|  |  |  |  |
| --- | --- | --- | --- |
| **NAME** | Score 1 – 5  (poor-excellent) | Arguments for giving this score (positive and negative) | If any, what development is needed to reach UHD level in ± 5-10 years |
| Research\*   * Expertise * Vision on own research group * Efforts attracting research grants * International academic visibility |  |  |  |
| Education\*   * Teaching skills * supervising Bsc/Msc/PhD |  |  |  |
| Leadership\*   * coaching and directive |  |  |  |
| Organisation |  |  |  |
| Valorisation\*   * outreach * software |  |  |  |
| Self- reflection /  personality |  |  |  |
| Added value for EFM / HE / CEG   * added expertise * diversity |  |  |  |
| **OVERALL IMPRESSION AND SCORE** |  |  |  |

\* suggestions / examples based on UD criteria from VLC – assessment not limited to these items