

RESEARCH REVIEW

TILBURG SCHOOL OF CATHOLIC THEOLOGY

TILBURG UNIVERSITY

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CONTENTS

1. FOREWORD BY COMMITTEE CHAIR	5
2. THE REVIEW COMMITTEE AND THE PROCEDURES	7
3. ASSESSMENT OF TILBURG SCHOOL OF CATHOLIC THEOLOGY	9
3.1. Introduction	9
3.2. Mission, strategy and governance	9
3.3. Research quality	10
3.4. Relevance to society	11
3.5. Viability	12
3.6. Overview of the quantitative assessment of the research unit	13
3.7. PhD programme	13
3.8. Research integrity policy	14
3.9. Diversity	14
3.10. Conclusions	14
4. RECOMMENDATIONS	15
APPENDICES	17
APPENDIX 1: THE SEP CRITERIA AND CATEGORIES	19
APPENDIX 2: PROGRAMME OF THE SITE VISIT	20
APPENDIX 3: QUANTITATIVE DATA.....	21

This report was finalized on 11 October 2018.

1. FOREWORD BY COMMITTEE CHAIR

Writing a report about research done at a specific institution is not always an easy task. Much depends on the preparation of the home team, the preparation of the visiting team, and the referee.

In our case, the home team, the Tilburg School of Catholic Theology, provided us with a wealth of information. The information was excellently organized, to the point, succinct where possible and bountiful where necessary. The material was put together in such a way that the research done by the whole faculty became visible, and not just the individual contributions. Plus the scholarly output was collected in coherence with the questions and rubrics of the report which needed to be drafted.

With regard to the visiting team, Rektor Philip Geister s.j. and Univ.-Prof. Dr Basilius (Bert) Groen were the ideal members to work with: well-read and prepared before the meeting, and gentle and tough, critical and constructive during and after the meeting. They are brilliant soloists and keen team players.

With regard to the referee, Dr Anna Sparreboom from QANU masterminded the preparation, coached the interviews and sessions, harvested our insights and comments, and drafted the final report.

The visiting team would also like to thank the staff of TST for taking such good care of the necessities of life, the members of the faculty for their willingness to answer our most embarrassing questions, the dean of TST, the vice-dean of research and the program leaders for bringing the whole faculty together in this effort, and ultimately, the rector of Tilburg University for setting the scholarly agenda and enjoying its realization in the Tilburg School of Catholic Theology.

Respectfully submitted,

Univ.-Prof. Dr Kristin De Troyer
Paris Lodron University of Salzburg

2. THE REVIEW COMMITTEE AND THE PROCEDURES

SCOPE OF THE REVIEW

The review committee was asked to perform a research review of Tilburg School of Catholic Theology (TST), part of Tilburg University.

In accordance with the Standard Evaluation Protocol 2015 – 2021 (SEP) for research reviews in the Netherlands, the committee had to assess the quality, the relevance to society and the viability of the scientific research at the research unit as well as the strategic targets and extent to which the unit is equipped to achieve them. A qualitative review of the PhD training programme, research integrity policy and diversity also formed part of the committee's assignment.

In the Terms of Reference, the committee was asked to pay special attention to the following aspects:

- the training and education offered by the Graduate School;
- the institutional organization of the research into two research programs.

The committee evaluated these aspects and describes its conclusions in §3.7 and §3.3.

COMPOSITION OF THE COMMITTEE

The composition of the committee was as follows:

- Prof. Kristin De Troyer, University of Salzburg [chair];
- Prof. Bert Groen, Karl-Franzens University of Graz;
- Dr. Philip Geister, s.j., Newman Institute, Uppsala.

The committee was supported by Dr. Anna Sparreboom, who acted as secretary on behalf of QANU.

INDEPENDENCE

All members of the committee signed a statement of independence to guarantee an unbiased and independent assessment of the quality of Tilburg School of Catholic Theology, at Tilburg University. Personal or professional relationships between committee members and the research unit under review were reported and discussed at the start of the site visit amongst committee members. The committee concluded that no specific risk in terms of bias or undue influence existed and that all members were sufficiently independent.

DATA PROVIDED TO THE COMMITTEE

The committee received the self-evaluation report from the units under review, including all the information required by the SEP.

The committee also received the following documents:

- the Terms of Reference;
- the SEP 2015-2021;
- lists of publications, consisting of five key publications of each research programme.



PROCEDURES FOLLOWED BY THE COMMITTEE

The committee proceeded according to the SEP. Prior to the first meeting, all committee members independently formulated a preliminary assessment of the units under review based on the written information that was provided prior to the site visit.

This final review is based on both the documentation provided by the School and the information gathered during the interviews with management and representatives of the research unit during the site visit. The site visit took place on 1 June 2018 in Utrecht (see the schedule in Appendix 3).

Preceding the interviews, the committee was briefed by QANU about research reviews according to the SEP. It also discussed the preliminary assessments and decided upon a number of comments and questions. It agreed upon procedural matters and aspects of the review. After the interviews it discussed its findings and comments in order to allow the chair to present the preliminary findings and to provide the secretary with argumentation to draft a first version of the review report.

The draft report was presented to the Tilburg School of Catholic Theology for factual corrections and comments. In close consultation with the chair and other committee members, the comments were reviewed to finalise the report. The final report was presented to the Board of the University and to the management of the research unit.

The committee used the criteria and categories of the Standard Evaluation Protocol 2015-2021, amended version, 2016 (SEP). For more information, see Appendix 1.

3. ASSESSMENT OF TILBURG SCHOOL OF CATHOLIC THEOLOGY

3.1. Introduction

Tilburg School of Catholic Theology (TST) is one of the five faculties of Tilburg University. It is based in Utrecht and Tilburg and offers bachelor's, master's and doctoral programmes in Catholic Theology. The School is recognised by the Holy See and is licenced to grant canonical degrees at the bachelor's, licentiate's and doctoral level. TST hosts six research institutes: the Thomas Institute, the Franciscan Study Centre, the Centre for Patristic Research (together with VU Amsterdam), the study group for the Relation between Judaism and Christianity, the Cardinal Willebrands Research Centre and the Centre for Prison Chaplaincy Studies.

TST is headed by a dean, a vice-dean for research, a vice-dean for education and a managing director. The two research programmes each have a programme leader, who together with the vice-dean for research and the research policy officer constitute the research team, which meets on a regular basis. The dean and the vice-dean for research report to Tilburg University's Executive Board by submitting an annual research report.

3.2. Mission, strategy and governance

The mission and purpose of the research conducted at TST can be summarised with the adage "Faith seeking understanding". TST researchers investigate the transformation processes of religious individuals and/or religious or ecclesiastical institutions, both from an 'outside' and an 'inside' perspective, using hermeneutical, literary, historical and empirical methods. TST's research comprises the traditional disciplines of theology, including Practical Theology, Systematic Theology, Church History, Moral Theology, Biblical Studies and Judaism, as well as the Social Sciences and Philosophy. Within the central mission, two research programs have been developed: *Initiation and Mystagogy in the Christian Tradition* and *The Transformation of Religion in Late Modernity: the case of New Catholicism*. The majority of TST's researchers, including PhD candidates and post-docs, are embedded in one of these programmes.

TST's mission is twofold: to conduct interdisciplinary research that receives international recognition and to strengthen the impact of its research in the societal and religious domains, thus creating a unique academic profile, in loyalty to both science and the church. This loyalty entails that the research conducted is relevant to churches, ecclesiastical institutions and congregations, as well as to political parties, enterprises and professionals that take Christian anthropology and ethics as their guiding principles. In addition, TST researchers are ready to interpret current developments in the church and the world on the basis of their theological expertise in newspapers, or on radio or television.

As part of the strategy to realise their mission, TST has undertaken the following activities in the last six years:

- intensification of collaboration with other theological colleges in the Netherlands and abroad;
- organisation of international academic conferences;
- structural collaboration with leading researchers in connected fields;
- development of a Next-Generation Management Plan which intends to make part-time junior and senior research positions available to promising scholars in the field;
- maintaining structural contact with ecclesiastical leaders and organization of seminars, masterclasses and symposia through Luce, Centre for Religious Communication;
- contributing to radio and television programmes and newspaper articles to interpret current developments in the church;
- approaching the press on relevant occasions, such as a scholarly publication;
- developing a case studies project about chaplaincy/spiritual care together with the Protestant Theological University.



TST's plans for the future are described in its Strategic Plan 2018-2021. The challenges that TST faces are: increasing the number of students, refocusing research in accordance with Tilburg University's strategic impact initiatives, and replacing retiring academic staff. Given the scope of this research review, the second and the third challenges were prioritised during the site visit. The replacement of retiring academic staff will be discussed under §3.5. With regard to refocusing research in accordance with strategic impact initiatives, the committee sees many opportunities for TST's theologians to contribute to Tilburg University's ambition to create an interdisciplinary research theme in Artificial Intelligence. It feels that because of their long and deep tradition in studying humanity, theologians can play an important role in investigating the influence of Artificial Intelligence on humanity and answering questions about ethics and responsibility. It sees great potential in this plan, also for funding applications.

The committee also sees an opportunity to connect TST's research activities in the impact pathway *Spiritual Resilience* (see below p.10) to Tilburg University's impact programme *Empowering the Resilient Society*. This impact pathway is concerned with expanding the view and fostering the resilience of people who struggle to cope with the trials and tribulations of contemporary society. The University's impact program focuses on a comparable question: How do we continue to safeguard solidarity, justice, and humanity in present-day society? The committee believes that TST's theologians can make an important contribution to this impact program with a research project about the Christian values of trust, debt, guilt and *caritas*. The committee encourages TST to develop a research proposal along these lines and to apply for an ERC funding scheme.

The self-assessment also mentions plans to reconsider the profiles of the research institutes because of new collaborations and research priorities. The committee encourages this proposal and also recommends exploring the possibilities to transform the study group for the Relation between Judaism and Christianity into a centre for Jewish studies (about collaborations see also §3.3).

The committee noted that TST has made great progress since the last research review. It has successfully recovered from the organizational restructuring after its foundation in 2007, it has a growing number of PhD candidates, the atmosphere is good, and its financial situation is stable. The two research programmes provide focus and coherence to the School's research and are at the same time generic enough to accommodate research with varying approaches and methods. The committee applauds TST's management for its leadership, its results in terms of research output, and for maintaining good relations with the church.

3.3. Research quality

In reviewing TST's research quality, the committee assessed the quality, quantity, impact and recognition of the School's research output, as well as its publishing strategies and collaborations.

As noted above, the research at TST is organized into two research programmes: *Initiation and Mystagogy in the Christian Tradition* and *The Transformation of Religion in Late Modernity: the case of New Catholicism*. The concept of transformation is central to both programmes: the first studies the Christian tradition's methods and practices to effect a transformation within a person and the way in which people appropriate their faith not only during initiation, but also through permanent mystagogical formation. The second investigates the transformation of present-day Catholicism in the contemporary Western world and its causes, as well as the societal changes in the late modern environment that have transformed institutionalised religion. These themes resulted from a strategic choice; they fill a gap in research internationally, and they are complementary to each other because of their focus on inside versus outside and individual versus institution. They are well chosen because they require a multidisciplinary approach and thus have the strength to unify TST's researchers who are working with varying scholarly methods (hermeneutical, literary, historical, empirical) in the discipline of theology.

TST's research in the period 2012-2017 has been mapped by CWTS into 6 so-called *impact pathways*: 1. Spiritual Care and the Chaplaincy, 2. Academic Theology, 3. Spiritual Resilience, 4. Theology in

the Public Domain, 5. The Church and 6. The Next Generation. The recognition of TST's research and researchers internationally is evidenced by the acquisition of funding grants such as NWO and Erasmus+ KA2, the awarding of prizes, membership of internationally recognised series and scientific committees of NWO and of the Flemish Research Council FWO, as well as invitations to peer-review proposals submitted for the ERC program. The organization of a number of international conferences and participation in the Council for Research in Values and Philosophy have also contributed to TST's international recognition.

In the 2012-2017 period, TST aimed to increase both the quality and quantity of its research output by publishing more in peer-reviewed journals, in international journals and in jointly produced publications. The committee established that the School has achieved this objective: compared to the previous review period, the total number of scientific publications has grown by 22%. The quality of the output has markedly improved: the number of refereed articles in Dutch as well as English, French or German peer-reviewed journals has increased to 29% and 21%, respectively, of all publications, as opposed to 22% and 11% in the previous period. TST researchers also edited 60 volumes and special issues of journals, which is 67% more than in the previous review period.

With this body of publications, which contains many original ideas and covers a broad field, both of TST's research programmes have made a sustained contribution to scholarship. The output also showcases that the organisation of the research into two research platforms has been effective as it has stimulated the two teams to produce more innovative research. The initiatives that were taken to increase the number of international peer-reviewed articles, such as the establishment of a fund to translate Dutch articles for international peer-reviewed journals and the foundation of two new English peer-reviewed journals, have proved to be effective measures. The committee encourages TST to continue their existing publishing policy and to publish more articles in English, not only in the in-house journals, but also in external, international, peer-reviewed journals produced by different publishers. It also suggests developing an electronic book series for the publication of dissertations.

The committee expects that a number of strategic international collaborations can bring TST to the next level with regard to grant acquisition and joint publications. During the site visit, existing collaborations between individual researchers as well as cooperation on a larger scale were reviewed, and potential partners for new structural international collaborations were discussed. The committee encourages TST to follow up on this discussion and to make a plan to establish one or several structural collaborations with institutes abroad that are comparable to TST in size and quality, so that the partnership has an equal basis and both parties can profit. It also advises developing a policy to encourage TST researchers to go abroad, which will enlarge and strengthen the School's international impact and network. As demonstrated with the Thomas Institute, TST clearly has the knowledge and the expertise to bring different smaller institutions together. Therefore, the committee suggests uniting the different centres currently existing in the Netherlands researching Judaism into one TST Institute for Jewish Studies.

3.4. Relevance to society

In reviewing TST's relevance to society, the committee considered the quality, scale and relevance of contributions targeting specific groups and society as a whole.

In a secular context, the role of faculties of philosophy and theology has become increasingly important. Theologians and philosophers offer a historical and systematic perspective on topics that are crucial for the development of every society, such as ethics, human dignity and human rights. Therefore, a faculty of theology cannot withdraw - even less than other faculties in a modern university - from an active engagement in the public debate. Hence, the committee welcomes TST's close involvement in and valuable contributions to the public debate in the Netherlands, for instance with regard to the topic of abuse in the Catholic church.

The committee was very much impressed by TST's relevance to society and its productivity in this respect. The products for societal target groups that TST developed range from seminars and courses for chaplains and other professionals, multimedia lectures and educational materials for secondary schools, to written reports for governmental and other organizations. Other examples of activities that are relevant to society include a conference about orthodoxy and fundamentalism, online platforms about church history, and the Case Studies project on Spiritual Care, organised together with the Protestant Theological University. TST's researchers also reach out to the religious and societal domain via their contacts within the church and congregations, through Luce, the Centre for Religious Communication, and via media outlets such as newspapers, blogs, radio and television. With its many activities and public output, TST has the capacity to become one of the anchors for Dutch society for questions and issues related to identity building, community building, interreligious dialogue, spirituality and the meaning of life. By doing so, it will also be able to steer its research towards the main issues of society, and use the data of society as given in the interactions.

The committee applauds TST for its productivity, but also particularly for the wide scope of its activities and the variety in the nature of the products developed. With these efforts, TST reaches not only Catholics in the Netherlands and abroad, but also other religious groups and the general public, nationally and internationally. Moreover, the committee is impressed by TST's network of professional, ecclesiastical (though not only Catholic) and academic partners and the ways in which these relations are formalised, for instance by the establishment of 7 endowed chairs. It wishes to congratulate TST for these achievements and encourages it to continue the current activities and strategies.

3.5. Viability

In reviewing TST's viability, the committee has looked at the upcoming challenges, the effects they will have on the quality and sustainability of the School, and the strategies that are in place to safeguard and strengthen the School's viability.

According to the committee, the average age of TST's research staff, with many researchers retiring in the near future, is one of the most pressing matters with regard to the School's viability. The committee was pleased to note that the School is fully aware of this and already has a strategy in place to deal with this challenge: the Next Generation Management Plan, which allows TST to invest €1.7 m. The plan aims to recruit good successors for the current professors and to achieve a more balanced age structure among staff, which currently presents a gap between early career scholars and senior researchers. The Next Generation Management Plan offers the possibility to appoint several PhD candidates and researchers in the core disciplines of Theology on part-time contracts; they will form the next generation of TST researchers. Because it will take time before these young theologians are ready to become full professors, the committee suggests including a tenure track system in the Next Generation Management Plan. It also encourages TST to cast the net wide and recruit scholars from outside Tilburg and the Netherlands, because international candidates will further promote the School's international profile.

Since TST receives a relatively large part of fixed first-stream funding (government funding), its financial situation is stable. TST has had some success in acquiring second- and third-stream funding (competitive funding and contract funding). For example, it received an NWO grant for a research project in collaboration with Utrecht University and funds from the Goldschmeding Foundation, Erasmus+ KA2 and the Dutch Province of Jesuits. Despite several applications, TST has not managed to acquire more than one NWO grant. The committee understands that TST staff are reluctant to apply for NWO again, because of the low success rates for applications in Theology, but encourages them to keep trying. It expects that exchange with other scholars and new collaborations and partnerships will continue to be a source of inspiration for new research projects, and that the external funding will follow.

The committee established that TST has very high-quality staff, in terms of both research and managerial tasks. The School has a sensible and effective reward and sanction system for researchers

in place, which is based on encouragement instead of punishment. TST aims to divide managerial and organizational tasks equally among its researchers, taking personal preferences and qualities into account. The reward and sanction system includes annual results and development (R&D) conversations with each staff member, prepared for and evaluated by the management, the supervisors and the HR officer. In these meetings, the staff member's wellbeing and work satisfaction are explicitly addressed. All staff members, including senior staff, are appointed a supervisor, who not only monitors a researcher's productivity, but also his or her wellbeing. The committee concludes that the productivity of the researchers is successfully managed through this system and considers the supervision and R&D conversations a best practice.

3.6. Overview of the quantitative assessment of the research unit

After having assessed the research quality, relevance to society and viability, and comparing that to the developments and standard in the field of theology, the committee comes to the following quantitative assessments:

Research quality:	very good
Relevance to society:	excellent
Viability:	very good

3.7. PhD programme

The committee also assessed the PhD programme at TST, including its content and structure, as well as the supervision and career guidance of PhD candidates, and the duration and success rates of PhD projects.

All PhD candidates are invited to tailor their education program to their needs and interests, choosing from all courses in Theology at TiU and the courses provided by the one of the national research schools. Employed PhD candidates are required to take professional courses, skills training and personal effectiveness training. TST founded its own Graduate School in 2014, in which all PhD candidates are enrolled, including those who are paid by external funding and external candidates who work on a PhD in their own time, often alongside a job. The Tilburg Graduate School for Theology organises a course in Academic English and has a PhD platform that represents TST's PhD candidates to the management of the School and the Faculty. The platform also provides practical information to candidates. TST organises PhD meetings during which candidates can present their research and follow skills training, such as media training. PhD candidates are advised to become a member of NOSTER, the Netherlands School for Advanced Studies in Theology and Religion, an active platform which provides research seminars and spring conferences as part of its Study Program, as well as symposia, lectures and masterclasses. During the site visit, the PhD candidates confirmed to the committee that they are generally satisfied with their training programs and the quality of the courses. They noted that they would welcome a course in presentation skills. The committee established that the Graduate School, TST and NOSTER provide the candidates with ample opportunities to find relevant information and events, to learn more, to practise their skills and to expand their network. The budget that is available for PhD candidates to attend conferences is also sufficient.

All PhD candidates have at least two supervisors. In addition, there is a PhD Dean, who can assist when problems arise, and a PhD council which represents all candidates. From the interview held during the site visit, the committee gathered that candidates are generally happy with the quality and intensity of their supervision. The fact that the candidates are well embedded in one of the research programmes undoubtedly contributes to this. Some PhD candidates mentioned that they would like to have more help submitting their first paper, while others wished to discuss their career development more often with their supervisor. A number of candidates would like to have more opportunities to gain experience in teaching and to obtain their University Teaching Qualification.

The duration and success rates of TST's PhD candidates show some room for improvement; not many candidates succeed in completing their PhD in 4 years. The committee understands that completion



in 4 years is not realistic for all candidates, especially those who conduct their research alongside a part-time or full-time job. The committee suggests scheduling progress conversations every year, instead of only after the go/no go decision at the end of year 1, so that potential problems which may cause delays can be detected and addressed as early as possible. It also advises TST to stimulate its PhD candidates to go abroad for a year, if possible, to broaden their horizons and expand their academic networks.

3.8. Research integrity policy

TST complies with the principles of research integrity that are common in the discipline: honesty, accuracy, efficiency and objectivity. Special attention is paid to promoting academic integrity among PhD candidates, who are also instructed in responsible research practices. All PhD theses are checked for plagiarism, and appropriate measures are taken when plagiarism is detected (one case in the last review period). When researchers use quantitative data, they adhere to the Tilburg University regulation on research data management, which is in line with 'The Netherlands Code of Conduct for Scientific Practice' (VSNU) and the conditions set by the national and European research funding organizations. The committee concluded that TST has an adequate research integrity policy in place.

3.9. Diversity

TST's strategic HR policy aims to create a more even gender balance, because currently women are strongly underrepresented among TST's research staff. Recent appointments have balanced the male-female ratio somewhat, but there is still room for improvement. The challenge that TST faces is to achieve a balanced male-female ratio, especially among senior research staff, and at the same time realise a balanced share of clergymen (priests) in the teaching staff. The committee encourages TST to ensure that high-quality staff is appointed and that both objectives are realised. As noted in §3.2, the age of the School's staff requires some balancing; currently, there is an age gap between early career scholars and senior staff who are close to retirement.

3.10. Conclusions

The committee concludes that TST has made great progress since the last research review. The quantity and quality of the School's research output have improved significantly, and the organization of research into two programmes has provided focus and coherence. With its body of publications, which contain many original ideas and cover a broad field, both of TST's research programmes have made a very good contribution to scholarship. The committee expects that TST can bring its research quality to the next level by publishing more in international peer-reviewed journals, by connecting to the University's strategic impact initiatives, and by setting up one or several strategic international collaborations.

The committee was very much impressed by TST's excellent relevance to society, its productivity but also particularly the wide scope of its activities and the variety in the nature of the developed products. With its many activities and public output, TST has the capacity to be one of the anchors for questions and issues related to identity building, community building, interreligious dialogue, spirituality and the meaning of life in the Netherlands.

The committee concludes that TST's viability is very good: the School has successfully recovered from the organizational restructuring after its foundation in 2007, its research output has increased considerably, and its financial situation is stable. The School's management has maintained and strengthened the relations with the church and other stakeholders in a sensible and visionary manner. With the Next Generation Management Plan, the management has a sensible strategy for the succession of retiring research staff in place.

The committee concludes that TST's PhD training programme in the Tilburg Graduate School for Theology is well organised and of good quality. PhD candidates are well supervised, but the duration and success rates show some room for improvement. The committee was pleased to note that TST's PhD candidates are well embedded in the research programmes and the School as a whole.

The committee concludes that TST has an adequate research integrity policy in place. The cultural background of TST's staff is diverse, but the gender and age diversity need balancing.

4. RECOMMENDATIONS

- Connect TST's research to Tilburg University's strategic impact initiatives in Artificial Intelligence and Empowering the Resilient Society.
- Publish more articles in English, not only in the in-house journals, but also in external, international, peer-reviewed journals from different publishers.
- Develop an electronic book series for the publication of dissertations.
- Establish one or several structural collaborations with institutes abroad that are comparable to TST in size and quality.
- Unite all researchers in Judaism in the Netherlands into a TST Institute for Jewish Studies.
- Continue applying for competitive funding schemes, such as NWO.
- Consider including a tenure-track system in the Next Generation Management Plan.
- Recruit staff members from outside the Netherlands to promote the School's international profile.
- Increase the focus on career guidance, presentation skills and teaching in the educational programme for PhD candidates.
- Schedule progress conversations with PhD candidates every year in order to improve the duration and success rates of PhD projects.
- Encourage PhD candidates to go abroad for a year to broaden their horizons and expand their academic networks.

APPENDICES

APPENDIX 1: THE SEP CRITERIA AND CATEGORIES

There are three criteria that have to be assessed:

- Research quality:
 - Level of excellence in the international field;
 - Quality and Scientific relevance of research;
 - Contribution to body of scientific knowledge;
 - Academic reputation;
 - Scale of the unit's research results (scientific publications, instruments and infrastructure developed and other contributions).

- Relevance to society:
 - quality, scale and relevance of contributions targeting specific economic, social or cultural target groups;
 - advisory reports for policy;
 - contributions to public debates.

The point is to assess contributions in areas that the research unit has itself designated as target areas.

- Viability:
 - the strategy that the research unit intends to pursue in the years ahead and the extent to which it is capable of meeting its targets in research and society during this period;
 - the governance and leadership skills of the research unit's management.

Category	Meaning	Research quality	Relevance to society	Viability
1	World leading/excellent	The unit has been shown to be one of the most influential research groups in the world in its particular field.	The unit makes an outstanding contribution to society	The unit is excellently equipped for the future
2	Very good	The unit conducts very good, internationally recognised research	The unit makes a very good contribution to society	The unit is very well equipped for the future
3	Good	The unit conducts good research	The unit makes a good contribution to society	The unit makes responsible strategic decisions and is therefore well equipped for the future
4	Unsatisfactory	The unit does not achieve satisfactory results in its field	The unit does not make a satisfactory contribution to society	The unit is not adequately equipped for the future

APPENDIX 2: PROGRAMME OF THE SITE VISIT

1 June 2018	
9.00	Arrival at School of Catholic Theology
9.15	Meeting with the Rector of Tilburg University
11.00	Internal committee meeting: preparation
11.45	Meeting management TST Starting with a 5 minute presentation
12.00	Break
12.45	Meeting program leaders <i>Initiation and Mystagogy</i> Starting with a 5 minute presentation
13.30	Lunch
14.15	Meeting program leaders <i>Transformation of Religion</i> Starting with a 5 minute presentation
14.30	Break
15.15	Meeting PhD-candidates & post-doc candidates <i>Initiation and Mystagogy & Transformation of Religion</i>
16.00	Internal committee meeting: preparing final meeting
16.30	Meeting management TST
17.30	Internal committee meeting: discussing scores
17.45	Public presentation of preliminary findings by the committee chair
18.00	Drinks and diner

APPENDIX 3: QUANTITATIVE DATA

Table D3a Research Staff						
	2012	2013	2014	2015	2016	2017
Tilburg School of Catholic Theology						
Scientific Staff	29 / 8.91 fte	27 / 7.98 fte	29 / 7.90 fte	35 / 8.89 fte	37 / 9.69 fte	37 / 9.63 fte
Post docs	6 / 2.02 fte	5 / 1.75 fte	5 / 1.70 fte	6 / 0.95 fte	5 / 1.95 fte	10 / 3.03 fte
PhD candidates (employed and contract)	11 / 4.48 fte	8 / 4.54 fte	9 / 3.45 fte	8 / 5.93 fte	8 / 5.48 fte	15 / 6.54 fte
Total research staff without PhD candidates	35 / 10.93 fte	32 / 9.73 fte	34 / 9.60 fte	40 / 9.84 fte	42 / 11.64 fte	47 / 12.66 fte
Total research staff including PhD candidates	46 / 15.41 fte	39 / 14.27 fte	43 / 13.05 fte	49 / 15.77 fte	50 / 17.12 fte	62 / 19.20 fte
Support Staff	-	-	-	-		
Visiting	-	-	-	-		
Total staff						
Initiation and mystagogy in the Christian tradition						
Scientific Staff	14 / 4.63 fte	12 / 3.89 fte	13 / 3.50 fte	15 / 3.42 fte	17 / 3.66 fte	17 / 3.61 fte
Post docs	6 / 2.02 fte	4 / 1.40 fte	4 / 1.10 fte	3 / 0.44 fte	2 / 0.35 fte	7 / 1.43 fte
PhD candidates (employed and contract)	7 / 2.18 fte	4 / 1.89 fte	5 / 2.06 fte	6 / 4.49 fte	5 / 3.24 fte	9 / 3.89 fte
Total research staff without PhD candidates	20 / 6.65 fte	16 / 5.29 fte	17 / 4.60 fte	18 / 3.86 fte	19 / 4.01 fte	24 / 5.04 fte
Total research staff including PhD candidates	27 / 8.83 fte	20 / 7.18 fte	21 / 6.66 fte	24 / 8.35 fte	24 / 7.25 fte	33 / 8.93 fte
Support Staff	-	-	-	-		
Visiting	-	-	-	-		
Total staff						
The transformation of religion in late modernity: the case of new Catholicism						
Scientific Staff	11 / 2.92 fte	11 / 2.68 fte	12 / 3.11 fte	16 / 3.88 fte	16 / 4.44 fte	16 / 4.83 fte
Post docs	-	1 / 0.35 fte	1 / 0.60 fte	3 / 0.51 fte	3 / 1.60 fte	3 / 1.60 fte
PhD candidates (employed and contract)	4 / .30 fte	4 / 2.65 fte	4 / 1.44 fte	2 / 1.44 fte	3 / 2.24 fte	6 / 2.65 fte
Total research staff without PhD candidates	11 / 2.92 fte	11 / 3.03 fte	13 / 3.71 fte	18 / 4.39 fte	19 / 6.04 fte	19 / 6.43 fte

Total research staff including PhD candidates	15 / 5.22 fte	15 / 5.68 fte	17 / 5.15 fte	20 / 5.83 fte	22 / 8.28 fte	25 / 9.08 fte
Support Staff	-	-	-	-		
Visiting	-	-	-	-		
Total staff						

Table D3b: Output, TST total (including employed PhD candidates)

Publication category	Type	2012	2013	2014	2015	2016	2017	Total
Scientific	Refereed articles	23	24	26	36	41	45	195
	Non-refereed articles	15	14	11	9	20	14	83
	Books	3	3	5	9	2	6	28
	Book Chapters refereed	8	37	18	17	48	46	174
	Book Chapters non-refereed	58	28	19	17	10	18	150
	PhD Theses	3	5	5	5	4	2	24
	Conference papers in proceedings		1	1	1	2	3	8
Total Scientific		110	112	85	94	127	134	662
Professional		75	75	67	85	63	79	444
Popular		61	90	70	48	49	90	408
Other research output	Book editing in peer-reviewed series	1	4	1	2	8	8	24
	Book editing scientific	9	10	4	2	1	3	29
	Book editing not scientific	5	2	3	10	3	6	29
	Forewords/postscripts in book	1	4	1	3	3	5	17
	Editing of special issue of a scientific journal				1	2	1	4
	Editing of special issue of a not scientific journal			2	2	4		8
	Editorials in scientific journal			2	2	3	1	8
	Editorials in not scientific journal				1	5	5	11
	Entry for scientific encyclopedia		1	2		3	13	19
	Entry for not scientific encyclopedia						2	2
	Book reviews	34	23	16	35	32	46	186
	Contribution to journal - Meeting Abstract				1	1	7	9
	Contribution to conference types – Abstracts	1	1	1	1	1	1	6
	Inaugural speeches		1		1	1	3	6
	Web publications/sites	17	12	13	27	32	56	157
Total other		69	65	45	90	96	160	515
Total		314	340	265	315	335	461	2030

Table D3b: Output, Initiation and mystagogy in the Christian tradition (including employed PhD candidates)

Category	Type	2012	2013	2014	2015	2016	2017	Total
Scientific	Refereed articles	9	13	12	10	18	16	78
	Non-refereed articles	5	6	4	3	5	3	26
	Books	2	2	3	4		2	13
	Book Chapters refereed	4	24	12	5	32	32	109
	Book Chapters non-refereed	30	11	11	3	3	13	71
	PhD Theses	2	2	2	4	4	2	16
	Conference papers in proceedings			1	1	1	1	4
Total Scientific		52	58	45	30	63	69	317
Professional		36	39	34	36	22	48	215
Popular		41	49	33	29	30	56	238
Other research output	Book editing in peer-reviewed series		4		1	5	7	17
	Book editing scientific	6	5	3	2	1	1	18
	Book editing not scientific	2	2	0	7	1	4	16
	Forewords/postscripts in book	1	4	1	2	3	4	15
	Editing of special issue of a scientific journal					1	1	2
	Editing of special issue of a not scientific journal			2	1	3		6
	Editorials in scientific journal							
	Editorials in not scientific journal					1	1	2
	Entry for scientific encyclopedia		5					5
	Entry for not scientific encyclopedia						2	2
	Book reviews	19	9	8	19	14	35	104
	Contribution to journal - Meeting Abstract						6	6
	Contribution to conference types – Abstracts	1	1	1	1	1	1	6
	Inaugural speeches		1				2	3
	Web publications/sites	13	1		3	12	39	68
Total other		42	32	15	36	42	103	287
Total		171	178	127	131	157	276	1040

Table D3b: Output, The transformation of religion in late modernity: the case of new Catholicism (including employed PhD candidates)

Publication category	Type	2012	2013	2014	2015	2016	2017	Total
Scientific	Refereed articles	13	10	13	24	22	26	108
	Non-refereed articles	8	8	5	4	14	7	46
	Books	1		2	4	2	4	13
	Book chapters refereed	4	13	5	11	14	12	59
	Book chapters non-refereed	25	13	6	13	4	4	67
	PhD Theses	1	3	3	1			8
	Conference papers in proceedings		1			1	1	3
Total scientific		52	48	34	57	57	56	304
Professional		38	31	27	43	33	27	199
Popular		13	28	27	19	14	33	134
Other research output	Book editing in peer-reviewed series	1		1	1	3	1	7
	Book editing scientific	3	6	1			3	13
	Book editing not scientific	2		3	3	2	3	13
	Forewords/postscripts in book				1		1	2
	Editing of special issue of a scientific journal				1	1	1	3
	Editing of special issue of a not scientific journal				1			1
	Editorials in scientific journal			2	2	3	1	8
	Editorials in not scientific journal				1	4	4	9
	Entry for scientific encyclopedia		1					1
	Entry for not-scientific encyclopedia						1	1
	Entry for not scientific encyclopedia							
	Book reviews	9	10	7	16	17	10	69
	Contribution to journal - Meeting Abstract				1	1	1	3
	Contribution to conference types – Abstracts							
	Inaugural speeches				1	1	1	3
Web publications/sites	4	9	13	22	21	22	91	
Total other		19	26	27	50	53	49	222
Total	-	122	133	115	169	157	165	861

Table D3b: Output, TST total (without employed PhD candidates)

Publication category	Type	2012	2013	2014	2015	2016	2017	Total
Scientific	Refereed articles	21	22	24	36	39	41	183
	Non-refereed articles	14	12	10	9	16	12	73
	Books	3	4	5	8	2	6	28
	Book Chapters refereed	8	36	16	17	47	46	170
	Book Chapters non-refereed	57	28	19	17	10	18	149
	PhD Theses	3	5	5	5	4	2	24
	Conference papers in proceedings		1	1	1	2	3	8
Total Scientific		106	107	80	94	120	128	635
Professional		65	66	54	82	62	76	405
Popular		53	83	62	42	39	81	360
Other research output	Book editing in peer-reviewed series	1	4	1	2	8	8	24
	Book editing scientific	9	10	4	2	1	4	30
	Book editing not scientific	4	2	3	10	3	6	28
	Forewords/postscripts in book	1	4	1	3	3	5	17
	Editing of special issue of a scientific journal				1	2	1	4
	Editing of special issue of a not scientific journal			2	2	3		7
	Editorials in scientific journal			2	2	3	1	8
	Editorials in not scientific journal				1	4	5	10
	Entry for scientific encyclopedia		1	2		3	13	19
	Entry for not scientific encyclopedia						3	3
	Book reviews	34	21	16	28	22	31	152
	Contribution to journal - Meeting Abstract				1	1	6	8
	Contribution to conference types – Abstracts	1	1	1	1	1	1	6
	Inaugural speeches		1		1	1	3	6
	Web publications/sites	17	9	5	19	14	34	98
Total other		65	58	35	73	66	121	418
Total		289	314	231	291	287	406	1818



Table D3b: Output, Initiation and mystagogy in the Christian tradition (without employed PhD candidates)

Category	Type	2012	2013	2014	2015	2016	2017	Total
Scientific	Refereed articles	9	13	10	10	17	14	73
	Non-refereed articles	4	6	3	3	5	3	24
	Books	2	2	3	4		2	13
	Book Chapters refereed	4	23	10	5	32	32	106
	Book Chapters non-refereed	31	11	11	3	3	11	70
	PhD Theses	2	2	2	4	4	2	16
	Conference papers in proceedings			1	1	1	1	4
Total Scientific		52	57	40	30	62	65	306
Professional		31	38	27	33	21	45	195
Popular		32	47	29	22	23	49	202
Other research output	Book editing in peer-reviewed series		4		1	5	7	17
	Book editing scientific	6	5	3	2	1	1	18
	Book editing not scientific	1	2		7	1	4	15
	Forewords/postscripts in book	1	4	1	2	3	4	15
	Editing of special issue of a scientific journal					1	1	2
	Editing of special issue of a not scientific journal			2	1	3		6
	Editorials in scientific journal							
	Editorials in not scientific journal						1	1
	Entry for scientific encyclopedia		5					5
	Entry for not scientific encyclopedia						2	2
	Book reviews	19	9	8	15	9	21	81
	Contribution to journal - Meeting Abstract						5	5
	Contribution to conference types – Abstracts	1	1	1	1	1	1	6
	Inaugural speeches		1				2	3
	Web publications/sites	13	1		1	4	27	46
Total other		41	32	15	30	28	76	222
Total		156	174	111	115	134	235	925

Table D3b: Output, The transformation of religion in late modernity: the case of new Catholicism (without employed PhD candidates)

Publication category	Type	2012	2013	2014	2015	2016	2017	Total
Scientific	Refereed articles	13	8	13	24	21	24	103
	Non-refereed articles	7	6	4	4	10	6	37
	Books	1	1	2	3	2	4	13
	Book chapters refereed	4	13	5	11	13	12	58
	Book chapters non-refereed	24	13	6	13	4	6	66
	PhD Theses	1	3	3	1			8
	Conference papers in proceedings		1			1	1	3
Total scientific		50	45	33	56	51	53	288
Professional		36	31	25	44	33	28	197
Popular		12	23	27	16	10	31	119
Other research output	Book editing in peer-reviewed series	1		1	1	3	1	7
	Book editing scientific	3	6	1			2	12
	Book editing not scientific	2		3	3	2	3	13
	Forewords/postscripts in book				1	1	1	3
	Editing of special issue of a scientific journal				1	1	1	3
	Editing of special issue of a not scientific journal				1			1
	Editorials in scientific journal			2	2	3	1	8
	Editorials in not scientific journal				1	4	4	9
	Entry for scientific encyclopedia		1					1
	Entry for not scientific encyclopedia						1	1
	Book reviews	9	8	7	13	12	9	58
	Contribution to journal - Meeting Abstract				1	1	1	3
	Contribution to conference types – Abstracts				1	1	1	3
	Inaugural speeches	3	6	5	16	11	12	53
	Web publications/sites	9	6	6	13	12	9	55
Total other		18	21	19	41	38	37	173
Total	-	116	120	104	157	132	149	777



Table D3b: Output, The transformation of religion in late modernity: the case of new Catholicism (including employed PhD candidates)

Publication category	Type	2012	2013	2014	2015	2016	2017	Total
Scientific	Refereed articles	13	10	13	24	22	26	108
	Non-refereed articles	8	8	5	4	14	7	46
	Books	1		2	4	2	4	13
	Book chapters refereed	4	13	5	11	14	12	59
	Book chapters non-refereed	25	13	6	13	4	4	67
	PhD Theses	1	3	3	1			8
	Conference papers in proceedings		1			1	1	3
Total scientific		52	48	34	57	57	56	304
Professional		38	31	27	43	33	27	199
Popular		13	28	27	19	14	33	134
Other research output	Book editing in peer-reviewed series	1		1	1	3	1	7
	Book editing scientific	3	6	1			3	13
	Book editing not scientific	2		3	3	2	3	13
	Forewords/postscripts in book				1		1	2
	Editing of special issue of a scientific journal				1	1	1	3
	Editing of special issue of a not scientific journal				1			1
	Editorials in scientific journal			2	2	3	1	8
	Editorials in not scientific journal				1	4	4	9
	Entry for scientific encyclopedia		1					1
	Entry for not-scientific encyclopedia						1	1
	Entry for not scientific encyclopedia							
	Book reviews	9	10	7	16	17	10	69
	Contribution to journal - Meeting Abstract				1	1	1	3
	Contribution to conference types – Abstracts							
	Inaugural speeches				1	1	1	3
	Web publications/sites	4	9	13	22	21	22	91
Total other		19	26	27	50	53	49	222
Total	-	122	133	115	169	157	165	861

Table D3c Funding						
	2012	2013	2014	2015	2016	2017
Tilburg School of Catholic Theology						
<i>Funding:</i>						
Direct funding	13.50 fte / 87.6%	12.49 fte/ 87.5%	11.34 fte/ 86.9%	13.72 fte/ 87.0%	13.69 fte/ 80.0%	15.25 fte/ 79.4%
Research grants	-	-	0.16 fte/ 1.2%	1.29 fte/ 8.2%	1.36 fte/ 7.9%	1.51 fte/ 7.9%
Contract research	1.91fte / 12.4 %	1.78 fte/ 12.5%	1.55 fte/ 11.9%	0.76 fte/ 4.8%	2.07 fte/ 12.1%	2.44 fte/ 12.7%
Other	-	-	-	-	-	-
Total funding	15.41 fte/ 100%	14.27 fte/ 100%	13.05 fte/ 100%	15.77 fte/ 100%	17.12 fte/ 100%	19.20 fte/ 100 %
<i>Expenditure¹:</i>	1,433,130	1,327,110	1,213,650	1,466,610	1,592,160	1,785,600
Personnel costs	-	-	-	-	-	-
Other costs	-	-	-	-	-	-
Total expenditure	1,433,130	1,327,110	1,213,650	1,466,610	1,592,160	1,785,600
Initiation and mystagogy in the Christian tradition						
<i>Funding:</i>						
Direct funding	7.12 fte/ 80.6%	5.70 fte/ 79.4%	5.32 fte/ 79.9%	6.69 fte/ 80.1%	5.57 fte/ 76.8%	6.93 fte/ 77.6%
Research grants	-	-	0.16 fte/ 2.4%	1.29 fte/ 15.5%	1.36 fte/ 18.8%	1.36 fte/ 15.2%
Contract research	1.71 fte/ 19.4%	1.48 fte/ 20.6%	1.18 fte/ 17.7%	0.37 fte/ 4.4%	0.32 fte/ 4.4%	0.64 fte/ 7.2%
Other	-	-	-	-	-	-
Total funding	8.83 fte/ 100%	7.18 fte/ 100%	6.66 fte/ 100%	8.35 fte/ 100%	7.25 fte/ 100%	8.93 fte/ 100%
<i>Expenditure:</i>	821,190	667,740	619,380	776,550	674,250	830,490
Personnel costs	-	-	-	-	-	-
Other costs	-	-	-	-	-	-
Total expenditure	821,190	667,740	619,380	776,550	674,250	830,490
The transformation of religion in late modernity: the case of new Catholicism						
<i>Funding:</i>						
Direct funding	5.22 fte/ 96.0%	5.38 fte/ 94.7%	4.78 fte/ 92.8%	5.44 fte/ 93.3%	6.53 fte/ 78.9%	7.28 fte/ 80.2%
Research grants	-	-	-	-	-	-
Contract research	0.20 fte/ 4.0%	0.30 fte/ 5.3%	0.37 fte/ 7.2%	0.39 fte/ 6.7%	1.75 fte/ 21.1%	1.80 fte/ 19.8%
Other	-	-	-	-	-	-
Total funding	5.42 fte/ 100%	5.68 fte/ 100%	5.15 fte/ 100%	5.83 fte/ 100%	8.28 fte/ 100%	9.08 fte/ %
<i>Expenditure:</i>	528,240	478,950	542,190	770,040	844,440	528,240
Personnel costs	-	-	-	-	-	-
Other costs	-	-	-	-	-	-
Total expenditure	528,240	478,950	542,190	770,040	844,440	528,240

Table D3d PhD Candidates (employees and scholarships)

Enrolment			Success rates						
Starting year	Enrolment (male / female)		Total (M+F)	Graduated in year 4 or earlier	Graduated in year 5 or earlier	Graduated in year 6 or earlier	Graduated in year 7 or earlier	Not yet finished	Discontinued
2009	1 M	0 F	1	0 / 0%	1 / 100%	1 / 100%	1 / 100%	0 / 0%	0 / 0%
2010	0 M	1 F	1	0 / 0%	1 / 100%	1 / 100%	1 / 100%	0 / 0%	0 / 0%
2011	3 M	0 F	3	1 / 33%	1 / 33%	1 / 33%	1 / 33%	2 / 67%	0 / 0%
2012	2 M	0 F	2	0 / 0%	0 / 0%	0 / 0%	0 / 0%	2 / 100 %	0 / 0%
2013	0 M	1 F	1	1 / 100%	1 / 100%	1 / 100	1 / 100	0 / 0%	0 / 0%
Total	6 M	2 F	8	2 / 25%	4 / 50%	4 / 50%	4 / 50%	4 / 50%	0 / 0%