

Dear members of the OR and FSR,

Probably I'm not the only one writing you concerning the selection procedure and the nomination of the new dean for the Humanities Faculty. After all that's happened last year it was disappointing that the proposed selection procedure, which we learned about via the newsletter, still holds on to a model in which participation of the broad faculty community and even the OR and FSR, is very limited. Concretely the OR and FSR take up a minority position in the selection committee, and a advising (not binding) role after the 'draagvlakgesprekken'. The broader faculty community can only send representatives who can also only issue an advise after a draagvlakgesprek. This signals it still is business as usual, with a little participation sprinkled on top to keep up appearances.

With this letter I want to ask you to revise the procedure to ensure more participation of the whole faculty community. The minimum that is necessary is a presentation *before* the 'draagvlakgesprekken'. A presentation in which the faculty community is offered a chance to question the candidates. This shouldn't be a problem for internal candidates – which has my preference anyway. Rather I would want an election, in some way which should be discussed in more detail. This might even be more preferable for eventual external candidate, because reputation damages will be more limited: if someone isn't chosen it is clear it is not because of a lack in his or her qualities, but because the faculty community thought someone else suited them better. Even though this procedure ensures in no way that the whole faculty community will always agree with the policies the new dean will implement, it will send out a strong – and important – signal that he or she will have to answer to us as well as the CvB.

Sincerely,