|  |  |  |  |
| --- | --- | --- | --- |
| **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