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Datum 5 juli 2021
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Bijlage(n) 0
Betreft **Advice Faculty Strategic Plan 2021-2026**

Ons kenmerk 21fgw009
Uw kenmerk fgw21u0177

Dear Dean, dear Fred,

By means of this letter the Faculty Student Council of the Faculty of Humanities would like to respond to the advice request regarding the *Faculty Strategic Plan 2021-2026* received on June 3rd, 2021.

The FSR FGw had the opportunity to discuss our critiques and textual comments with the fDB twice during the OV on April 4th, 2021, and June 17th, 2021. In this letter the FSR FGw will go over our critiques by dividing them into five categories namely: Humanities in Context, Commercial partners, Diversity, International and Digitalization.

Humanities in Context

Firstly, regarding the references to Humanities in Context (HiC) on page 3 and page 8, the FSR FGw is of the opinion that HiC should not be included in the letter, or its role and status should be clarified more adequately. Currently, the bachelor programme does not exist, but is still under construction; this fact should be mentioned in the Faculty Strategic Plan (FSP). At the *Overlegvergadering* on April 4th, Fred Weerman stated that “HiC might not yet exist as a programme, but in terms of the overarching strategy and in terms of finance it is very real”. We would like to see the terms ‘overarching strategy’ explicitly mentioned in the FSP regarding HiC, rather than its current framing as an already existing bachelor programme.

Commercial partners

Page 2 of the FSP states:

“Maar niet alleen faculteiten en disciplines binnen de universiteit groeien naar elkaar toe, ook de samenwerking tussen publieke en private partners heeft in de geesteswetenschappen een vlucht genomen. Naast de bekende maatschappelijke partners uit kunst en cultuur, beleid en onderwijs, zoeken nu ook commerciële partners de geesteswetenschappen op, als reservoir van hoogwaardige, internationaal beproefde kennis en methoden. (2)”

FSR FGw is of the opinion that, in this paragraph, it should be stressed more that potential commercial partnerships should not be based purely on the hope of financial gain. The council is of the opinion that academic growth should be the primary motivation when looking for potential partners, and this should be reflected by the FSP as well.

Diversity

Diversity and Inclusivity are mentioned in two separate paragraphs within the document, namely on page 5 and page 14. Whilst the two words are mentioned, specifically on page 5, the FSR FGw urges the fDB to include a concrete definition of diversity and inclusivity, as stated by the *Let's do Diversity* (2016) report by the Diversity Commission of the University of Amsterdam. The FSR FGw is of the opinion that, currently, the FSP is not specific enough concerning its goals. While we understand that the strategic plan does not necessarily require concreteness, we still urge the fDB to include a definition and a goal to work towards, using the *Let's do Diversity* report as a compass, in order to give its readers and users a sense of direction.

On page 14, diversity is mentioned in the context of PhD candidates. At the OV of April 4th, 2021, Fred Weerman mentioned concrete suggestions, namely “extra funding towards hiring staff with a diverse background, prioritizing PhD candidates from marginalized groups, targeted searches besides an open application procedure” as possible ways to create a more diverse and inclusive environment for future PhD candidates. We are of the opinion that incorporating these suggestions as examples would make the FSP more concrete and comprehensible. Therefore, we would like to see them added to this paragraph.

Furthermore, on page 3 there is a paragraph mentioning the *'elitaire ivoren toren'*. The framing of seeing *'midden in de stad'* as *'midden in de samenleving'* and the *'randen van de stad opzoeken'* is limiting in its wording as it seems to focus the accessibility issue of potential university students solely on geographical location within the city. As the intention of this paragraph is to explain the faculty's wish to be more accessible for groups that have faced more difficulty getting into or reaching the university, the FSR FGw strongly recommends to explicitly mention, for example, socioeconomic diversity. As the paragraph is written currently it references geographical location, which is not an accurate reflection

of the full situation related to the 'ivory tower' issue. Furthermore, we also believe this paragraph will benefit from adding in concrete suggestions and/or examples on how the faculty plans to achieve this goal.

International

In the paragraph titled *Internationaal*, the future workplace of the University of Amsterdam students is highlighted: "*Hun werkende leven zal zich vaker afspelen buiten Nederland of op zijn minst in een internationale context*". The FSR FGw is of the opinion that more emphasis should be put on an (academic) career within the Netherlands, not solely on an international context outside of the Netherlands. There are multiple career opportunities that provide international context within the Netherlands that University of Amsterdam graduates can take advantage of. We would like to see Dutch career opportunities reflected and (their importance) emphasized within the FSP along with the international opportunities mentioned.

Digitalization

The FSR FGw was happy to learn that the fDB shares our opinion that the University of Amsterdam should remain an on-campus university. However, this opinion is not explicitly emphasized in the paragraph on Digitalization on page 6. We would like to underline that it is crucial for the FSP to mention that the faculty has no incentive to stray from the on-campus learning environment.

To conclude, the FSR FGw is of the opinion that the Faculty Strategic Plan in its current form does not yet include details that we deem indispensable to our faculty's 5-year plan. We believe that the above-mentioned five topics are pivotal and require extra attention from the fDB. Until our suggestions and comments are integrated within the text b. As a suggestion we recommend the fDB to send over the FSP as a word document, so the FSR is able to make textual recommendations in the FSP. The FSR FGw advises **negatively** unless our above-mentioned comments are integrated into the *Faculty Strategic Plan 2021-2026*.

Yours sincerely,

On behalf of the FSR FGw,



Zazie van Dorp

Voorzitter FSR FGw