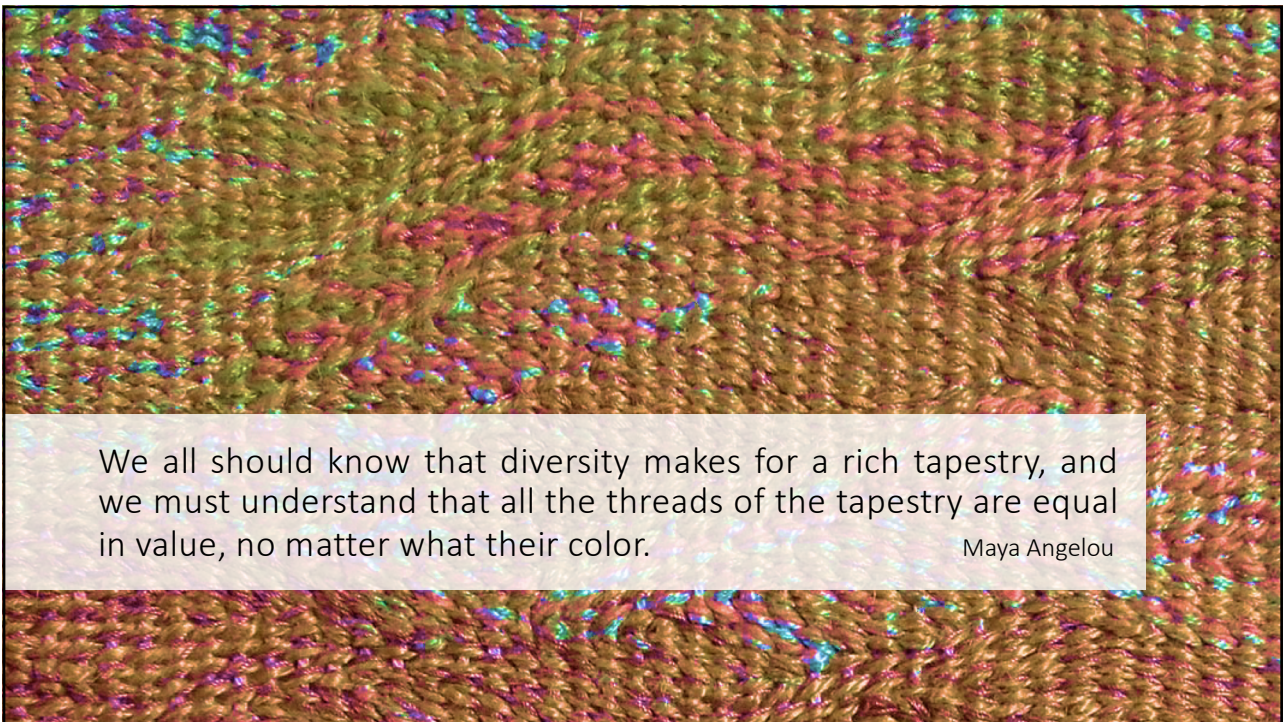


Inclusive excellence

talent development at the UT



We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value, no matter what their color.

Maya Angelou

overview

- context/definition
- theme: *coherence* in life and science
- three stories:
 - new to the UT
 - becoming a dean; autumn reflections
 - constructive interference
- an inclusive UT — supporting talent development
- take home message

Inclusive Excellence



To **include and engage** the rich diversity of students, staff, faculty, administrators, alumni, and community members in the overall success of the university.

“Toward a Model of Inclusive Excellence and Change in Postsecondary Institutions,” Williams et al. (2005)

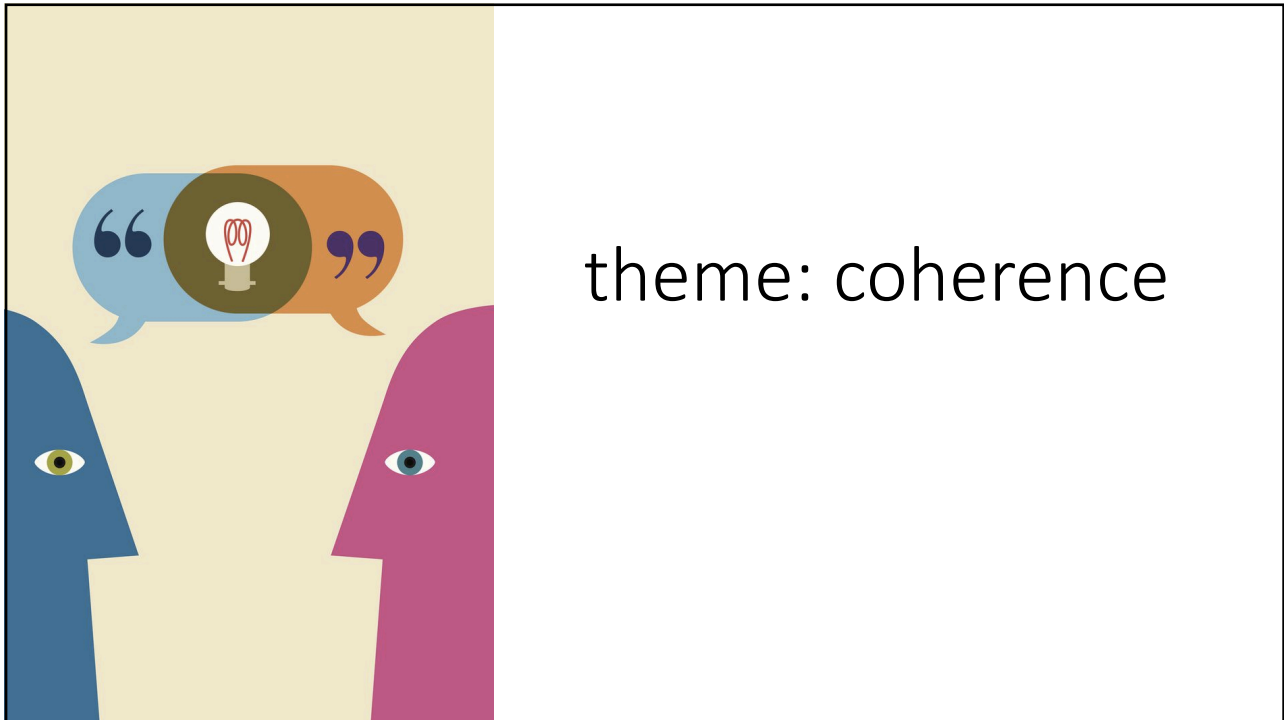


Inclusive Excellence

**UNIVERSITY
OF TWENTE.**

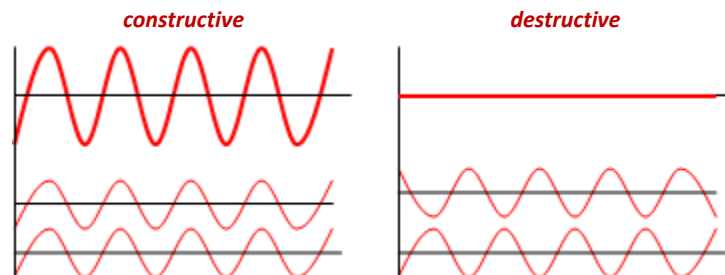
To **include and engage** the rich diversity of students, staff, faculty, administrators, alumni, and community members in the overall success of the university.

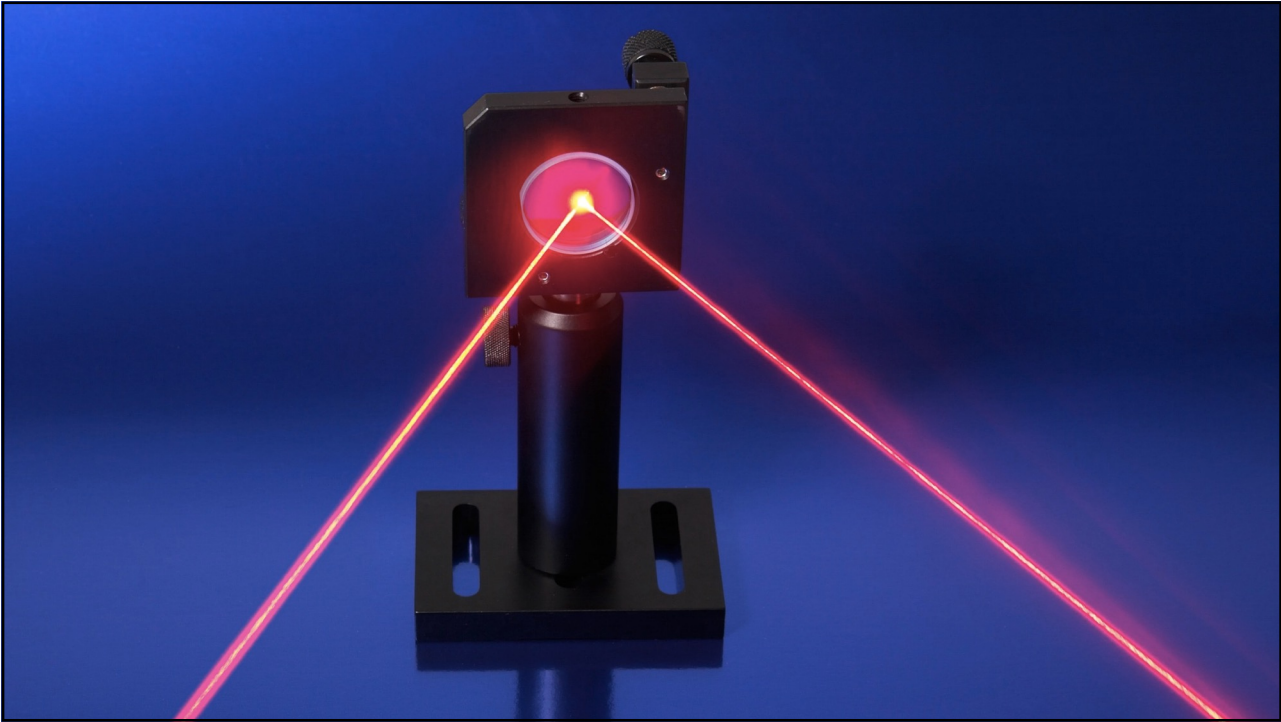
To promote talent development for **all** members of the UT.



co·her·ence (*n*)

1. Integration of diverse elements, relationships or values; logical and orderly.
2. **Physics.** A property holding for two or more waves or fields when each individual wave or field is in phase with every other one.





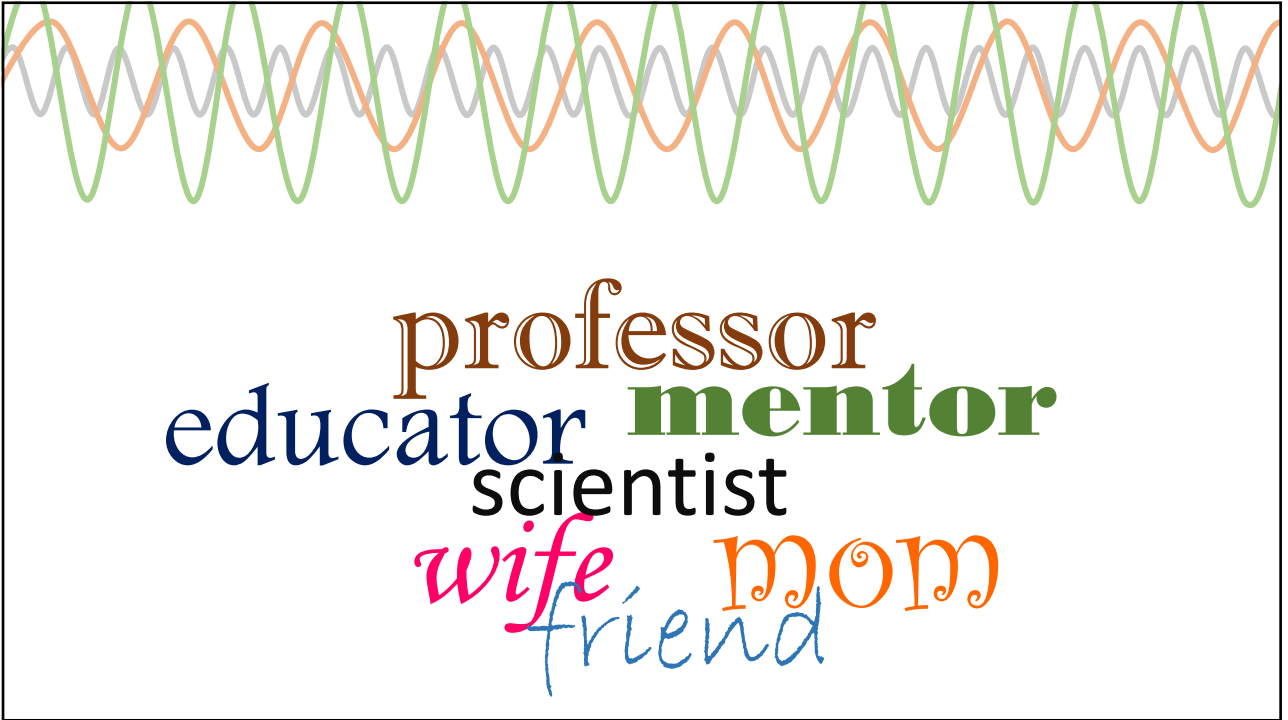


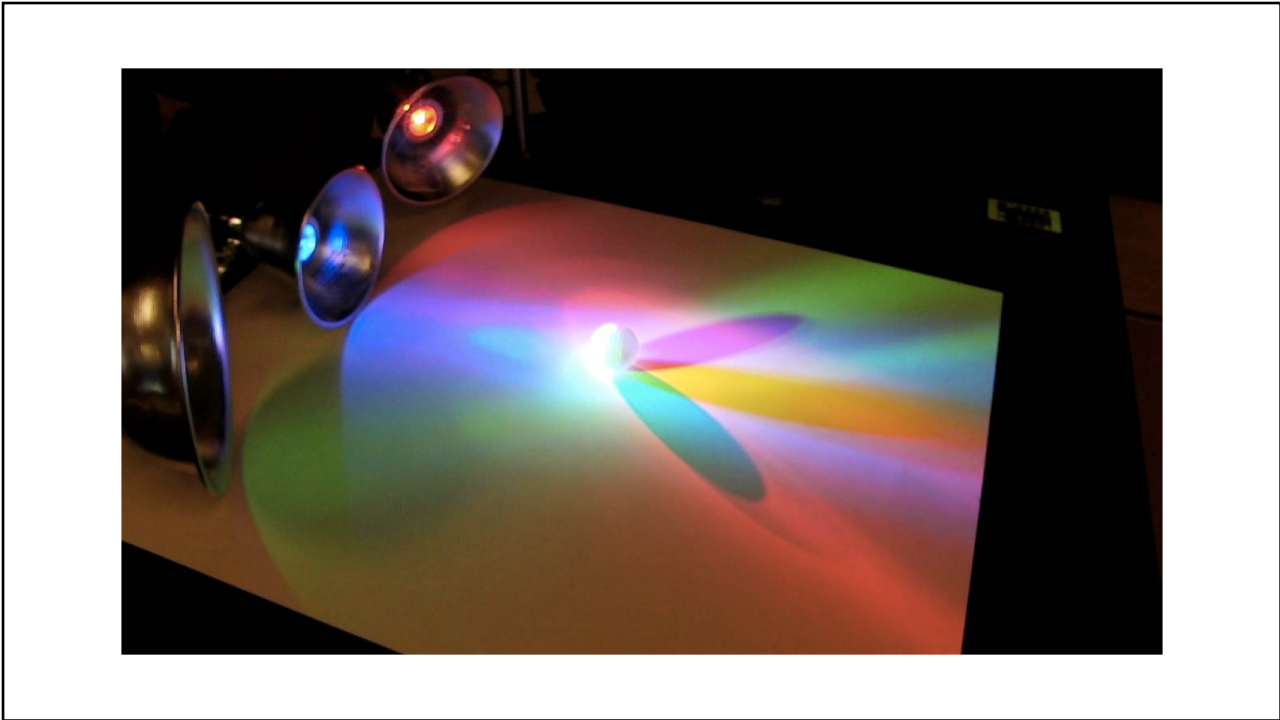
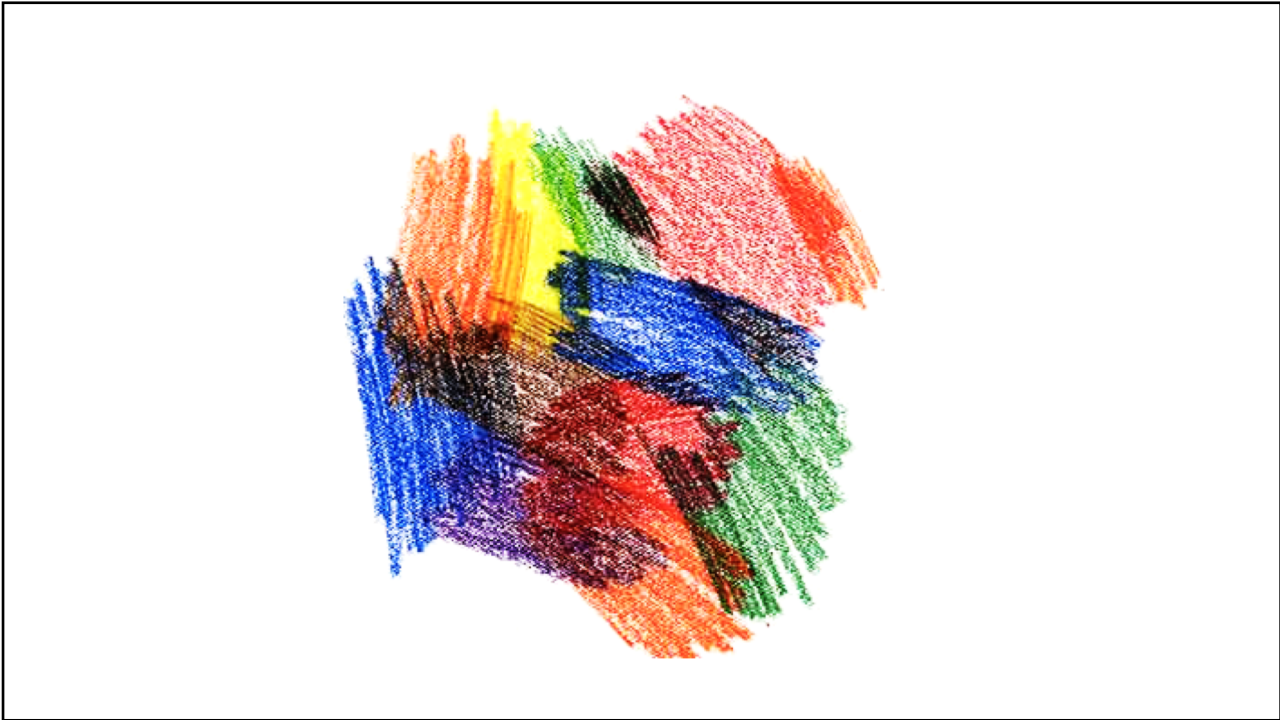




three stories

1. new to the UT
2. becoming a dean; autumn reflections
3. constructive interference



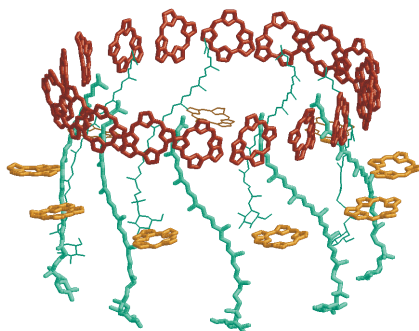


three stories

1. new to the UT
2. becoming a dean; autumn reflections
3. constructive interference



pathways of energy transfer in photosynthesis



LUND
UNIVERSITY

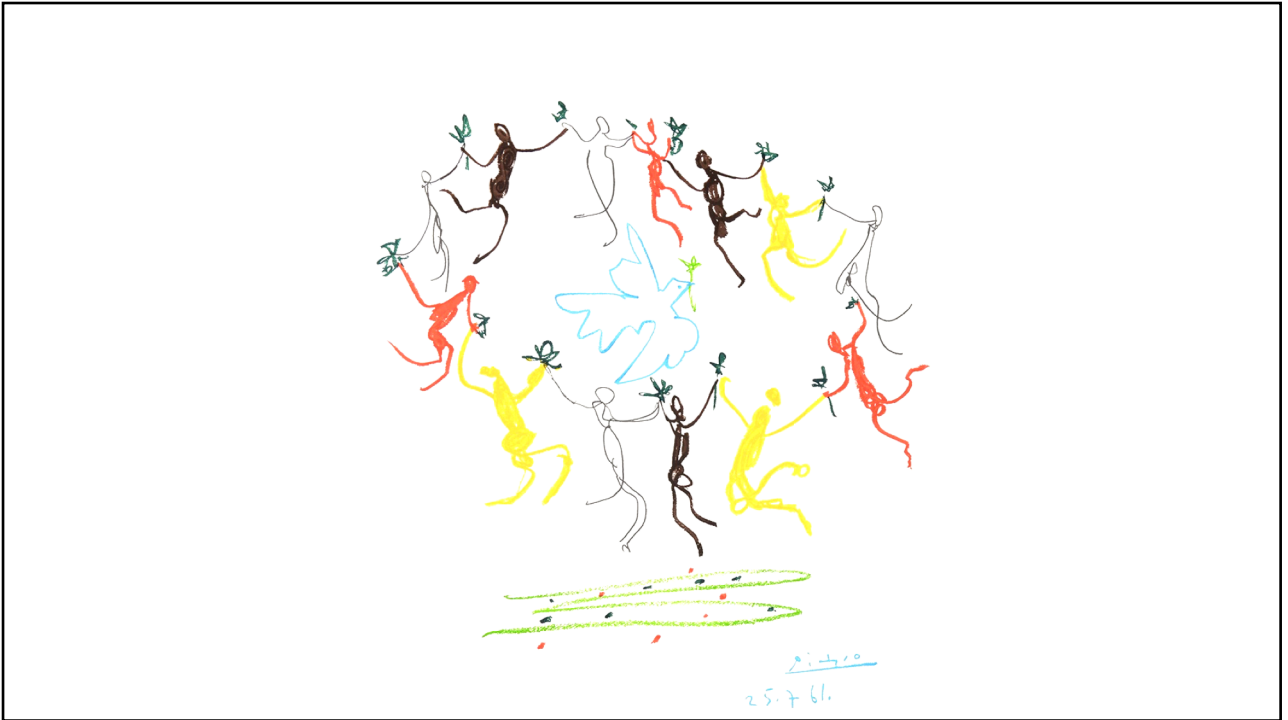
Intention: 1 year postdoc
In reality: 6 years postdoc/UD



three stories

1. new to the UT
2. becoming a dean; autumn reflections
3. constructive interference





an inclusive UT: supporting talent



UTalent

supporting and rewarding student development beyond the degree programme

What should the UT stand for?



Excellence model: We offer all good (=selected) students the opportunity to strive to excellence



Growth model: We offer all students the possibility to (increase consciousness to) grow in their own perspective

w/ Ineke Wagenaar and Karin Dirksen

ambition

creating possibilities for every student

- to become aware of,
- to explore, and
- to develop

their own talents to achieve their full potential

ambition

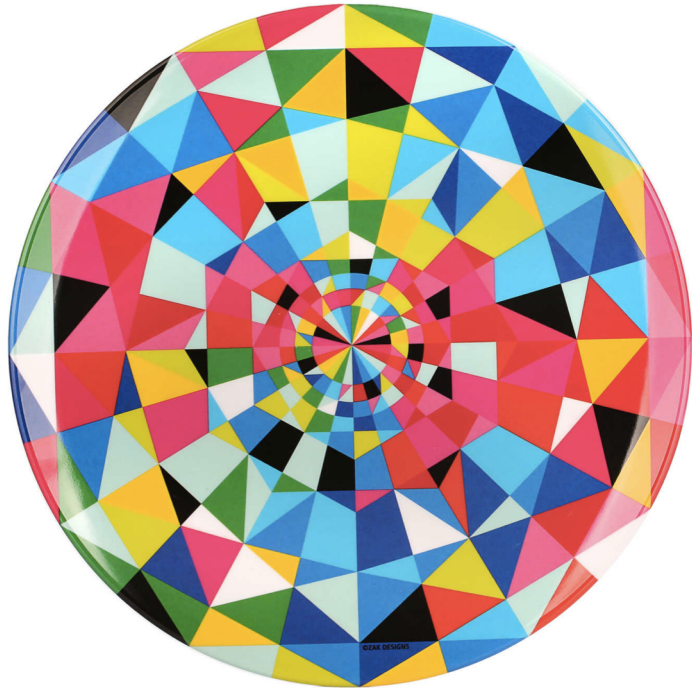
creating possibilities for every student **AND STAFF**

- to become aware of,
- to explore, and
- to develop

their own talents to achieve their full potential

recognizing

- diversity
- added value
- energy



creating a culture *of inclusive excellence at the UT*



- engaged
- (self)aware
- connected

