

Summary

Unfortunately, due to a combination of factors (i.e., decreasing student influx, imbalance time investment, and strongly increased costs), an organisational change category 3 is inevitable: the dismissal of employees with a permanent labour contract. The reorganisation affects the faculty as a whole: research groups, research expertises, education(support), and faculty support services. Without this drastic measure the S&T faculty cannot meet the financial task set by the Executive Board (EB) for the faculty: achieve a deficit in the 2025 budget of a maximum of 1% of the direct government funding allocation and a budget-neutral budget in 2026. As a result, a financial cutback of seven million euros (€7 million) on an annual basis is required to meet the imposed target. The proposed measures lead to a reorganisation effect of € 6,218 compared to the submitted budget for 2025-2029. This constitutes 68 positions. For advice on how to execute this reorganisation including criteria for continuation and ending activities, the S&T faculty board relied on the input from several sources:

- the Management Teams of the UT institutes MESA+ en TechMed,
- external research experts who represent together the three faculty domains (Applied Physics, Chemical Science & Engineering en Health),
- Educational programme directors of the S&T faculty and
- the legal team of the central HR service department.

Derived from the input of these sources, the S&T faculty board formulated two assessment criteria for research groups and research expertises: 1) fit with the sharpened faculty profile and 2) (for research groups and research expertise that fit the profile) performance.

A new, sharpened faculty profile has been formulated as follows:

Education and research of the faculty of S&T are strongly intertwined, focusing on systems and devices for the application areas of health, climate, energy, water, and chiptech. Fundamental and applied research is conducted on materials and processes essential to emerging technologies.

The *first assessment criterium* concerns the fit with the sharpened faculty profile. A stronger focus in portfolio was also recommended by the research evaluation committee (2024) and consequently adopted by the faculty board. Research groups and research expertise with a limited or misfit with the profile, even with a good performance assessment, will be ended.

Based on this sharpened profile, two consequences have been drawn:

- 1) The following research groups and research expertises will be discontinued:
 - a. research into phenomena and interactions at the level of photons, atoms, molecules and cells, without direct linkage to the resulting applied research within the University of Twente in the field of systems or devices;
 - b. as a specific elaboration of what is mentioned under a.: research into disease mechanisms on a molecular/cellular scale;
 - c. research in the field of nanomedicine and other forms of pharmaceutical therapy; and
 - d. research with the application area of industrial nutrition and food processing.
- 2) Research groups and research expertise that are hardly or not involved in education no longer fit the tightened profile.

The *second assessment criterium* concerns the performance of research groups and research expertise that fit the profile. Research groups and research expertise that show suboptimal results with regard to realising external funding, connectedness and/or contribution to education will be ended.

The following exception has been applied concerning the discontinuation of research expertise that 1) does not fit within the profile or 2. fits the profile, but shows suboptimal results with regard to external funding for the period 2019 – 2024 and connectedness:

If an expertise is earmarked by consulted sources as 'particularly valuable and difficult or impossible to replace in education in the short term', this expertise will be retained.

The discontinuation of research groups and expertises not only affects scientific staff, but also technicians, support staff, PhD candidates, and postdocs. Referring to the latter two categories, while not subject to forced dismissals, these will perceive effects due to the leave of their promotor and/or supervisor.

This reorganisation also concerns education(support) and faculty support services. No changes will be made with regard to the range of BSc and MSc educational programmes. Their structure and final objectives remain unchanged, as they are accredited educational programmes where the programmes are in line with the domain-specific frame of reference. The loss of research groups will have an impact on the range of specific topics, minors or master's tracks (specializations) and therefore the curriculum of courses. Finally, the activities of the faculty support services are strongly

intertwined with the primary processes. Following the principle that the scientific/support staff ratio is disallowed to change in favor of the support staff, the reorganisation also has an impact on (the scope of) these services. No general criteria can be used for this due to the diverse nature of the activities.