



The Leuven strategy in the university battle for academic talents

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Leuven in Europe

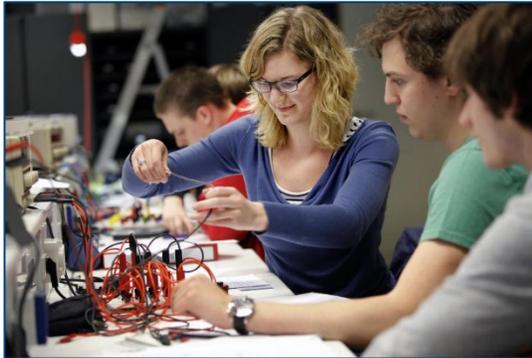


Leuven, Belgium

- east of Brussels
- 100000 inhabitants



KU Leuven



25



- 45000 students
- comprehensive
- Group Science Engineering & Technology
 - 18600 students
 - 28.6% female
 - 23.1% international

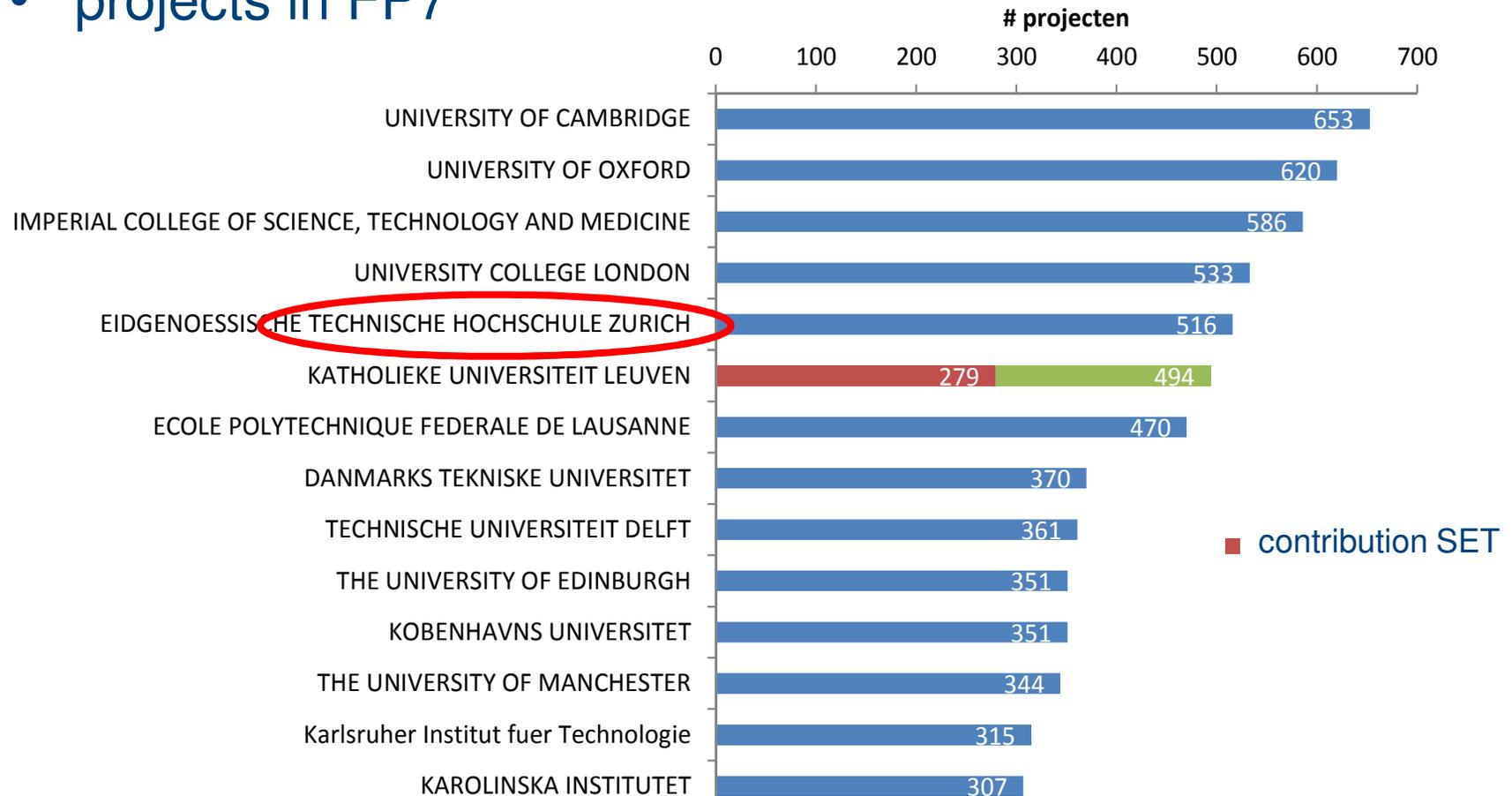
Science, Engineering & Technology Group

Faculties	Research departments
 Science	<ul style="list-style-type: none">» Architecture, Urbanism and Planning» Biology» Biosystems» Chemical Engineering» Chemistry» Civil Engineering» Computer Science» Earth and Environmental Sciences» Electrical Engineering (ESAT)» Mathematics» Mechanical Engineering» Metallurgy and Materials Engineering» Microbial and Molecular Systems» Physics and Astronomy
 Engineering	
 Bioscience Engineering	
 Engineering Technology	
 Architecture	
Arenberg Doctoral School	

5 faculties, 14 departments

Research excellence

- projects in FP7



Research infrastructure

Large investments in modern research buildings and research equipment :

- core lab chem&tech
- core lab nanotechnology
- core lab biology / biochemistry
- core lab chip measurements
- ohmics facilities
- etc.



Spin-off companies

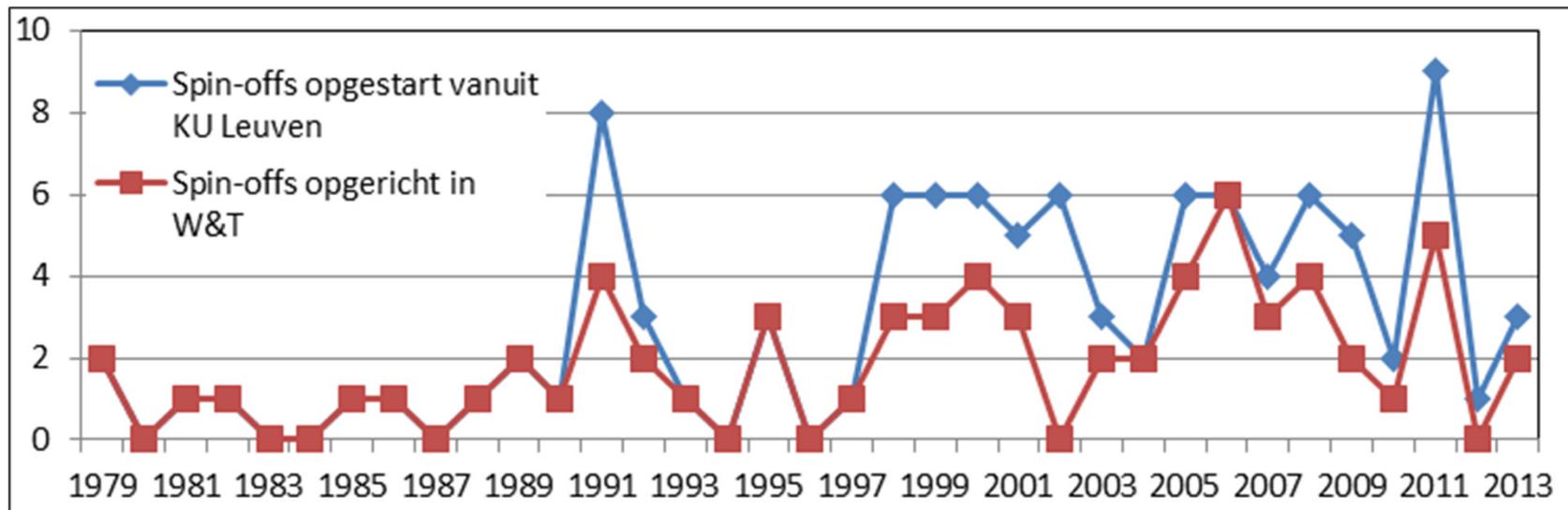
As of late 2014

105 spin-off companies

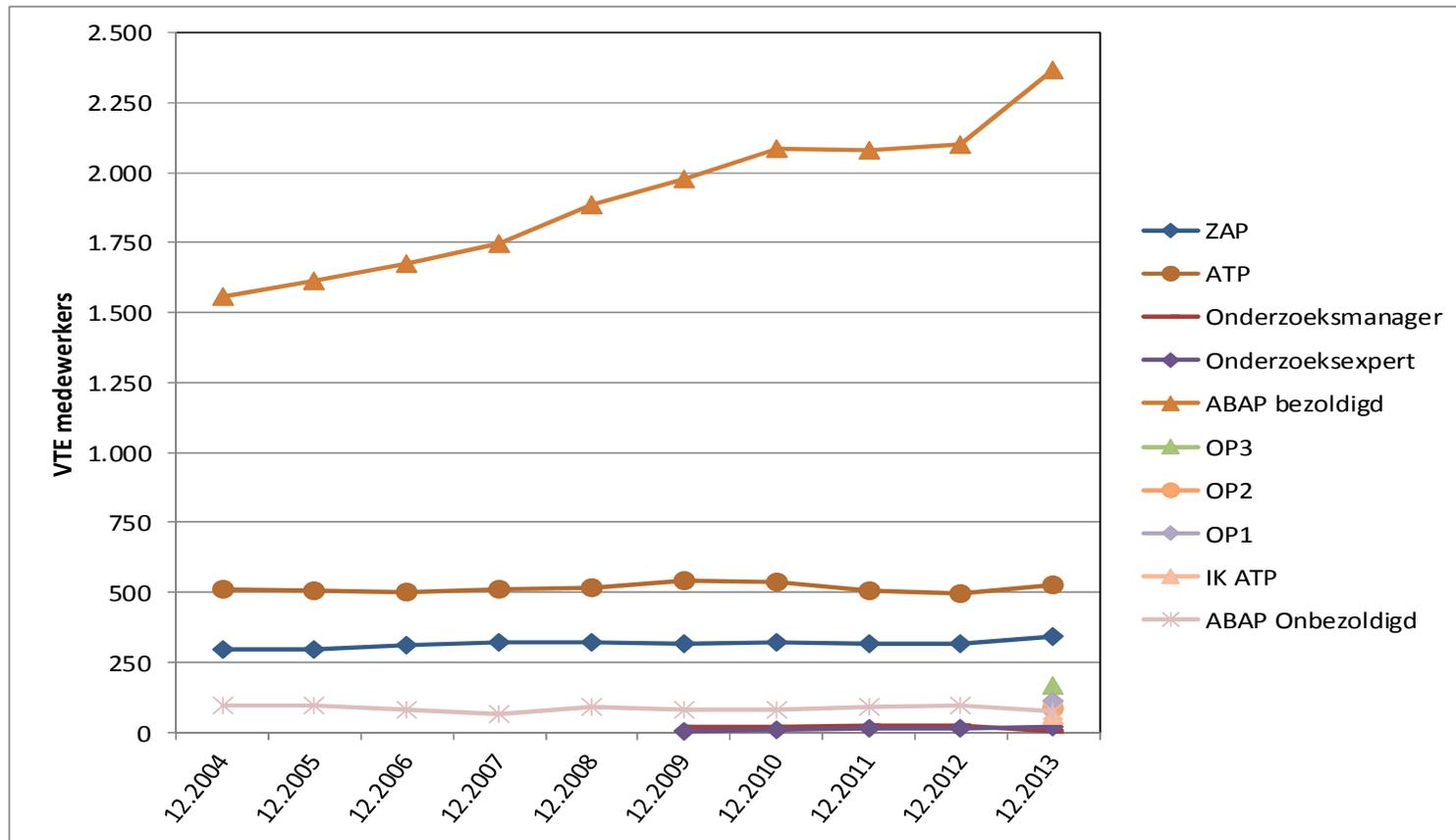
4,100 direct jobs

7 IPOs (Initial Public Offering)

(2.5 spin-offs / year – SET has 70.6% of total)

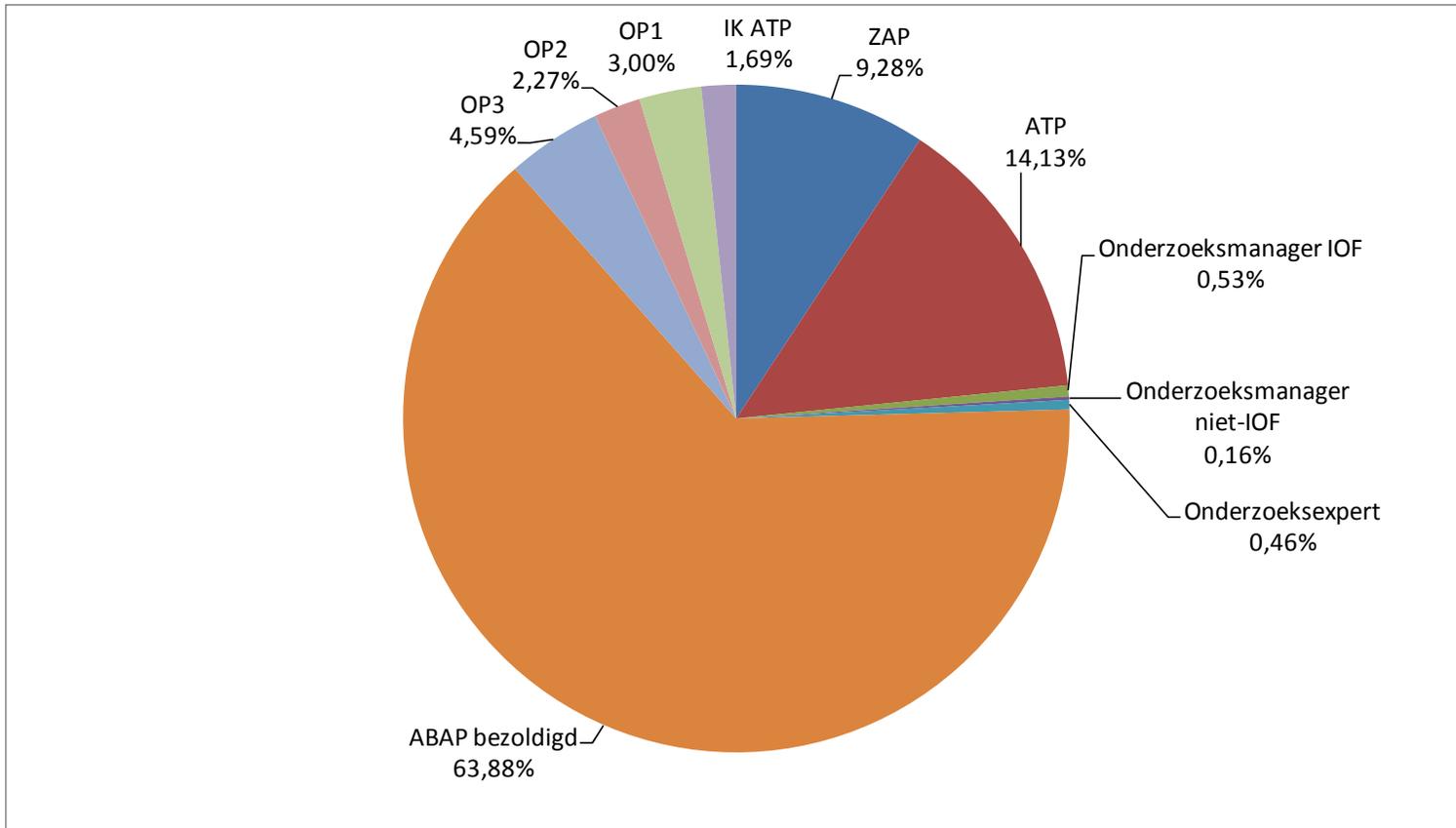


Personnel evolution SET



- large increase in researchers, constant for profs and support staff
- 378.6 FTE in total [Dec. 2013]

Personnel distribution SET



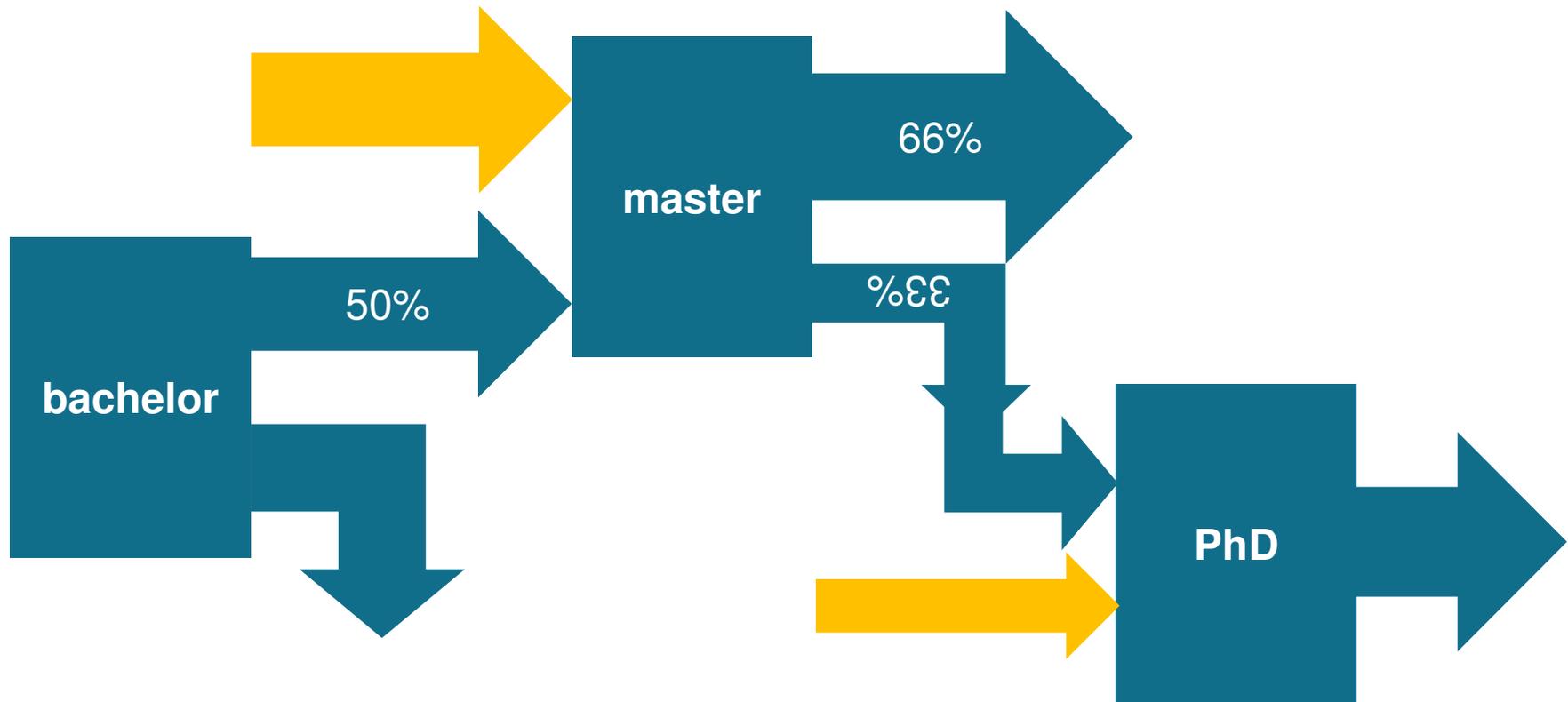
$$\frac{PhD}{prof} = 4.4$$

$$\frac{postdocs}{prof} = 1.5$$

$$\frac{support\ staff}{prof} = 1.5$$

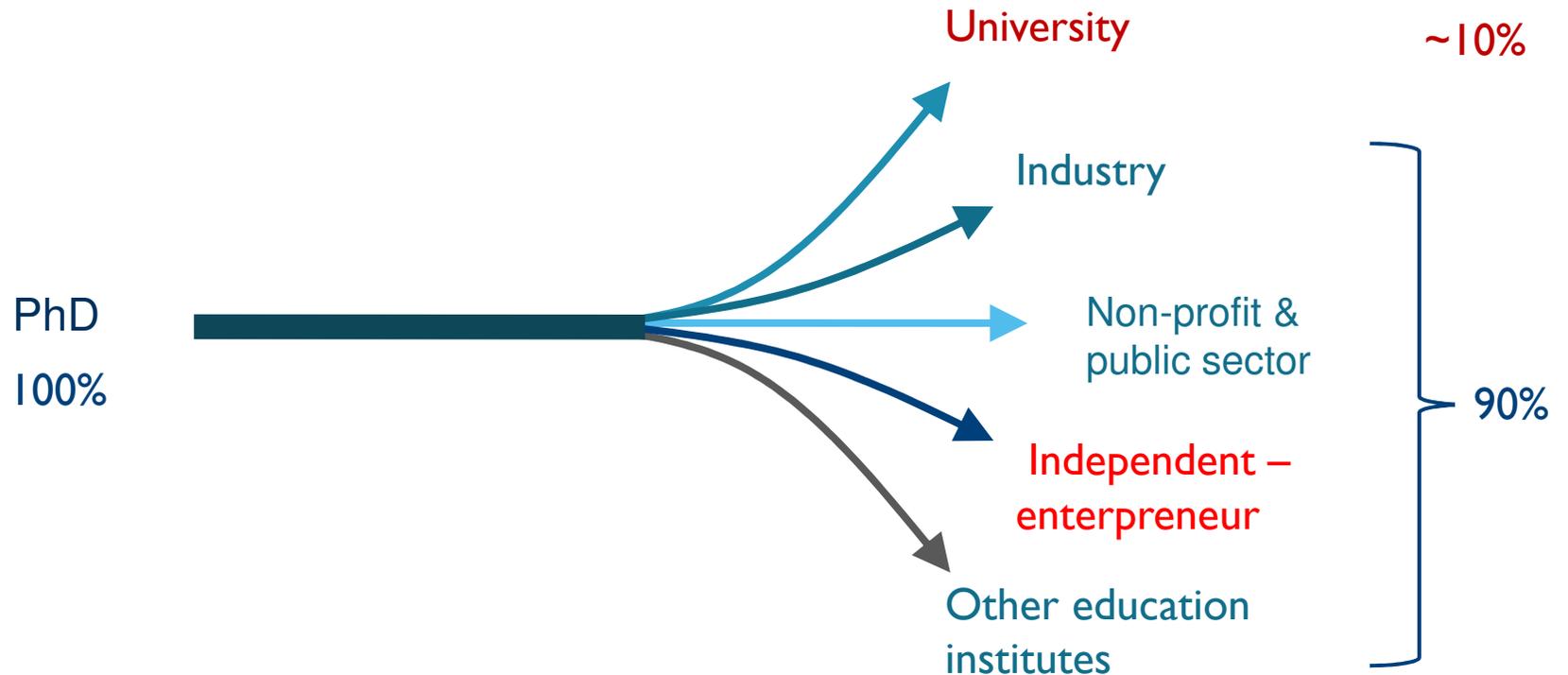
73.3 % financed from external money

Flow of researchers



- strong international open recruiting
- strategic cooperation agreements

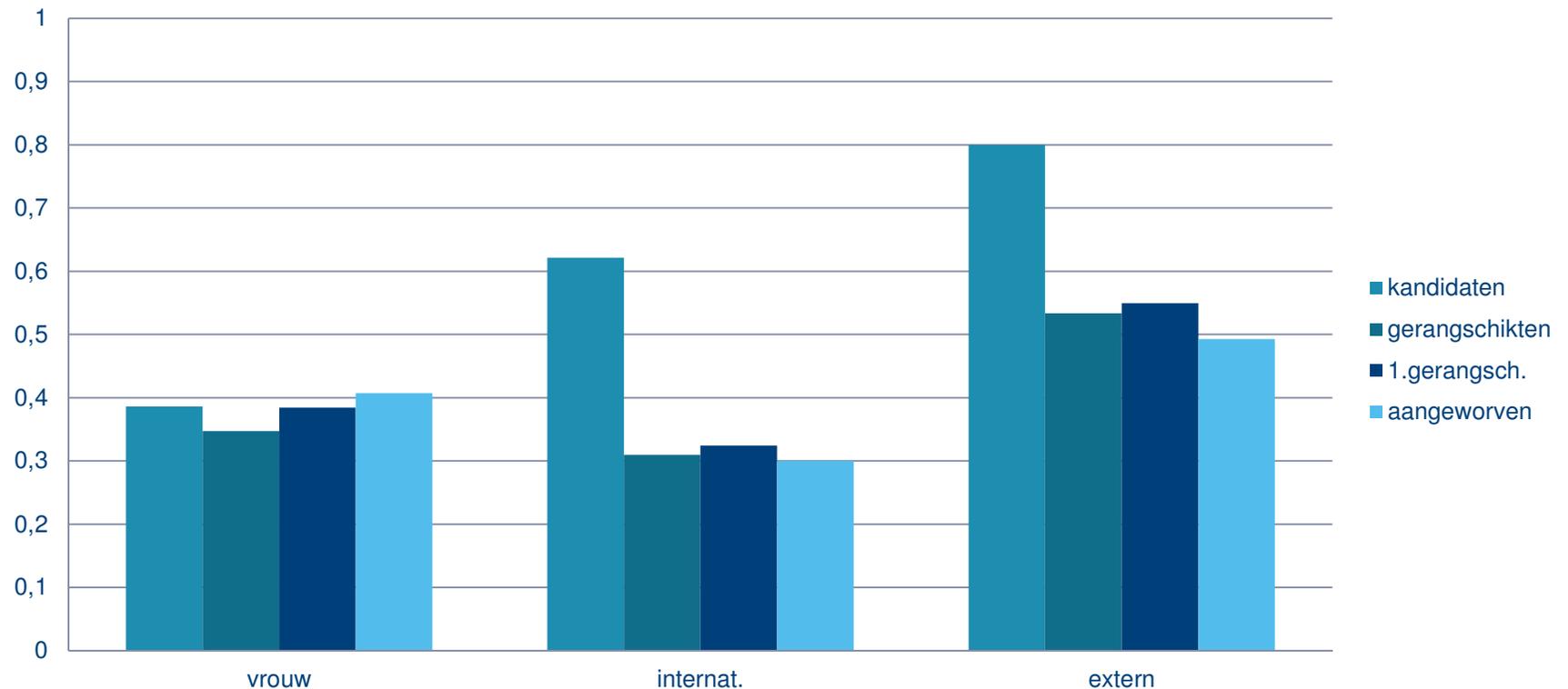
PhD and postdoc as education suo jure



- education is to become independent researcher (R&D)
- learn transversal skills & competences
- career center for personal advise - mentoring

KU Leuven professor hirings

percentage female, international and external professors at 4 moments in the hiring process



Evaluation of professors

- qualitative assessment of all 4 aspects
- BeCo guidelines – depending on context

Education portfolio

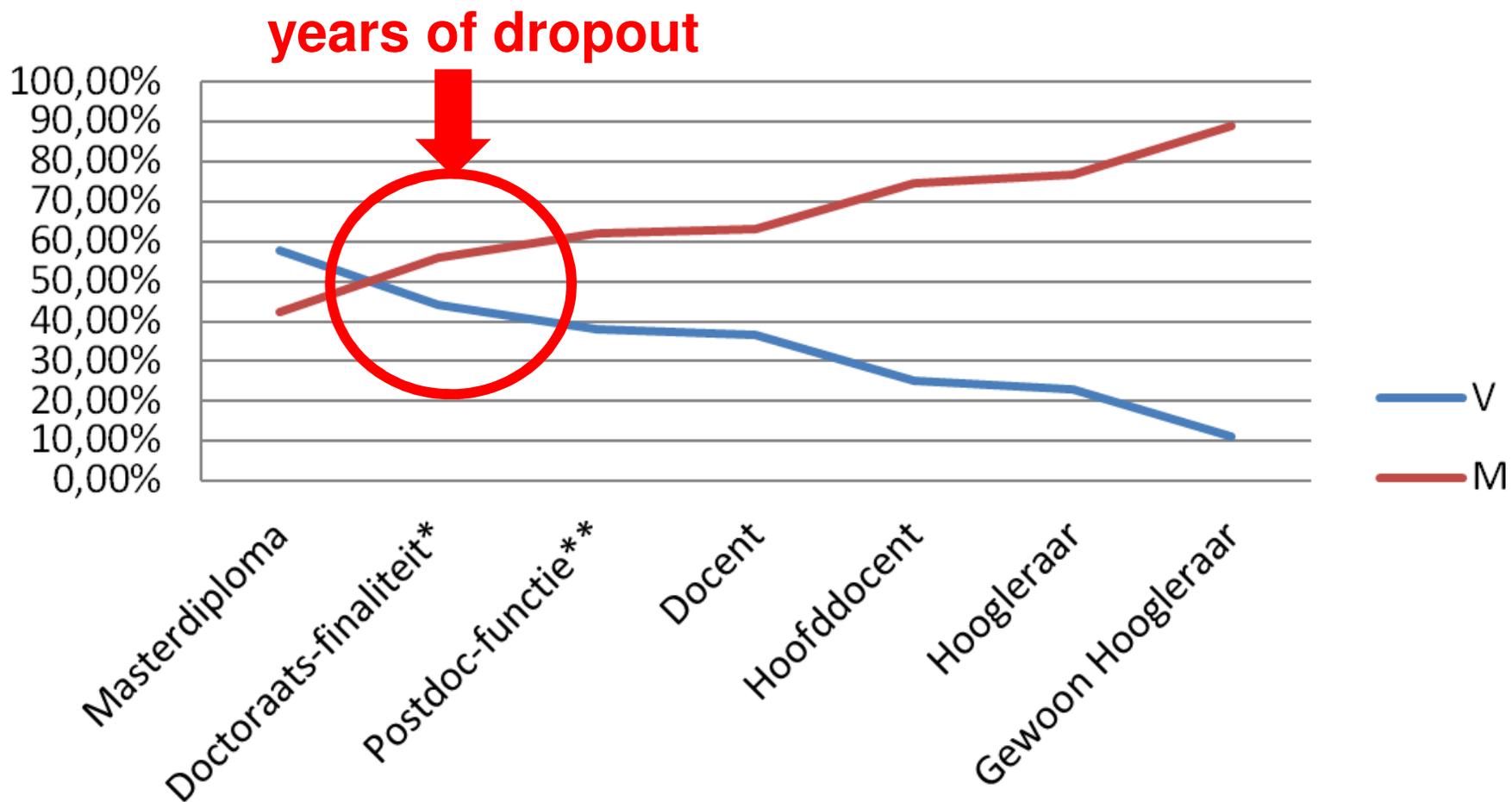
Education

Focus on excellence

at international benchmarking

Financial allocation models may not be applied to small entities nor on individual professors !!

Gender-balanced hiring



Financing : less is more



**Budget for research/infrastructure
and supporting staff per professor !!**



Thank you

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