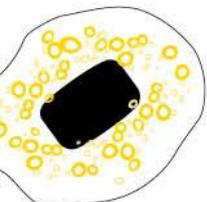


UNIVERSITY OF TWENTE.



University of Twente
Attn. Prof.dr. T.A.J. Toonen
Dean Faculty BMS

FACULTY OF BEHAVIOURAL, MANAGEMENT AND SOCIAL SCIENCES

FROM	DATE	PAGE
Dr. Henk van der Kolk	21 April 2017	1 of 2
T +31 53 489 3281	OUR REFERENCE	
h.vanderkolk@utwente.nl	BMS-FC/2017.005	

DEPARTMENT
BMS-Faculty Council

SUBJECT
Advise Structure Report Resilience

Dear Dean,

You recently asked for an advice on the proposed profile for a full professorship “Resilient society, Organized Social Complexity, Sustainable future”. Since this is the first in a hopefully long list of structure-reports, the council likes to use this advice to clarify how we will deal with future requests for advice in this context.

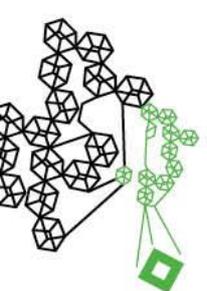
When advising on structure-reports, the Faculty Council will focus on at least the following *four* topics;

- I. Does the structure-report fit in the general strategy as adopted by the faculty and are the relevant members of the faculty involved in developing the structure-report?
- II. Does the position as indicated in the structure-report fit the long term financial planning of the faculty?
- III. Are the mandatory elements of the report, as indicated in the brochure about appointing chairs (https://www.utwente.nl/hr/loopbaan/talent_ontwikkeling/2213-hooglerarenbrochure.pdf, especially appendix 5) adequately developed?
- IV. Are the procedure (open and closed, see also the aforementioned brochure) and the recruitment committee (BAC) sufficiently clear, adequately defended and do these aspects meet the relevant criteria?

I.
The strategy of this faculty is best described in the BMS under Steam report. In this report, four (five) core research areas are identified. One of these core research areas is “resilience”. This means that the proposed chair fits the adopted strategy of the faculty, although the Steam document does not mention this chair explicitly, while it does mention several other chairs. The council therefore concludes that the proposed chair indeed clearly fits the strategy of the faculty and will probably strengthen the academic profile of the faculty.

The relevant members of the faculty to be involved in the shaping of this chair are those involved in the ‘resilience theme’. This theme is currently ‘under construction’, so it is difficult to include these researchers in the formulation of the structure report. However, since the suggested chair may interfere with emerging collaborations within the faculty, the council urges the dean to make sure that this group of researchers within the faculty is adequately involved in the process of installing this new chair. This will also help our future colleague to quickly develop close ties with relevant researchers already working at this faculty.

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II.

Since a 'resilience chair' was not explicitly included in Steam, it is also not included in the long-term budget. On the basis of additional information received about this long-term budget, the council is now convinced that installing this chair will not harm the long-term perspectives of the faculty.

III.

The structure report misses a few important elements. It is not clear whether the chair is 1fte, in which of the clusters *to be* the chair will be located, and which educational and administrative responsibilities the new chair will focus on. We advise the dean to further clarify these elements in the structure-report.

IV.

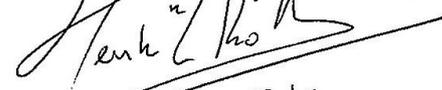
The Faculty Council is sufficiently informed about the desirability to use a closed procedure for this specific chair. However, we think that the reasons for opting for a closed procedure should be clarified in the structure report, without harming the confidentiality of the process. This clarification of reasons will help to avoid rash/closed decision making in the future. The council likes to stress the necessity to use open procedures as much as possible in the future, also because of the strongly desired diversity of academic staff.

The suggested BAC is sufficiently developed to make sure that this appointment is carefully monitored. However, we strongly advise the dean to include female academics in the BAC. This faculty still has a way to go in the direction of gender equality and one the minor things we can do is including women in recruitment committees. We also urge the dean to quickly recruit a student.

To conclude.

The council advises positively on the structure report as sent to the council, but the council advises the dean to make sure that researchers within the faculty to be part of the resilience theme are adequately involved in the process of installing this new chair, that the structure report is further clarified and strengthened by including a few missing elements, and that the recruitment committee is strengthened by including a student and at least one female academic.

Kind regards,
On behalf of the Faculty Council BMS,



Henk van der Kolk
Chair Faculty Council BMS