



HUMANE
Heads of University Management & Administration Network in Europe
www.humane.eu

SEMINAR
Ghent University
Friday 27th to Saturday 28th March 2009

Incentives

Agenda

Incentives are means to motivate someone to pursue an objective that the incentives' author wishes to achieve. We will restrict ourselves to the means deployed by the university, not those deployed by the endowing government or third parties.

In the university context, incentives are employed to achieve quantitative and qualitative objectives in the field of education, research and scientific service.

We start from the principle that a university doesn't have unlimited means at its disposal to set up all possible incentives, and therefore has to define priorities.

At the seminar, the intent is to trace which objectives universities consider to have most priority, and which incentives they motivate the members of the university community with to achieve these objectives.

The intent is not to make a list of possible goals and matching incentives, but to make an inventory of those incentives that a university deploys nowadays to reach certain objectives.

The seminar will cover both incentives as an HR measure and as a management tool in an organizational context.

Friday 27th March 2009

Chairman – Jim Van Leemput

12:30 - 14:00 *Registration and Lunch .at Het Pand, Onderbergen 1, 9000 Gent*

14:00 - 14.15 **Welcome on behalf of Ghent University**
Vice-Chancellor Paul Van Cauwenberge

Session 1

14:15 - 15:00 **The Use and Abuse of Incentives in the UK Context. Reflections from Cambridge and Warwick"**
Jon Baldwin, University of Warwick (UK)
Jonathan Nicholls, University of Cambridge (UK)

15:00 – 15:30 Discussion on Session 1

15:30 – 16:00 *Coffee Break*

Session 2

16:00 – 16:30 **Incentives in the Higher Education System and in institutions as part of a French Human Resources Strategy**
Bernard Baraton, Secrétaire-général and Arnaud Le Gouanvic, Cabinet Chief, Ecole Nationale Supérieure d'Arts et Métiers (FR)

16:30 – 17:00 Discussion on Session 2

Session 3

17:00 – 17:30 **HRM Policy to Increase the Quality of Research: Tenure track system at the University of Groningen**
Lambert Verveld, Rijksuniversiteit Groningen (NL)

17:30 – 18:00 Discussion on Session 3 and closure

19:30 Dinner at the Novotel, *Gruuthuus Kelder*

Saturday, 28th March 2008

Chairman – Jim Van Leemput

Session 4

09:00 – 09:30 **Incentivization – Government/University Relations in Ireland**
Michael Gleeson, University of Dublin, Trinity College (IE)

09:30 – 09:45 Discussion on Session 4

Session 5

09:45 – 10:15 **Universities - subjects to national inducement policies. Hard choice between alignment, redefining and creating**
Esa Hämäläinen, Theatre Academy, Helsinki (FI)

10:15 – 10:30 Discussion on Session 5

10:30 – 11:00 *Coffee Break*

Session 6

11:00 – 11:45 **Incentive Policy at Ghent University**
Prof. Koen Goethals, Ghent University (BE)

11:45 – 12:00 Discussion on Session 6

Session 7

12 :00– 12:45 **Case study workshop: Telephones at the A Graham Bell University**
John Fürstenbach, Royal University College of Music, Stockholm (SE)

12:45 – 13:00 **Closure and summing up**
Jim van Leemput, Vrije Universiteit Brussel-VUB (BE)

13:00 – 14:00 **Lunch**

Social Programme

14:30 – 17:00 Guided tour of the city of Ghent

19:30 Culinary tour through the city of Ghent. Departure from the Marriot Hotel.