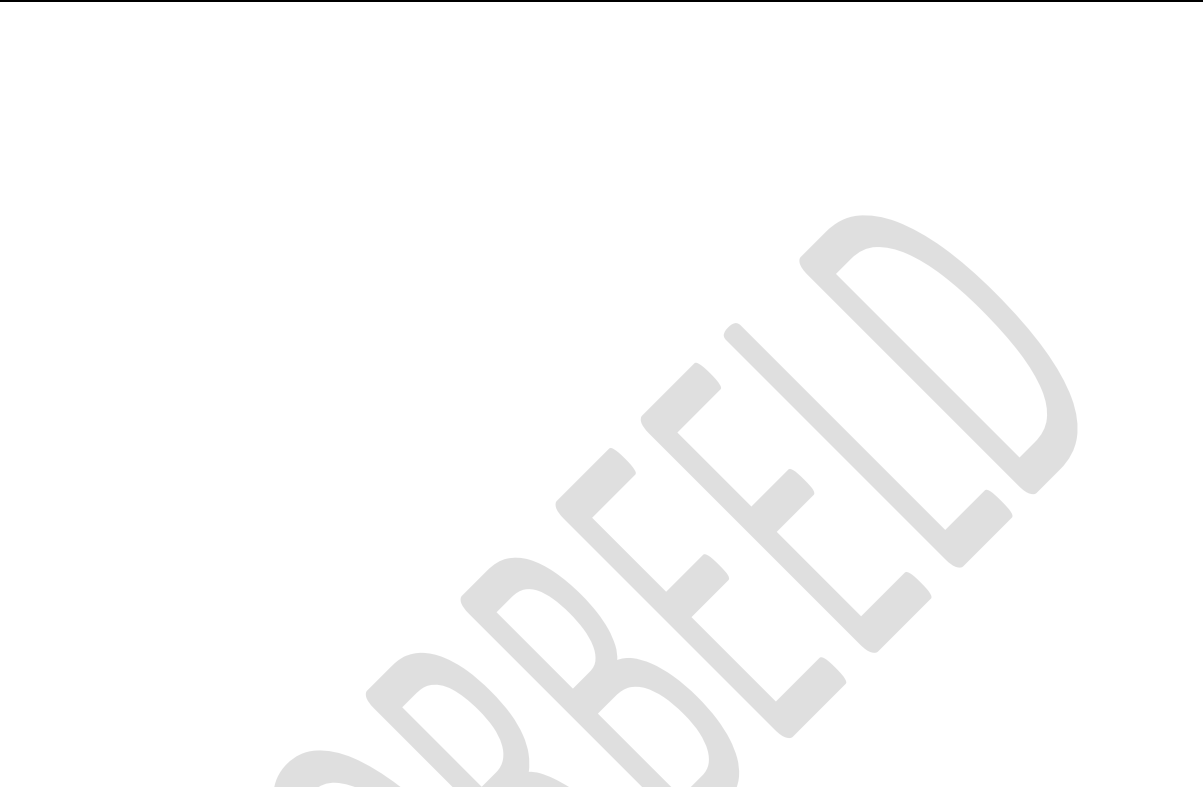



REFLECTION REPORT FOR PROFESSORIAL STAFF

[Regulations of Ghent University regarding the tenured or temporary appointment, promotion, evaluation and appeal procedure for professorial staff members](#) (in Dutch)

Surname and first name	
Faculty	
Department	
Grade	Assistant Professor – Associate Professor – Full Professor – Senior Full Professor
Evaluation period	20.... – 20....

1.	<p>My achievements, activities and contributions with regard to education</p> <p><i>For inspiration and clarification: https://www.uqent.be/en/ghentuniv/principles/educational-strategy/portfolio-of-education-dimensions</i></p>

2.	My achievements, activities and contributions with regard to the development of research <i>For inspiration and clarification: https://www.ugent.be/en/research/research-strategy/portfolio-research.htm</i>
	
3.	My achievements, activities and contributions with regard to the impact of research (academic, societal and/or economic) <i>For inspiration and clarification: https://www.ugent.be/en/research/research-strategy/portfolio-research.htm</i>
	

<p>4.</p>	<p>My achievements, activities and contributions with regard to people management and leadership (including creating and maintaining a safe and stimulating working environment and promoting the (psychosocial) well-being of the staff)</p> <p><i>For inspiration and clarification: https://www.ugent.be/en/work/mobility-career/career-aspects/professorial-staff/portfolioleadership.htm</i></p>
<p style="font-size: 48px; opacity: 0.3; transform: rotate(-15deg);">DRAFT</p>	
<p>5.</p>	<p>My achievements, activities and contributions with regard to institutional and societal engagement</p> <p><i>For inspiration and clarification: https://www.ugent.be/en/work/mobility-career/career-aspects/professorial-staff/institutional-societal-engagement.htm</i></p>
<p style="font-size: 48px; opacity: 0.3; transform: rotate(-15deg);">DRAFT</p>	

Explanatory memorandum

As a professorial staff member, you draw up a **reflection report** at the end of the evaluation period about your own performance during the past period. The reflection report is a retrospective of your achievements in research, education, people management and leadership, and institutional / social engagement, linked to your current grade.

In the reflection report, a connection is made with the integration text drawn up at the start of this period.

The reflection report is not meant to be an exhaustive list of output (e.g., publications, acquired funding and projects) or of the performed tasks and (teaching) assignments. It is important that you state in what way you think you have distinguished yourself in your core assignments as a member of the professorial staff: indicate your most significant, most representative contributions and achievements.

For inspiration and clarification of the fields to be completed, see

- The [profile descriptions](#) at the three job 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. It is not necessary to include every result area or element listed here.
- The **portfolio** on education / research / people management and leadership / institutional and social engagement to be consulted via the web links above.

Date:/...../20.....