



Maastricht University

*Leading
in Learning!*



Talent development Maastricht UMC+

Nanne de Vries, vice-dean FHML

A brief history

- 1976** Faculty of Medicine PBL
thematic research
- 1980** Faculty of Health Sciences
biomedical, primary care, public health
- 1984** Academic Hospital Maastricht (azM)
- 2007** Faculty of Health, Medicine and Life
Sciences (FHML)
- 2008** Maastricht University Medical Centre+

Facts and figures Maastricht UMC+ 2010/11

- Annual turnover M€ 510
- Operating theaters 22
- Admissions 29,000
- Inpatient days 200,000
- Outpatients 441,000
- Hospital beds 715
- Employees 6,250
- Students 4,325
- Intake Bachelor's 949
- Intake Master's 662
- PhDs awarded 133
- Publications 1,971



The FHML profile

- Problem Based Learning
- Thematic Research
- Integrated Care
- Continuity
 - Medicine - Biomedical – Public Health Sciences
 - Molecule - ... - Society
 - Prevention - primary – transmural – hospital – rehabilitation – home care
 - Cure and care

	<u>Scientific staff (fte)</u>
School for Cardiovascular Diseases (CARIM)	176
School for Nutrition, Toxicology and Metabolism (NUTRIM)	152
School for Oncology and Developmental Biology (GROW)	81
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School for Mental Health and Neurosciences (MHeNS)	75
School for Public Health and Primary Care (CAPHRI)	143
School of Health Professions Education (SHE)	23

	<u>Scientific staff (fte)</u>
School for Cardiovascular Diseases (CARIM) thrombosis and hemostasis heart function and heart failure vascular biology and atherosclerosis	176
School for Nutrition, Toxicology and Metabolism (NUTRIM) metabolic syndrome chronic inflammatory disease and wasting gut-liver homeostasis gene environment interactions	152
School for Oncology and Developmental Biology (GROW) developmental biology molecular oncology toxicogenomics	81
School for Mental Health and Neurosciences (MHeNS) cognitive functional disorders psychopathology neurodegeneration and plasticity	75
School for Public Health and Primary Care (CAPHRI) primary care innovations in health care public health	143
School of Health Professions Education (SHE) learning processes assessment and evaluation learning environments	23

MUMC+ Talent policy

- Scouting
- Selection
- Advice and support
- Development

- All phases: from student to full professors

Bachelor students

- Scouting
 - Based on exam results
 - Based on staff evaluations
- Enrolment in:
 - honours programs: “Integral health care”
 - Maastricht Research Based Learning (MaRBLe)
 - PREMIUM projects

Master students

- Scouting
 - Based on staff evaluations
- Enrolment in:
 - MaRBL e and PREMIUM projects
 - MD-PhD program: adapted Master program
 - Research masters (2+3) and AKO – MD/researcher program
 - Kootstra program: 6 months for acquiring PhD-grant

PhD students

- Semi-automatic from some (research) Master's programs
- In Research Masters, students prepare their own applications
- 'Normal' recruitment
- Promoters and Heads of Department scout.

Postdocs

- Kootstra fellowships and competitive postdoc positions per school
- Meant to obtain VENI or other grant
- Support by Center for Research

The road to professorships: tracks

- On the basis of competencies in research, teaching, care
- But always minimal requirements in research achievements
- Scouting and selection through heads of department (also in hospital) and school director
- Faculty board decides

The road to professorships: tracks

- Development of competencies in research (and teaching, care) but also personal and managerial development
- Support by HR department, by school, by mentor
- Curriculum, masterclasses
- So far two 'batches'(2008,2010): one general, one for women
- All obtained profiling chair (personal) or strategic chair, or moved out to other centres
- New group in 2013 (max 12 or more)

The Maastricht situation: an ageing gateway to Europe

- It is relatively hard to attract talent from “the West”
- But it is easy to hire German and Belgian talent
- The Limburg population is ageing
- And so is the MUMC+ workforce
- Influx in medical curriculum ‘guaranteed’, more competition in other disciplines

