Notation : R&R
- Name : The Recognition & Rewards programme
- Mailbox : recognitionandrewards@eur.nl
- Homepage : <https://recognitionrewards.nl/>

• Description

The Recognition & Rewards programme is an initiative implemented by Dutch universities and research institutions aimed at reshaping how academic achievements and contributions are valued. It seeks to move beyond the traditional focus on research output (e.g., publications and impact factors) to a broader, more inclusive evaluation framework. The programme reflects a shift in academic culture to foster collaboration, societal impact, diversity, and personal development alongside academic excellence.

3. METADATA DESCRIBING THE INCLUDED DIGITAL OBJECTS

■ Included Items

The download of the research package includes

7 Files:

- README.txt
- README.pdf
- Academic Career Paths A Journey from Planning to Evaluation.pdf
- Career paths Prompts tool_Phase I_Plan & Prepare.odt
- Career paths Prompts tool_Phase II_Develop.odt
- Career paths Prompts tool_Phase III_Implement & Communicate.odt
- Career paths Prompts tool_Phase IV_Evaluate.odt

1 Folder:

- Prompt_Questions

• Description

This package includes three documents in its main folder (two README files and Academic_Career_Paths_Tool.pdf), along with a subfolder named Prompt_Questions that contains four ODT documents. These four ODT documents outlines considerations for Schools implementing differentiated career paths as part of the EUR Recognition & Rewards (R&R) programme. These paths formally allocate time for academics to focus on activities aligned with their specific profiles, such as education-related tasks for an education profile. Specifically, the documents provide prompt questions aligned with the tool's four phases:

- Phase I: Plan & Prepare
- Phase II: Develop
- Phase III: Implement
- Phase IV: Evaluate

■ Digital Object : README.txt

- Data Type : Metadata
- Encoding Format : TXT
- Language : English
- File Size : 10.6 KB
- Condition Of Access : Open Access
- License : <https://creativecommons.org/licenses/by-nc-sa/4.0/>
- Folder : Academic_Career_Paths



• Description	: Text document providing metadata about the study.
■ Digital Object	: README.pdf
• Data Type	: Metadata
• Encoding Format	: PDF
• Language	: English
• File Size	: 1.7 MB
• Condition Of Access	: Open Access
• License	: https://creativecommons.org/licenses/by-nc-sa/4.0/
• Folder	: Academic_Career_Paths
• Description	: PDF version of the text document providing metadata about the study.
■ Digital Object	: Academic Career Paths A Journey from Planning to Evaluation.pdf
• Data Type	: Document
• Encoding Format	: PDF
• Language	: English
• File Size	: 5.1 MB
• Condition Of Access	: Open Access
• License	: https://creativecommons.org/licenses/by-nc-sa/4.0/
• Folder	: Academic_Career_Paths
• Description	<p>This tool is developed within the EUR R&R framework. It contains guidelines for introducing diversified career paths at a School of a university, from the very first preparatory activities to the post-evaluation actions. It presents the four phases of this process, and the steps within each phase. The guidelines provide a general overview of each phase and its details as well as what each step within a phase entails, which actions to take and who to involve. There are also additional tools and materials suggested for each phase.</p>
■ Digital Object	: Career paths Prompts tool_Phase I_Plan & Prepare.odt
• Data Type	: Document
• Encoding Format	: ODT
• Language	: English
• File Size	: 172 KB
• Condition Of Access	: Open Access
• License	: https://creativecommons.org/licenses/by-nc-sa/4.0/
• Folder	: Academic_Career_Paths/Prompt_Questions
• Description	<p>This document present an overview of prompts and discussion/reflection questions which can be used to guide the 'Plan & Prepare' phase that lays the ground for creating differentiated career paths.</p>
■ Digital Object	: Career paths Prompts tool_Phase II_Develop.odt
• Data Type	: Document
• Encoding Format	: ODT
• Language	: English
• File Size	: 174 KB
• Condition Of Access	: Open Access
• License	: https://creativecommons.org/licenses/by-nc-sa/4.0/
• Folder	: Academic_Career_Paths/Prompt_Questions
• Description	<p>This document present an overview of prompts and discussion/reflection questions which can be used to guide the 'Develop' phase which results in designing differentiated career paths and surrounding policy.</p>
■ Digital Object	: Career paths Prompts tool_Phase III_Implement & Communicate.odt
• Data Type	: Document

- Encoding Format : ODT
- Language : English
- File Size : 170 KB
- Condition Of Access : Open Access
- License : <https://creativecommons.org/licenses/by-nc-sa/4.0/>
- Folder : Academic_Career_Paths/Prompt_Questions

- Description

The points laid out here present an overview of prompts and discussion/reflection questions which can be used to guide the 'Implement' phase that activates differentiated career paths as a policy and process at a School.

■ Digital Object : Career paths Prompts tool_Phase IV_Evaluate.odt

- Data Type : Document
- Encoding Format : ODT
- Language : English
- File Size : 170 KB
- Condition Of Access : Open Access
- License : <https://creativecommons.org/licenses/by-nc-sa/4.0/>
- Folder : Academic_Career_Paths/Prompt_Questions

- Description

This document present an overview of prompts and discussion/reflection questions which can be used to guide the Monitoring & Evaluation phase that assesses the implementation process and overall 'success' of differentiated career paths.