

UPDATE STRATEGIC DECISION FORMING CVB - May 2023

Fontys IT Acceleration Agenda (FIVA) program extended

Since the beginning of 2021, we at Fontys have known the program FIVA (Fontys IT Acceleration Agenda). FIVA has several goals: increasing digital agility and speed, improving the governance of IT issues, realizing up-to-date and secure IT facilities, increasing the coherence in the IT landscape, better facilitating chain processes, strengthening the focus on 'change' instead of 'run' activities, and improving the professionalism of employees. In doing so, FIVA makes an important contribution to improving and harmonizing support processes, -as we announced in our strategy- so that we can increase Fontys' agility and focus even more on the primary process. Although part of the program has ended, at the end of April the Executive Board decided to extend the program until March 11, 2024. The reason? A number of crucial subtopics of FIVA have not yet been completed. In particular, this plays out in the area of personnel development. The extension of FIVA provides an opportunity to:

- deliver an implementation plan for IT governance;
- map out the expected and actual (quantitative and qualitative) personnel consequences of the transition;
- to determine together with the P&O department what (additional) actions are needed to guide people from work to other work, what additional resources are needed for this, and together to organize the intensive support that matches the 'maximum effort' promised in the FIVA program plan.

Support processes in *Fontys for society*:

We do intend to do much more together. And that really means: together, not 'by choice'. What are we talking about? Basically all support processes. We are going to harmonize and improve these Fontys-wide, under process ownership of one of the departments and in close cooperation with the professionals involved in the institutes. It is our conviction that this will lead to improvement of the supporting processes. Moreover, it creates space for the institutes to focus on the things that really make a difference: our primary process, education and research. In this way, we facilitate flexibility and cooperation, guarantee safety and predictable quality, and a basic structure.

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Mid-term evaluation *Fontys for society*

It has now been over two years since Fontys presented its *Fontys for society* strategic plan. In the strategy we wrote:

'The agility we like to see in the organization also applies to this strategy. In other words, this plan is not set in stone for the coming years; it is our explicit wish to regularly - together with our organization and field of work - hold it up to the light and, if necessary, tighten it up.'

Now, halfway through its term, that time has come. The Executive Board has decided to organize a so-called midterm review to see where we stand. How do employees and students experience *Fontys for society*? Are we on track? Where do you see the connection with society already very clearly, and where can we develop further? In short: what does *Fontys for society* mean in practice?

The evaluation will be carried out in three ways. First, Fontys will organize five dialogue sessions for staff and students in June. Three on location (Tilburg, Venlo, Eindhoven), two online. In addition, we will examine the progress on the nine change tasks (themes) that are crucial for the development towards a talent-oriented, research-oriented and agile Fontys. These are successively: flexibilization of education, internationalization, lifelong development, development of training portfolio, accessibility and inclusion, accelerating hybrid learning and research environments, strengthening research, supporting processes and systems, and (personal) leadership. Finally, we also examine (of course) how Fontys for society is perceived in the outside world: by work field partners in the first place and by administrators of other knowledge institutions in the region. The results of the three-part evaluation will be discussed and assessed by the Executive Board and the Fontys Council in the fall.

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Frameworks for talent-oriented education to employee participation

In *Fontys for society*, we made a promise: talent-oriented education within a talent-oriented Fontys. That may sound simple, but of course it is not. It is a major, Fontys-wide transition that is also taking place within our primary process: education. Virtually everyone within Fontys - teachers and students first and foremost - will be affected. Such a Fontys-wide transition requires care. We are not suddenly going to do everything differently. We opt for a well-considered approach, in which we work towards talent-oriented education step by step. What such a process requires above all is cooperation, connection and professional dialogue. And clear frameworks. Only if we have clear frameworks can we make use of our diversity and truly fulfill the promise of talent-oriented education.

And so we have been working hard for some time on a so-called design framework for talent-oriented education. At the end of February, the Executive Board discussed the draft framework for the first time. The feedback from the Executive Board has since been processed; now it is time for the next step. In order to achieve Fontys-wide adoption, the draft framework will be submitted to the participation council for advice. Initially, the decentralized imr and oc's will form an opinion. After all, the impact of these draft agreements will differ per program, institute and department. At the same time, we will take stock of what each institute or department needs (or already has) in order to realize talent-oriented education. Based on the input from the imr's and oc's, the Central Participation Council (cmr) will draw up an advice in the fall of 2023. After that, the Executive Board can come to a final decision.

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More and more institutes say goodbye to binding study advice

In December 2022 you already read it in this update: the Executive Board has decided to abolish the binding study advice (bsa) with effect from academic year 2024-2025. In March, board chairman Joep Houterman explained in [Nieuwsuur](#) why Fontys has taken this step.

Institutes that wish to do so and that have organized alternative forms of student guidance can say goodbye to the bsa earlier. Eleven institutes have already made use of that possibility in recent months; Engineering and Logistics was the first to conclude in mid-2022 to discard the bsa. The other 10 institutes are Engineering, Applied Science, Child and Education, Economics and Communication, Academy for the Creative Economy, International Business School, Marketing and Communication, Journalism, Arts and Paramedic.