

# UNIVERSITY OF TWENTE.

Board of the Faculty of Behavioural, Management and Social Sciences

## EXECUTIVE BOARD

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SUBJECT

Position paper Faculty of Behavioural, Management and Social Sciences

Dear members of the Faculty Board,

From October 31-November 3 2021, the Faculty of Behavioural, Management and Social Sciences (BMS) was visited by an international committee as part of the research evaluation in accordance with the Standard Evaluation Protocol 2021 –2027 (SEP) for research evaluations in the Netherlands. The evaluation covered the research of BMS's four departments and five cross-disciplinary research themes for the 2015-2020 period. The committee consisted of prof. Hub Zwart (chair, Erasmus University Rotterdam), prof. Pim Assendelft (Radboudumc), dr Max Birk (Eindhoven University of Technology), prof. Sanna Järvelä (University of Oulu), prof. Marieke Liem (Leiden University), prof. Ian McCarthy (Simon Fraser University) and Denise Petzold MSc (PhD candidate, Maastricht University).

The Executive Board has studied the committee's report and recommendations with great interest. It was pleased to read that the committee has come to know BMS as an interactive, innovative and interdisciplinary research environment with a unique approach to fostering entrepreneurship and impact-driven research. Throughout the report, the committee acknowledges that BMS, as the outcome of a merger between the Faculty of Behavioural Sciences and the Faculty of Management and Governance, underwent an extensive repositioning process aimed at strengthening its research focus and societal impact. While appreciating the extent of the organizational change that was initiated, the committee emphasizes that now is the time to consolidate. This, according to the Executive Board, is an important overall point. For the coming six-year period, it encourages the faculty to consolidate the new structure, focusing on the faculty's ambitions in terms of the well-being of staff, and on further leveraging their potential for high quality interdisciplinary research and making an impact.

In response to the report, the Faculty Board of BMS has written a position paper in which it reflects on the committee's recommendations and describes how and when it will follow up on them. For two of the recommendations, the Board argues that these are less in keeping with BMS's current trajectory or central UT policies. The establishment of a separate BMS Graduate School would not fit the UT's approach; and the suggestion to rename departments is in tension with the strategy to consolidate. The Executive Board appreciates that the faculty has broadly involved staff in obtaining the necessary input for this document, thus ensuring support for the proposed actions. This is an appropriate conclusion for a review process in which the faculty has continuously and carefully strived for a collective approach. The position paper

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touches upon important topics that are closely connected to university-wide developments and strategic research priorities. Three topics deserve special mention.


First, the position paper identifies substantiating academic and societal impact as one of the main challenges for the coming years. The Board was pleased to learn that BMS is acutely aware of the need for establishing (new) indicators for impact and has already launched an initiative to this end, drawing upon the expertise of the faculty's Center for Higher Educational Policy Studies (CHEPS) and linking to UT-wide initiatives. The results of this initiative will be a welcome contribution to the university-wide conversation about measuring impact.

A second opportunity lies in the field of further defining BMS's aspirations in terms of the relationship between education and research and the role of the five research themes. The Board invites the faculty to set out its ambitions in terms of combining high-quality teaching with innovative academic research in the domain it is working on, moving away from the self-imposed label of 'teaching faculty', and further exploring its potential for interdisciplinary research collaboration. Both within the UT and in international consortia.

Thirdly, the position paper addresses the highly topical issue of talent management, proposing initiatives ranging from promoting team science to strategic teambuilding and implementing the principles of Recognition and Rewards. The Board underlines the importance of the faculty facilitating such initiatives, also including forms of collaboration that convey the distinctly interdisciplinary BMS profile to the outside world. The Board also appreciates that part of the consolidation in the Faculty will be the further development of a BMS wide capacity model to ensure a transparent and balanced distribution of task and time across departments.

To conclude, the Board notes that it has every confidence that BMS will take the committee's suggestions for improvement forward and will further consolidate its position within the University of Twente. The Board wishes the faculty every success in following up on the recommendations of the evaluation. As stipulated in the UT Research Evaluation Protocol (2021), the follow-up of the evaluation will be discussed as part of the Planning & Evaluation cycle during regular annual meetings between the Executive Board and the Board of the Faculty, as well as during separate quality assurance meetings between the Executive Board and the Faculty Board.

The Executive Board,



Prof. Dr. Ir. A. Veldkamp,  
*Rector Magnificus*