

Nov. 28, 2023

Exploring integration of FRT, FGW and FSW

The Executive Board is commissioning an exploration of the integration of the faculties of Religion & Theology, Humanities and Social Sciences. There are several reasons for this:

- It is expected that the disciplines of FRT, FGW and FSW will be strengthened substantively if there is more synergy between parts of these faculties and more opportunities for interdisciplinary collaboration;
- The operations of a larger faculty are more robust and efficient;
- VU has a great diversity in size of faculties and the number of units within VU is relatively large; reducing the number of units increases the manageability of the institution.

The exploration is primarily focused on how to successfully achieve integration of the three aforementioned faculties, but also allows for alternative scenarios if it can be convincingly demonstrated that they better serve the interests of VU. Maintaining the current situation with the 3 separate faculties is not a desired outcome.

The following points are important to the outcome of the exploration:

- Scientists from the three faculties can (also) after the integration communicate from their discipline and/or unit agile and visible to the outside world, with a large faculty behind them. The integration contributes to strengthening the positioning of the science domains involved in the Dutch and international playing field. The dean of the new, integrated faculty, represents the faculty externally in situations where discipline interests are transcended.
- Substantive added value through integration, in the areas of education, research and/or knowledge transfer, is part of the perspective. Naming that added value for the primary process is part of the exploration.
- The new, integrated faculty is above all an internal, managerial/administrative unit, aimed at unburdening its scientists, and maintains or strengthens its units in profiling with its own accents. At the same time, the faculty will steer for continuous inspiration between the existing disciplines, with the goal of being maximally and optimally equipped to study social and scientific issues in innovative ways.
- Both the opportunities and risks and preconditions of integration are outlined.

The aforementioned points should be addressed in the exploration report.

The exploration for integration is led by a duo, consisting of an explorer with scientific background, knowledge of the disciplines involved and administrative experience, and an explorer with knowledge and experience in business operations and process/implementation aspects of cooperation/merger. The explorer with scientific experience is primarily responsible for the exploration process and the report to be delivered.

The report on the exploration is expected by April 30, 2024.

Client

Executive Board

Parties involved

Parties that should at least be involved in the exploration are:

- Deans of the 3 faculties involved, as those ultimately responsible for their faculty
- Faculty boards FRT, FGW and FSW
- Department heads FRT, FGW and FSW
- Rectors seminars in consultation with FB FRT
- 'Onderdeelcommissies' of the faculties involved, in consultation with the faculty board
- Management teams of the services

Deans of other faculties are informed in BOVU and spoken to separately if required. (DB of the) OR and the RvT, in coordination with the CvB, are regularly informed of progress.

Schedule is as follows:

September - October 2023:	Explorer and formulate and formalize mission (CvB and OR)
December 2023 - April 2024:	Exploration
May - June/July 2024:	Discussion and decision
September 2024ff:	Implementation