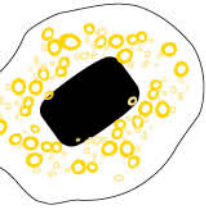


# UNIVERSITY OF TWENTE.



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

## FACULTY OF BEHAVIOURAL, MANAGEMENT AND SOCIAL SCIENCES

FROM  
Dr. H. van der Kolk  
T +31 53 489 3281  
h.vanderkolk@utwente.nl

DATE  
3 July 2018  
OUR REFERENCE  
BMS-FC/2018.515

PAGE  
1 of 1

SUBJECT  
Advice female Professor in the domain of Behavioural, Management and Social Sciences

Dear dean,

On 15 June 2018, you sent an advertisement text for a female Professor in the domain of Behavioural, Management and Social Sciences. This text was the outcome of request (and promised financial contribution) from the Board of the University. The Board wants to strengthen gender diversity by appointing female professors. By taking a broad look at the large field of female candidates, the university hopes to attract the best researchers/teachers and not 'just' the best female candidate for a well-defined field.

The Council supports the Faculty Board in its decision to meet the demands of the University Board. However, the Council is also aware of the long term financial consequences of this decision, which may undercut the lines suggested in BMS under Steam. We therefore urge the Faculty Board to 'fit in' the candidates in the BMS under Steam policies, and to adjust BMS under Steam time planning of appointing new professors, if the financial situation of the faculty demands so.

Kind regards,  
On behalf of the Faculty Council BMS,

Henk van der Kolk  
Chair Faculty Council BMS

