

INTEGRATION TEXT FOR PROFESSORIAL STAFF

Surname and first name	
Faculty	
Department	
Grade	
Evaluation period	

1.	Ambitions with regard to education <i>For inspiration and clarification: https://www.ugent.be/en/ghentuniv/mission/educational-strategy/portfolio-of-education-dimensions/overview.htm</i>

2.

Ambitions with regard to the expansion and development of research

For inspiration and clarification: <https://www.ugent.be/en/research/research-strategy/portfolio-research.htm>

3.

Ambitions with regard to the impact of research (academic, societal and/or economic)

For inspiration and clarification: <https://www.ugent.be/en/research/research-strategy/portfolio-research.htm>

4.	Ambitions regarding people management and leadership <i>For inspiration and clarification: https://www.ugent.be/en/work/mobility-career/leadership/portfolioleadership.htm</i>

5.	Ambitions with regard to institutional and societal engagement <i>For inspiration and clarification: https://www.ugent.be/en/work/mobility-career/career-aspects/professorial-staff/institutional-societal-engagement.htm</i>

Explanatory memorandum

The integration text is not a job description and therefore not an exhaustive list of tasks. It is also not an enumeration of objectives with quantitative indicators.

*The integration text offers **a look to the future** and refers to a qualitative and substantiated description of your **intentions and ambitions as a professorial staff member with regard to education, research, institutional/societal engagement and leadership and the various roles you have taken up, linked to your current professorial staff grade.***

*The integration text indicates how you **embed your own performance and functioning as a member of the professorial staff in the functioning and vision of the department, research group, study programme(s), faculty and university**, in particular in the education and research line of the faculty, as well as in the needs and opportunities in terms of providing internal and external services and leadership. This integration text is future-oriented, for the duration of the evaluation period.*

For inspiration and clarification of the fields to be filled in, see:

- *the profile descriptions of the three levels as stipulated in the regulations for professorial staff, which provide a non-exhaustive list of qualitative result areas, responsibilities and roles per sub-assignment. You do not have to include every result area or element listed there.*
- *the portfolio of education/research/people management and leadership/institutional and societal engagement via the weblinks as mentioned above.*

Approved by the HR committee in consensus with the professorial staff member on:

...../...../20.....