

# DE VERANTWOORDELIJKHEID VAN DE ACADEMIE

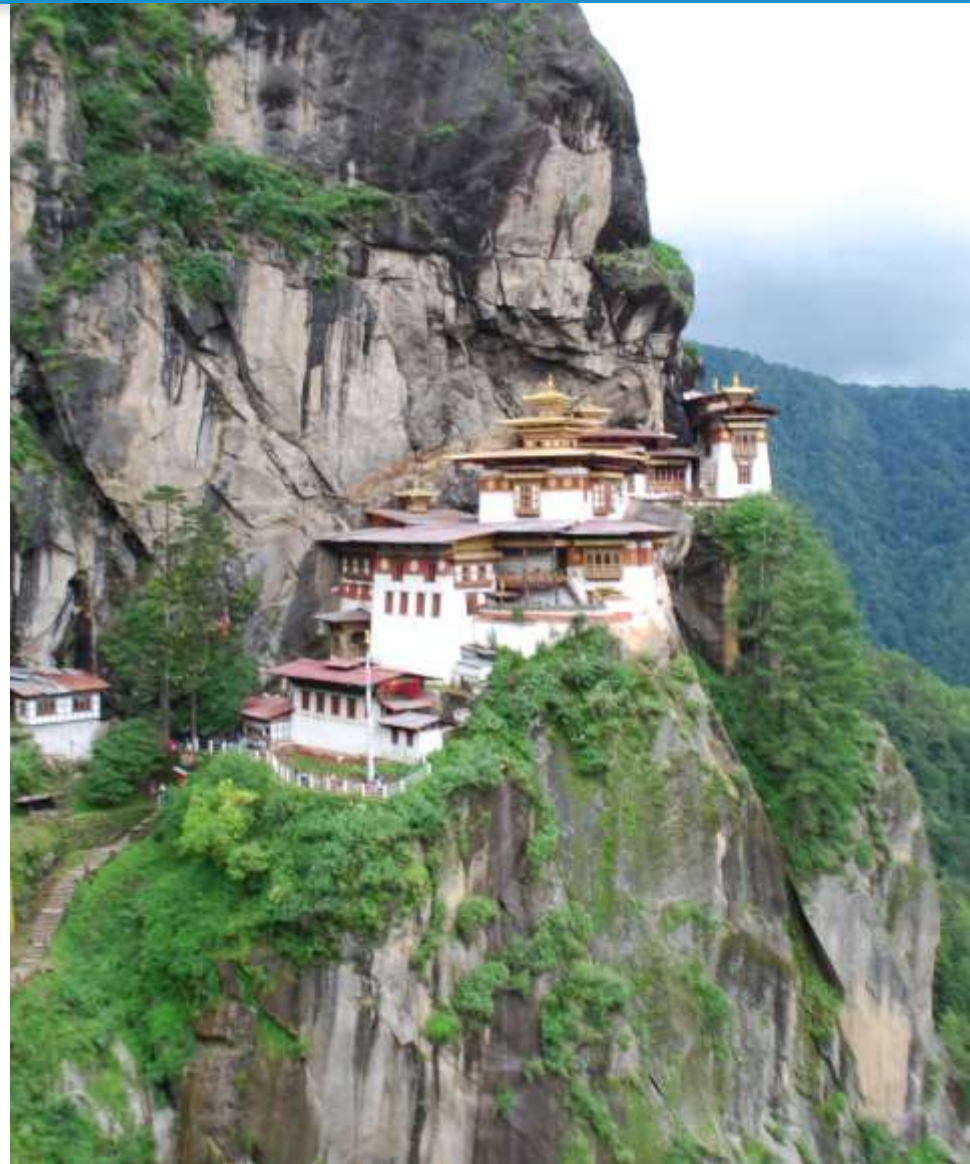


IS VERDER KIJKEN

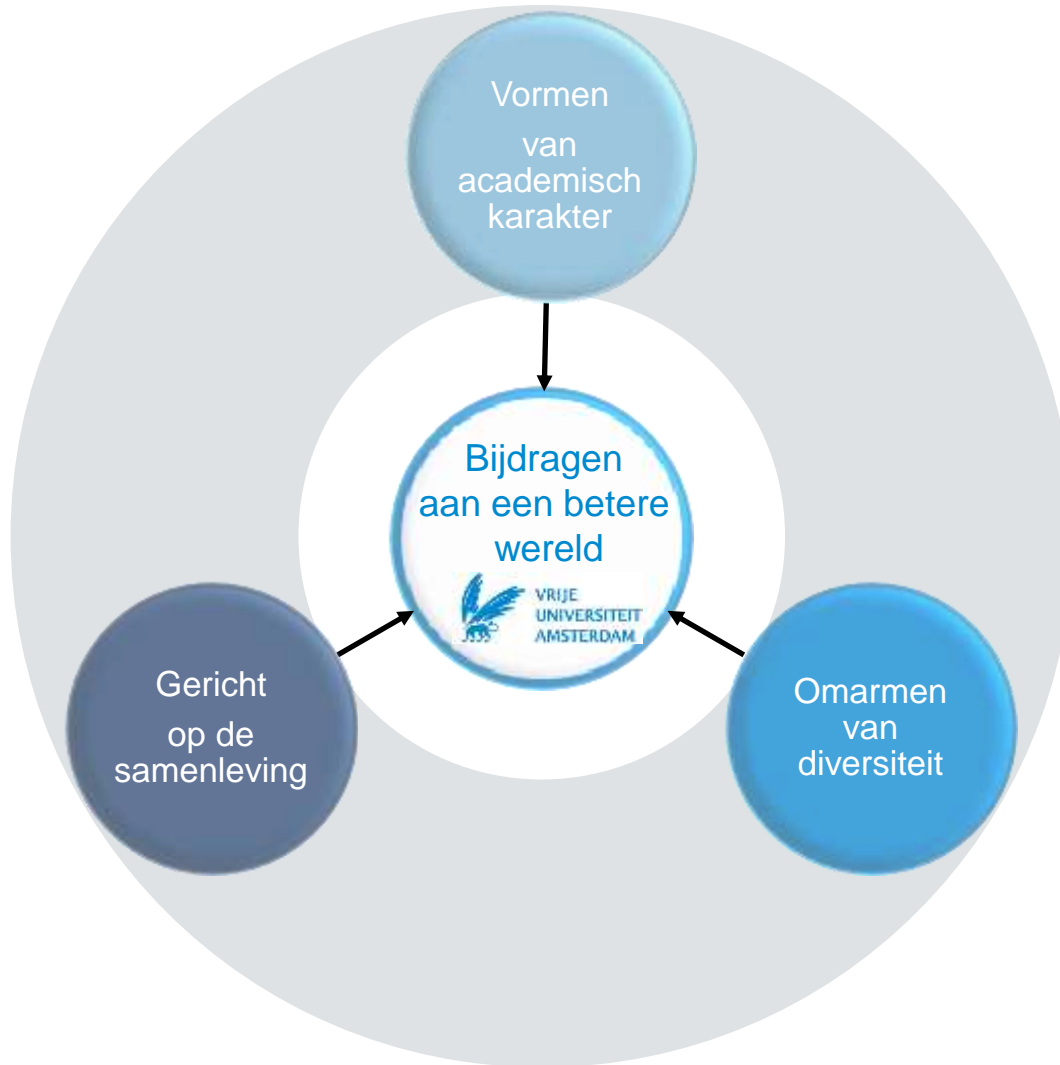
- Frustratie over de koekjesfabriek: meetbaar rendement
  - Studenten, diploma's promoties, publicaties
- Waan van de stuurbaarheid
- De-humanisering van de universiteit
- Wantrouwen tegenover bestuurder
- Weerstand onder bestuurders om te veranderen

# BHUTAN

- Gross National Happiness
- Breder kijken dan meetbaar resultaat
- Discipline om het 'bredere' concreet te maken
- Bruto Academische Waarde



# Bruto Academische Waarde

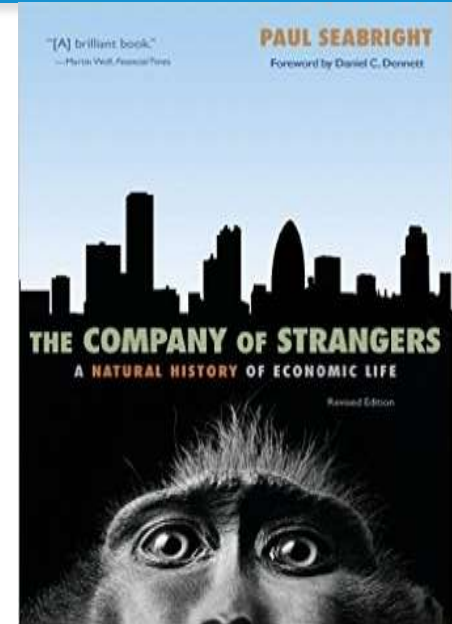


# BRUTO ACADEMISCHE WAARDE

- *In onderwijs*
- Aandacht in eindtermen
- Academische Kern
- SMART-voorstel (vorming, community service, onderzoek)
- *In onderzoek*
- Exclusieve focus op academische impact mitigeren
- *In sturing*
- HR: tenure track, jaargesprekken
- VUSAM: verdelingsmodel, parameters, universiteit - faculteit

# DIVERSITY AS A HUMAN CHALLENGE

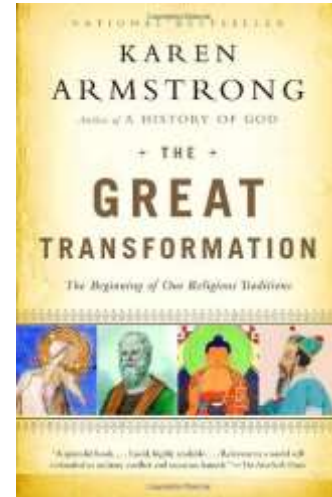
- Trust has evolved, from the realm of closed hunter-gatherer tribes to modern highly complex societies
- Murderousness – Reciprocity – Trust
- But tribal tendencies remain, distinguishing Us from Them
- When they surface human aggression quickly resurfaces as well
- Constant challenge for humanity, with improvements, learning, fall-backs





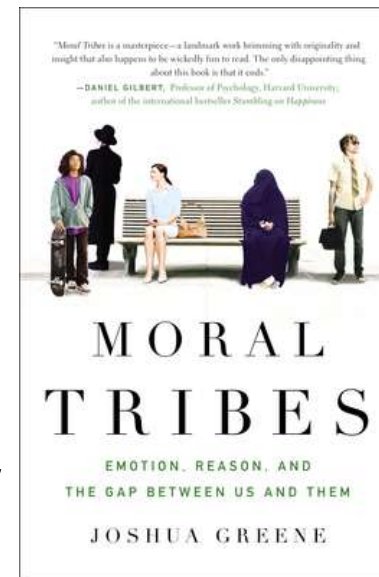
# DIVERSITY STRATEGIES

- *Reciprocity*
- Economic calculation
- Human transcendent value: the Golden Rule: treat others as one would like others to treat oneself
- Karen Armstrong, *The Great Transformation*:
- Golden Rule in different religious contexts across the globe
  
- *Pluralism, or Shared Unity*
- Interreligious dialogue
- At the core of or beyond religions lies a unity: a shared view on human well-being
- Reducing (importance of) differences



# DIVERSITY STRATEGIES

- *Justified Difference*
- Dirk-Martin Grube, *Justified Religious Difference* (inaugural lecture VU)
- Removing bivalence (true or false)
- Justified beliefs, based on perspective and context, acknowledging genuine otherness
  
- *Deep Pragmatism*
- Joshua Greene: *Moral Tribes*
- Morality has evolved within tribes (me vs us), not across (us vs them)
- Common currency for weighing competing values, based on experience and practical reasoning (how would it work, rather than why)



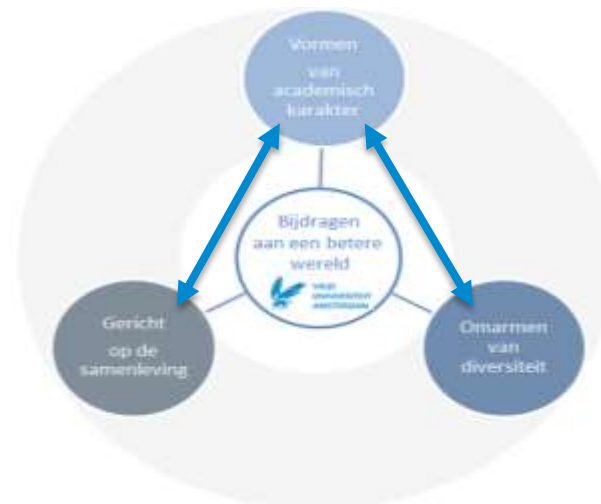


# DIVERSITY AND INCLUSION IN UNIVERSITIES

- University (higher education and research) by its very nature diverse environment
- Core of academic discourse is generating and opposing different perspectives, questions, explanations
- Source of progress in understanding, of learning and of innovation
- Diversity is necessary ingredient of university
- University = community of teachers and learners
- Community presumes inclusion
- Embracing diversity and requiring inclusion is at the core of a university

# WELKE BIJDRAGE GAAT DE UNIVERSITEIT AAN DE SAMENLEVING LEVEREN?

- Samenleving betrekken in ons onderwijs en onderzoek
- Diversiteit draagt bij aan Bildung en aan kwaliteit van onderwijs en onderzoek
- Kernelementen van de academische vorming



The image features a night sky with a prominent green aurora borealis. The aurora is a large, glowing arc of light that spans across the upper half of the frame. The sky is filled with stars, and the aurora's light reflects on a calm lake in the foreground. The lake is surrounded by dark silhouettes of trees and mountains. The overall color palette is dominated by dark blues, greens, and blacks.

**AURORA**

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