

University of Groningen

President of the Board of the University



**rijksuniversiteit
groningen**

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Profile of the position of President of the Board of the University of Groningen

Organization

The University of Groningen (UG) has a rich academic tradition dating back to 1614, the year of its establishment. The UG is therefore one of the oldest universities in the Netherlands. During the 404 years of its existence, the UG has produced a wide variety of extremely talented graduates, such as Aletta Jacobs, the first female university graduate in the Netherlands; Sibrandus Stratingh, the inventor of the electric car; Wubbo Ockels, the first Dutch astronaut; Wim Duisenberg, the first President of the European Central Bank; and Nobel Prize winners Albert Szent-Györgyi, Heike Kamerlingh Onnes, Frits Zernike and Ben Feringa. They share academic roots with about 200,000 others who have been a part of the UG community of students, lecturers and researchers. In 2016, three UG academics were awarded prestigious prizes, including one Nobel Prize (Prof. Ben Feringa) and two Spinoza prizes (Prof. Lodi Nauta and Prof. Bart van Wees).

The UG is characterized by commitment to the ideal of an academic community. Both staff and students are deeply involved in the management of the University. The UG offers a great variety of degree programmes, covering a wide range of subjects and providing extra opportunities for all types of students.

Key figures

The following key figures will give you an idea of the size, dynamics and complexity of the organization:

- Founded in 1614
- 11 faculties
- 5,900 FTE in staff (including UMCG)
- staff and students of over 120 nationalities
- 120,000 alumni
- € 660 million budget
- 22 patent applications in 2016

Teaching

- 30,000 students (1 September 2017)
- 6,000 international students (1 September 2017)
- 167 Master's degree programmes and specializations, including 126 taught in English
- 48 Bachelor's degree programmes, including 29 taught in English

Research

- 3,000 FTE in academic staff, including one-third from abroad
- 400 professors, of whom 100 are women
- 2,000 PhD students
- 500 PhD ceremonies in 2016
- 6,000 academic publications
- € 160 million contract research

The UG comprises 11 faculties, the Office of the University, the University Library, the Center for Information Technology, the University Services Department, the KVI Center for Advanced Radiation Technology, the Language Centre and the University Museum.

Mission

The University of Groningen is an ambitious international research university with strong roots in the north of the Netherlands. The University generates and shares knowledge through excellent teaching and research, thereby making a substantial contribution to society.

Vision

The UG is an international academic community in which disciplinary and cross-disciplinary research leads to academic breakthroughs and societal innovation, and in which talented students are trained as innovators who will contribute to a sustainable society. Its teaching and research are driven by intrinsic curiosity and interaction with society worldwide. As a result, teaching, research and processes that have societal impact are closely intertwined at the University.

Our high-quality research is founded on strong core disciplines with sufficient research capacity. These core disciplines constitute the basis of our cross-disciplinary research. Our research in the core disciplines and our cross-disciplinary research help us to both deepen our fundamental understanding and knowledge of the world and find innovative answers to today's societal challenges. Understanding the world and putting this knowledge to use are two key responsibilities of the University.

With these responsibilities in mind, we actively engage in disseminating knowledge and converting this knowledge into economic and societal processes and products. The main focus is on three themes: Energy, Healthy Ageing and Sustainable Society. Due to their political and economic constellation, the northern provinces provide the UG with a unique environment for innovative research on global societal challenges, and in return the University provides the northern Netherlands with a window on the world.

We want our students to become active, independent and responsible global citizens, critical thinkers who can contribute to solving the scientific and societal challenges of today and become the entrepreneurs of tomorrow. To this end we are focusing on establishing strong links between students and staff, between teaching and research, and between teaching and relevant social issues. This is done in an international context, with small-group teaching as a starting point.

Excellent teaching and research demand multiple perspectives, which in turn require the presence of various nationalities and talents. We achieve this by creating the conditions in which talent can be recognized and can thrive. Talented staff and students from all over the world are attracted by the career prospects and challenging study programmes offered by the UG, and they are given ample opportunity to apply, train and develop their specific talents. The University thus generates a knowledgeable workforce that can make a significant contribution to a deeper understanding of the world and tackle the challenges it presents. We believe that it is important to keep in touch with our alumni around the globe and to enable them to contribute to the mission of the University.

Strategy

This vision has resulted in the following six ambitions for 2020, which are at the heart of our strategy:

1. The University of Groningen aims to consolidate its position as an international academic community with strong local roots. One of the ways in which we want to achieve this is by establishing national and international branch campuses. Teaching and research can benefit greatly from the various perspectives and approaches inherent in such international environments. The great questions and issues with which our society is confronted demand this diversity.

2. The UG supports its researchers' work on new – sometimes high-risk – ideas by encouraging an innovative and entrepreneurial attitude. Fundamental research within disciplines as well as research that crosses disciplinary boundaries, with strong international partners and together with innovative social interaction, are central to the University's research-driven education.

3. The University expects its students to actively participate in and take responsibility for the teaching and learning process. The main focus of the teaching strategy is to enable students to be active learners.

4. Putting knowledge to practical use is a key responsibility of the University. Disseminating knowledge and converting it into sustainable economic and societal processes, services and business activities are cornerstones of our strategy.

5. The UG acknowledges that responsibility for University strategy, management and operations should be shared broadly. This is reflected in the continuous consultations and discussions that the University holds with its staff and students about the future of the institution. This process is based on trust as well as awareness of the different formal roles in the process. Accountability and transparency with regard to quality and funding are fundamental in this respect.

6. Our alumni are the most important link with society, and the University encourages their involvement in teaching and research through participation in alumni networks and various other activities.

The University of Groningen is confident that, with this strategy, it can continue to strengthen its reputation as a prestigious international research university over the next five years.

Collaboration

The UG is the University of the North. While its orientation is international, it is strongly rooted in northern Dutch society. This northern influence is evident in several ways. Within Europe, the UG collaborates in the U4 with Uppsala, Göttingen and Ghent. In addition, UG collaborates intensively with many top universities internationally.

The Groningen Agreement

The UG is collaborating with the City of Groningen, Hanze University of Applied Sciences Groningen and the University Medical Center Groningen in what is known as the 'Groningen Agreement'. Agreements are being made regarding the facilities and positioning of Groningen as a City of Talent. Subjects include creating and attracting new knowledge institutions and knowledge initiatives, traffic measures that need to be taken in order to keep various city locations accessible, student housing, whether Dutch or foreign, and IT facilities at city level.

Universities of Applied Sciences

The UG works together with Hanze University of Applied Sciences (Hanze UAS) not only in terms of sharing the Zernike Campus, but also in a variety of partnerships. Agreements have been made with regard to pre-Master's programmes, specific collaboration in certain disciplines, PhD programmes for Hanze UAS staff and shared facilities. Close ties also exist with NHL Stenden (the result of the merger of NHL University with Stenden University of Applied Sciences) and Van Hall Larenstein University of Applied Sciences. These ties will be extended along the same lines.

Business and government

Research collaboration with the business world, usually by way of contracts, will take on a new form in Technology Transfer. This development will be formalized in the Northern Knowledge partnership, in which the UG, Hanze UAS and the UMCG participate.

In order to contribute to the development of knowledge-intensive industry, the University will continue to collaborate with governments and regional businesses in the Northern Netherlands Assembly (SNN; *Samenwerkingsverband Noord-Nederland*). The University of Groningen is birthplace to a great deal of activity. For example, it fosters entrepreneurial student initiative and provides support on the road 'from patent to company'. The latter requires an active attitude from all parties. The University has set up a patent fund with an allocation system to fairly distribute any revenues generated.

Transition from school to university

In 2015, the University further expanded its secondary school (VWO) network with the University of Groningen Pre-University Academy. Intensive contact with school principals, VWO teachers and careers counsellors constitutes the basis for strengthening connections and exploring each other's domains.

Summary

The UG operates in a dynamic environment and is challenged to excel in both teaching and research at both the national and international levels. In light of current developments, with government funding decreasing and contract research becoming increasingly important, the UG must position itself as an attractive collaboration partner and employer. The UG has a special position in the northern Netherlands and is internationally renowned for its key themes. It is important that University policy be used to create the right conditions and offer the support necessary to enable students and academic and support staff to excel in their duties.

More information about the University of Groningen and the various faculties can be found on the website www.rug.nl.

Job profile

President of the Board of the University of Groningen.

Position in the organization

The UG is managed by the Board of the University (CvB; *College van Bestuur*), which comprises three members. The Committee of Deans, which consists of the Deans, i.e. the chairs of all Faculty Boards, has an advisory role in a variety of fields. The Board of the University reports to the Supervisory Board. The UG Supervisory Board is responsible for supervising the management and administration of the entire University and is itself accountable to the Minister of Education, Science and Culture (OCW). The faculties are managed by the Faculty Boards, which are accountable to the Board of the University.

Duties

The Board of the University is responsible for the UG strategy. The Board leads the entire University organization. To this end it consults with the Deans of the faculties and the Directors of the various service units. The Board closely involves the University Council in its decision-making processes.

The Board of the University has three members, who work together as a team. In the coming years, all of the current Board members will be resigning from their positions. Team building will thus be an important aspect of the selection process. Diversity will be the guiding principle when constituting the new team. The Board members each have their own focus areas, which they allocate amongst themselves in mutual consultation. The Board functions as a team and operates as a collegial board; it jointly communicates the strategy, mission and vision of the UG, and Board members replace and support one another when necessary or desired.

The President coordinates and monitors the functioning of the Board of the University as a whole. The President leads the strategic development of the University and as the further development of the University's profile. The President establishes and reinforces the University's contacts with its environment, at both the international and local levels and in both academic and societal contexts. The President of the Board of the University represents the University in its broadest sense.

Profile of the 'ideal candidate'

Qualifications and experience

The President of the Board of the University should be someone of considerable academic stature with extensive administrative experience gained in knowledge-intensive, complex, professional organizations. The President should have an academic background, knowledge of academia and academic authority.

The President should be able to inspire the academic community to realize the UG strategic goals. The President should support the six key points of the current UG strategic plan for 2015-2020,¹ including internationalization and excellence, and be able to further develop the UG vision together with the University community.

The President should have a broad understanding of academic and societal development at the national and international levels and be able to translate these developments into the University's strategic ambition in close internal and external collaboration.

The President should have an extensive national and international network that is relevant to the further development of the University. The President should have knowledge of and interest in public political settings and be internationally orientated.

The President should be a 'connector', know how to deal with conflicting interests, take integrity very seriously and ensure good, constructive collaboration within and outside the institution. The President should be able to create a strong support base, both internally and externally. Co-creation is a keyword here.

In addition, the President should be able to strike a balance between the UG regional position and its international profile. The President should play an active role in uniting the academic community. The President should maintain close contacts with important stakeholders, be a well-known personality in academia and know his or her way around in political circles.

Diversity will be a priority in the composition of the new Board of the University.

Qualities

- An inspiring, motivating personality and the ability, based on persuasive skills and personal charisma, to act as a figurehead and lead the University and inspire staff in a natural way, together with the fellow Board members
- A strategic outlook with a long-term focus, and the ability to place the UG and its interests in a wider context and reach out to other internal and external parties
- Sensitive towards people and processes

¹ <https://www.rug.nl/about-us/who-are-we/strategic-plan/>

- A coaching leadership style and an inspiring, constructive attitude towards staff; firm, reliable and transparent, able to make clear agreements and keep to them, accountable for results and also able to confront others
- A strong ability to forge connections; naturally visible and approachable within the organization and often present at academic events out of personal interest and commitment
- Entrepreneurial, innovative and creative, able to recognize and seize opportunities based on a good understanding of risk management, and also able to consolidate
- Authentic, honest personality, natural loyalty to the organization and with an eye for the position of staff and students
- Good communicator, able to function at various different levels, able to delegate duties and authority, and thereby to provide guidance with a focus on the main issues
- Focus on collaboration, team building, and having a natural tendency to continuously invest in each other as a team
- stress resistant and able to retain an overview in the event of a calamity.

Languages

English and Dutch, or willingness to learn Dutch (level C1)