From Strategic Plan towards Strategic agenda

Lutgarde Buydens, december 2016
From Strategic Plan towards
Strategic Agenda: FoS in 2017

December 21st, 2016
STRATEGIC PLAN 2016-2020

- Education
- Research
- Human Capital
- Support
- Alumni
Strategic Plan 2016-2020

• Good Starting Position:

- Quality of Research
- High ranking of Educational Programmes
- Growing influx of students (BA, MA)
- Unique large facilities
- Technical Support (C&CZ, TechnoCenter)
- Huygens Building
1. EDUCATION: Strategic Plan

Drivers:

• Internal: Study progress & feasibility of programs

• External: Changing society and required skills
Strategic Plan: Vision on Education:

What should we teach our students?

We don’t believe in producing a specific type of graduate. To best prepare our students for a future career, it’s important that they reflect on their "future self", formulate their own ambitions and choose the academic path that will most likely help them achieve their goals. It’s important that our students learn to adapt to the challenges they will face by:

- **In-depth training**: acquiring state-of-the-art disciplinary knowledge and skills and the intellectual confidence to respond to complex unexpected situations.
- An entrepreneurial attitude (including for scientists focusing on basic research!): the skills not only to come up with innovative ideas, but also to realize them.
- **Leadership** skills: the skills needed to take up responsible positions in the heart of society, often in an international setting.
- **Life-long learning**: constantly seeking personal development by gaining new knowledge and learning new skills.

These are the cornerstones on which students build their academic paths.
Strategic Plan: Education

• **Enrolment:**
  - Stable enrolment of Ba students
  - Increase (international) enrolment of MA students
  - Increase % female students in Computer science and physics (25%)

• All bachelor programs in **English** (2019)

• Implement **Personalized training** incl. personalized skill development

• Promote **first degree qualified teachers** program (>25 in 2017)

• Improve Study Progress: **Nominal = Normal**
  - < 15% drop out
  - Ba: 50% Nominal (3 years)
  - Ma: 90% nominal (2 years)
Two major pathways

1. Increase Educational feasibility of programs: \textit{Nominal} = \textit{Normal}

2. Increase teaching of competences so that students can choose according to their talents, needs or wishes

\textit{EDUCATIONAL INNOVATION COMMITTEE}

\textit{Pilot Start: September 2017}
Key in improving study progress (feasibility)

Create more ‘space’ in the curricula

• Reduce the number of courses (average of 12 courses per year)
• Use the 8th week to prepare for the exams
• Integrate resits in regular program
• Increase variation in teaching format (less classical lectures/tutorials)

Implementation starts per year with ‘try out’ in September 2017, actual start in 2018
Develop plan to maintain stable enrolment in Bachelor

Intake figures on October 1.

- Internationalization
- Desired
- Dutch demography

Strategic Agenda 2017: Education
2. RESEARCH: Strategic Plan

Drivers:

• Maintain leading position in basic research
• Increasing importance of societal relevance
• Sustainability of large facilities
  – HFML
  – FELIX
  – GREENHOUSE
Strategic Agenda 2017: Research

Pasteur’s quadrant

<table>
<thead>
<tr>
<th>Quest for fundamental understanding</th>
<th>Consideration of use</th>
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<tbody>
<tr>
<td>Bohr (1) Pure basic research</td>
<td>Pasteur (2) Use inspired basic research</td>
</tr>
<tr>
<td>Edison (3) Pure applied research</td>
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Radboud University
Consideration of use

Quest for fundamental understanding

Actual Status

Pasteur’s quadrant

Bohr

Pasteur

Edison
Consideration of use

Quest for fundamental understanding

Ambition

Bohr

Pasteur

Edison

Pasteur’s quadrant
Strategic Agenda 2017: Society Driven Research

“Pasteur Quadrant” Panel

– Look for faculty/university wide multidisciplinary themes (healthy brain, data science,..)

– Nursery for society driven research

– Long term alliance with stakeholders (Public and Private): Think tank

Your ideas are welcome!!
Making code citable with Zenodo and GitHub

By Megan P

For Open Science, the software you use has been more important than the data you collect. Any software you use, if it is developed and maintained by a research group, will have a large impact. Sharing your research data analysis and code with others is important in ensuring that future research is build upon solid analysis. This is how Zenodo can help.

Best practices

Subject categories

» Research dataset
» Publicly available
» Open software

Vacature

Received: 10 December
Accepted: 12 February
Published: 15 March
Strategic Agenda 2017: Research Data Management (2/2)

Each research institute develops RDM policy:

• Who is responsible for RDM within institute?

• Which data will be stored and for how long?

• Ensure FAIR criteria: Findable, Accessible, Interoperable, Reusable

• Ensure privacy and security

• Registration of datasets as primary output

• Support and training of researchers

• …
3. HUMAN CAPITAL: Strategic Plan

- Attract and keep talent
- Leadership quality
- Diversity

  **Gender**: Increase female staff
Strategic Agenda 2017: Gender Policy

- Commitment to gender equality
- Annual gender report
- Gender committee
- Targets for % female staff
- Active recruitment of women scientists
- Mohrmann Fellowship program
- Financial support during pregnancy leave
- Female guest professors
- Mentoring program
- Diversity training for managers

Mohrmann programma
- 109 candidates (December 2016: prioritization by committee)

Chair of the Committee
Prof. Annalisa Fasolino
☎ 52222
a.fasolino@science.ru.nl

Policy Officer
Claudia Lättke
c.luettke@science.ru.nl
Strategic Agenda 2017

• Attract and keep talent

  The bar is set and remains high
  allows career perspective from UD to full professor
4. SUPPORT Strategic Plan & Agenda 2017

- Grant writing support
- Support for society driven research
- Research data management
- Sustainability
Fundatis Report

2016

• Hierarchy ✓

2016-2017

• Reformulation of the Mission
• “Change Management”
• Framework to simplify and standardize the curricula
Enforce relation with Alumni

Strategic Agenda 2017

Initiate activities for +(5-30) alumni and VIPs

Crowd funding activities
Strategic Agenda 2017

FNWI 1957 – 2017

Prepare 12th Lustrum FNWI