

FACULTY STRATEGIC PLAN 2022-2027

Draft Strategic Agenda



AMBITION A: Strengthen our position as a leading international university for research and education in the humanities

1. Intensify our strong disciplinary identity and our dynamic multi- and interdisciplinary approach

2. Collaborate with internal and external partners to maximise the potential of Leiden Humanities in joint research on global themes

3. Recognition of our faculty within society and to become more successful in acquisition of funding

- 1.1. A Faculty-wide research and impact agenda, identifying themes:
- The World of Languages and Cultures
 - People, Migration and Mobility
 - The Construction of Heritage
 - Human-centered AI & Digital Humanities

- 2.1. playing a pioneering role in multi- and interdisciplinary teams, by creating flexible 'hubs' created around:
- substantive themes (see 1.1)
 - advanced research methodology and theory development
 - excellent research facilities (see also 2.3)

- 3.1. More interdisciplinary research collaborations (partnership strategy)
- 3.2. Acquire research funding for research and educational innovation linking up with important issues in society (Horizon Europe, NWA, Comenius, regional funds and LDE)

- And themes where we wish to strengthen our position:
- Methodologies of the Humanities
 - Environmental Humanities
 - Health Humanities

- 2.2. Developing support activities for young talented scholars to enhance our international and interdisciplinary image

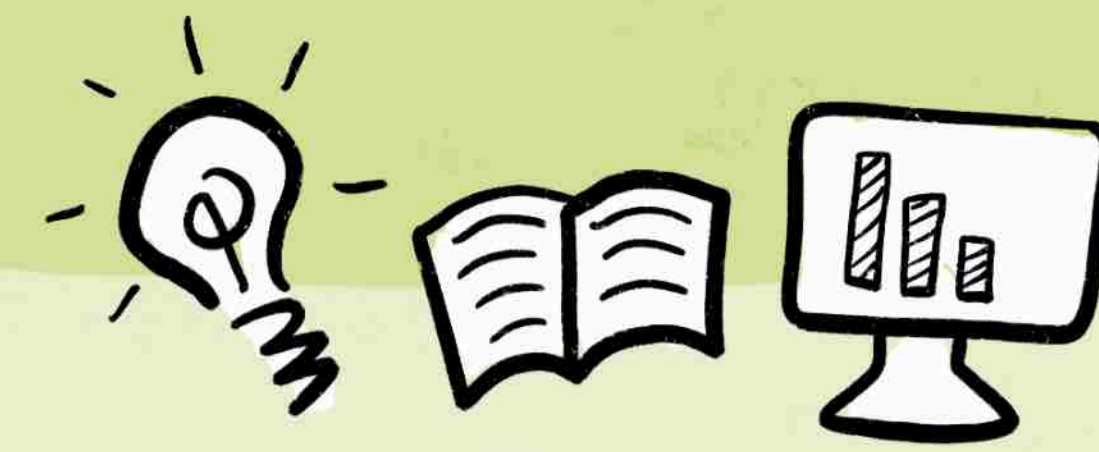
- 2.3. Utilise and work closely with joint research facilities (including labs) in the SSH domain

4. Consolidate and strengthen the links between education and research

- 4.1. 'inquiry-based learning' in our study programmes

- 1.2. Create a more detailed profile when the necessary funding becomes available.

- 1.3. In line with the University's Strategic Plan, the Faculty will develop policy in the area of several important challenges:
- open science, publication culture and fair data
 - interdisciplinary and inter-faculty collaboration
 - internationalisation policy (the 'regional policy')



AMBITION B: To provide a challenging, sustainable and dynamic learning environment

1. Offer a wide and dynamic range of educational tracks

2. Implement sustainable educational innovation

- 1.1. Explore new interdisciplinary education at Campus The Hague (Strategic Agenda for Campus The Hague): semester minors, MA (or other) programmes and education for professionals

- 2.1. Aiming for greater internationalisation: study abroad, the 'international classroom' and collaboration with international partners

- 1.2. A Faculty plan for increasing flexibility (in line with the University 'flexible learning pathways')

- 2.2. 'In-person education' as base and high standards for 'blended learning'

- 2.3. Innovative learning methods (University-wide educational innovation and teacher development agenda)

- 2.4. One 'teacher support desk' for didactic and ICT assistance for teaching staff



AMBITION D: Strengthen the culture and operation of our faculty

1. Intensify interinstitutional collaboration, integrated operational management and leadership

2. Encourage career development

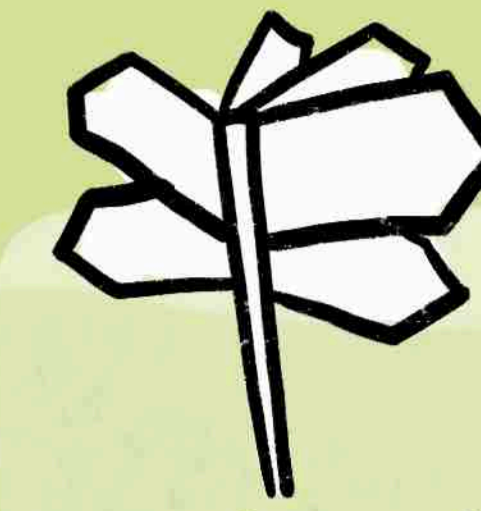
- 1.1. Continuing more integrated management in the institutes and the Faculty as a whole, and intensified joint action of institutes, study programmes and support services

- 2.1. A strategic multiyear plan for each institute and Faculty Office department and an annual 'staffing review' ('vlootshouw')

- 1.2. Investigating possibilities for recruitment, selection and career policy that will give greater value to collaboration and interdisciplinarity

- 2.2. Improving the quality of performance and development interviews (ROGs)

- 2.3. Identify career development via teaching and options for strengthening these career paths



AMBITION C: Optimally prepare students for a wide range of career options in their future working life

1. Equip students to envisage and shape their own future as critical citizens and professionals within society

2. Enhance awareness and skills in the area of Digital Humanities

- 1.1. Investigating the possibilities for introducing a societal learning pathway in specific study programmes and for integrating this within existing courses

- 2.1. Integration of Digital Humanities in education and research, and Digital Humanities as a subject of research

- 2.2. Strengthening our position in the area of Digital Humanities in the form of the Leiden University Center for Digital Humanities (LUCDH) and the Digital (AI) Lab after 2025 (University digital agenda)



AMBITION E: Improve the wellbeing of all staff members and students

1. Promote an inclusive and supportive work and learning environment

2. Improve the work balance for all staff members

- 1.1. Develop and implement an inclusive recruitment and selection policy

- 2.1. Better correspondence between efforts and budgets, improving the work balance, supporting individual approaches and working on the basis of trust

- 1.2. Training courses for inclusive and intercultural education and teacher development

- 2.2. Investigate possible changes in the education and research to reduce workload

- 1.3. Investigate how we can ensure the wellbeing of students