

Response to the Research Review Economics & Business 2015-2020

Board of the Faculty of Economics & Business

Management Research Institute SOM

May 2nd, 2022

General remarks

FEB's Research Institute has been evaluated very positively in the national Research Review Economics & Business, that was recently published.

Our research quality and scientific impact were described as "world class", "top in Europe", and excellent in terms of relevance. Also our policies regarding HR and diversity were positively evaluated. The committee highlighted as noticeable strengths our "personal", "open", and "collaborative" culture, and the good network with former staff members and alumni. According to the committee this is a remarkable achievement and the outcome of structural changes and effective management.

We thank the committee not only for their praise but also for their valuable recommendations regarding how to further improve our performance.

Objectives 2021-2026

In the self-evaluation report the new objectives, challenges and policies for the next evaluation period of six years were formulated. On the basis of the committee's feedback we propose the following actions.

Measuring impact

Recommendation: Prioritise working on criteria regarding rewarding societal relevance

The DORA development and the movement of Responsible Research in Management call for the inclusion of more qualitative research performance indicators as well as indicators related to achieving societal impact. This should be done wisely and we must consider potential consequences for our research quality and international competitive position. In May 2021 a committee has been installed to explore the pros and cons of different ways to address this issue. The committee comprises members with diverse backgrounds, disciplines and positions. Earlier this year the committee presented a first proposal for rewarding societal impact. The UK system focussing on cases has been used as a starting point and adapted for our current system of evaluating research performance. Rewarding societal impact will be considered as an add on and not be a substitute for publications or PHD supervision. The exact details will be discussed in the upcoming months, but it is already agreed that cases should be related to academic output (a publication) and evidence-based. We aim to start with the new rewarding system early 2023 first as a pilot for a period of five years.

Gender balance and diversity

Recommendation: although actions are in place, there is urgency for further action

In FEB's Strategic Plan of 2021-2026, diversity and inclusion have been broadened from nationality, language and culture, towards diversity in terms of gender, work experience, religious affiliation, socioeconomic background and more. A new diversity and inclusion officer who will work on further policies has been appointed in January 2022.

Strengthen our international standing

Recommendations: give attention to marketing SOM beyond the region, what is SOM known for?

Earlier this year a new branding plan for FEB was presented including research-related actions and activities. We also feel that having well-written impact cases will also help to improve the visibility of our research and provide more structure to our research activities. Also the further development of the multidisciplinary themes will play an essential role in improving our visibility. As part of the branding activities, we decided to change the name SOM into FEB RESEARCH to make it more visible that our research activities are an integral part of FEB.

Hiring own phd students

Remark: it is not advisable to hire own PhD graduates

An overview of recent placements was provided to the committee. Occasionally PhD graduates (or PhD students near to completion) are hired on short-term contracts focussing on teaching and the majority leaves for other jobs within one or two years. Only seldom PhD graduates are hired in a tenure track position, but the strong competition for good candidates on the labour market has to be acknowledged.

Organisational structure

Remark: the organisational structure is rather complex and therefore not very clear

In the fall of 2022 we will start an evaluation of our organisational structure, including the position of the research institute, the centres of expertise, the research programmes and the relationship with the five themes. This could also help to improve the visibility of our research.