

Annual Report

School Council Erasmus School of Economics
Academic year 2024-2025

Dear reader,

It is with great pleasure that I present the annual report of the School Council for the year 2024-2025, my final year as Chair. This report starts with an overview of the School Council's structure, followed by a short description of the School Council's tasks. Then, an overview of the Council's activities over the year is given, after which the report ends with points of interests for the next academic year.

Over the past year, the discussions in the School Council took place under a constant financial pressure caused by government policies. I am proud of the collaborative nature in which the Council and Management Team worked together on best handling these challenges, in the interest of staff, students, and ESE as a whole. This sometimes required making difficult choices and having frank conversations. Examples of this are the numerus fixus that was introduced for IBEB, or the proposal on savings for tutorial education. Other topics on which the Council deliberated at length were the termination of the Fiscale Economie programme and the move to Tinbergen. I truly believe that, for all of these topics, the Council represented the voices of staff and students alike.

Next to the regular activities, the School Council also adopted several changes to its structure the last academic year. Some things stayed the same, such as the joint meetings with the participatory bodies, while other things changed, such as the separation into an internal and consultative meeting. I am grateful for the way in which all those involved helped implement these changes, and to the way in which members adapted to these changes.

On a personal note, I would like to thank all those I have worked with these past two years as Chair. Working with all personnel and student members and the Management Team has truly been a pleasure. And a special thank you to Suzanne, our secretary, for putting in so much hard work to make the day-to-day running of the School Council go smoothly.

It has been an honour and privilege to serve as Chair, and I wish you all the best the coming years, especially given the uncertain future. I wish my successor, the School Council, and ESE as a whole all the best in these challenging times.

Quinten de Gruijter,
Chair School Council Erasmus School of Economics

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1. Structure of the School Council

1.1. Personnel council and student council

The School Council consists of fourteen members: seven staff members and seven student members. In 2024-2025, the members were:

Staff:

Arnold Kirchyunger (chair Personnel council)
Harry Trienekens (until 1-12-2024)
Vladimir Karamychev
Twan Dollevoet
Ajay Bhaskarabhatla
Marc Gabarro Bonet
Adam Rybko
Linda Klaver (as of 1-12-2024)

Students:

Quinten de Gruijter (chair School Council)
Francisco Magalhaes Portilha (chair Student council)
Arthur Kuhlmann
Ismael Lazrek
Marijn Bierens
Levi Hunter
Javiera Alvarez Jimenez

The School Council is supported by Suzanne Leentvaar, secretary for the participatory bodies.

1.2. Election of commissioners

Following the Election Regulations, staff members of the School Council are elected once every two years. The staff members were elected in 2023 and will finish their term on 31 August 2025. Elections for staff will therefore be held in March 2025. Harry Trienekens retired in November 2024 and was replaced by Linda Klaver from the 1st of December. In March 2024, elections were held for student members, as they serve a term of one year. Four student members were reelected and three new student members started in September 2024.

1.3. Meeting schedule

During the academic year 2024-2025 the following consultative meetings were scheduled:

- Meeting SC199 – 26 September 2024
- Meeting SC200 – 4 November 2024
- Meeting SC201 – 2 December 2024
- Meeting SC202 – 30 January 2025
- Meeting SC203 – 27 March 2025
- Meeting SC204 – 15 May 2025
- Meeting SC205 – 3 July 2025
- Meeting SC206 – 28 August 2025 (cancelled)

1.4. Ways of working

In previous years, the School Council had a one-hour pre-meeting adjacent to the consultative meeting. As of this year, the internal pre-meetings of the School Council were separated from the so-called consultative meetings, i.e. the meetings together with the Management Team. By separating the meetings and scheduling the internal meetings one week prior to the consultative

meetings, topics can be discussed more in-depth by the two sections, leaving time to consult with the Management Team prior to the consultative meeting, if needed.

In 2024-2025, sixteen regular meetings were scheduled for the School Council: eight consultative and eight internal meetings. Dates are set for the whole academic year. As of September 2024, upon request of the student members, it is attempted to schedule the consultative meetings on Thursday in the fourth week of each block. Documents for the members are distributed via MS Teams.

Internal meetings

During the internal meetings, the personnel section and the student section get together to discuss the topics on the agenda. The internal meetings are private, but have a formal character: members can approve and advice on documents that are presented to them. Minutes are provided upon request.

Consultative meetings

To the consultative meetings, invited are: the Dean of the Erasmus School of Economics, the Director of Operations, the vice-Dean of Research, the vice-Dean of Education and the Programme Director. In several occasions, policy officers were invited to the meetings to give clarification on specific topics. As the meetings are public, all persons interested can join the meetings. Guests need to inform the secretary at least one week before the meeting if they would like to join.

Committee meetings

The School Council already had a financial committee, and during the year, an Educational committee as well as a Housing committee were formed. Several separate meetings were organized for these committees to pre-discuss documents that needed reviewing prior to approval, such as the Annual budget, as well as the proposal for savings on tutorial education and the proposal on the strengthening of the participatory bodies.

Joint meeting participatory bodies

At the start of each educational block a meeting is organized for both members of the School Council as well as the Programme Committees, to discuss questions and remarks on matters that concern the whole school. Ideally, one staff member and one student member of each committee is present at these meetings. The ESE representative for the University Council is also invited to join these meetings.

2. Tasks, communication and reporting

2.1 Tasks and activities

The School Council discusses the general running affairs of the school with the dean. Alongside its general advisory role, the School Council has a specific approval competency with respect to the Annual budget, to the Teaching and Examinations Regulations and the School Regulations. In addition, the dean informs the council about any policies that are carried out and policy proposals that concern teaching and research, and policy proposals in the field of finances and organization.

Topics that that were discussed in 2024-2025 include:

- Quality and Innovation agenda (and the change from HOKA to BAO)
- Framework career profiles
- Termination of Fiscale Economie
- The moving to Tinbergen building
- Opening hours office buildings
- Strategic workforce planning
- Numerus-fixus for IBEB
- Savings on tutorial education
- Strengthening of the participatory bodies

Topics that were put on hold in 2024-2025:

- Futureproof bachelor curricula

2.3. Communication and reporting

All documents for the meetings are shared with the members as well; the documents for the consultative meetings are public and shared online. In line with the School Regulations, the Programme Committee submits their advice and approval to the School Council for information. For every meeting (both internal and consultative) minutes are made. The minutes are included in this Annual report.

3. Overview of activities

Overview of activities within the legal framework (WHW)

3.1 The Annual budget

Each year, the Annual budget and annual plan are discussed with the School Council in a smaller committee. The School Council approved of the Annual budget and annual plan, requesting the Management Team to:

- be aware that the current financial situation will not lead to urgent measures regarding the employment of current staff members in the upcoming year.
- take into account that the discontinuation of the starter grants can have an effect on international recruitment.

3.2. Teaching and Examination Regulations Bachelor and Master

There were no major changes to the Teaching and Examination Regulations for the master. The changes that were made to the bachelor TER were mainly regarding the numerus-fixus for IBEB. The School Council approved of the bachelor and master TER 2025-2026.

3.3 TERs of the post-initial master programmes

Besides approving the Teaching and Examination Regulations (TER) of the bachelor and master programmes of Erasmus School of Economics, the School Council is also asked for approval of the TERs of the following post-initial programmes:

- Master City Developer (MCD)
- Master Maritime Economics & Logistics (MEL)
- Tinbergen Institute Research Master's Program
- Research Master Business Data Science
- Executive Master of Finance and Control (EFMC)

Additionally, the School Council was asked to approve of the TER of the new Online Post-Initial Master Degree Programme: Marketing and Data Intelligence that will start in September 2025. All TERs were approved of by the School Council.

3.4 School Regulations

The School Regulations, dating back to 2017, were revised, and accordingly, the Rules of Procedure, dating back to 2010 were also revised. The School Council approved of both regulations.

Activities as part of educational programmes

3.5 Service level agreement

The student members commented the change regarding the recordings. No further major remarks were placed on the Service level agreement. The School Council approved of the Service Level Agreement 2025-2026.

3.6 Proposal on Savings on tutorial education

Due to several governmental decisions that affect higher education, universities nationwide are challenged to find ways to save money. ESE Programme management presented their proposal on saving money on small-scale education to the School Council for approval, as they would like to start investigating several measures that could lead to some necessary savings. Finding the balance in offering the highest quality of education when costs need to be reduced seems the biggest challenge.

One of the measures Programme Management wishes to investigate is having PhDs teach in tutorial education. The programme committees of Econometrics and Economics and Business Economics do not support this measure. Taking into account the input, the School Council set a condition with their approval, that, if after investigation it is decided to enforce the measure of having PhDs teaching tutorials, Programme Management is requested to come back to the participatory bodies prior to implementation. The School Council approved of all the measures, in order for Programme Management to start investigating all measures stated in the proposal, in consultation with staff.

3.7 Quality & Innovation Agenda Education ESE 2025-2028

As of January 2025, HOKA changed into BAO. Funds remain available and will be spend on the quality of education, with a strong focus on student wellbeing. Programme Management shared the plans for the Quality & Innovation Agenda Education with the School Council for advice. The School Council advised positively on the plans.

3.8 Termination Fiscale Economie

The School Council was asked for advice on the proposed termination of the Fiscale Economie programme. Prior to their decision, the members had extensive discussions with several parties. Although the members regret that a decision to terminate the programme was made, the School Council did not see any other solutions to have the programme continued, and therefore advised positively on the termination of the programme.

3.9 Numerus-fixus IBEB

Because of governmental decisions regarding the internationalisation in higher education, the Management Team was urged to investigate possibilities to keep the English programmes, which resulted in the proposal for a numerus-fixus for IBEB. The School Council advised positively on the plans, sharing the following concerns:

- the operational feasibility of the proposal, regarding the expected workload.
- contradictory to the plans, exact measures and proper changes will probably not be made until the second year.
- equal treatment and diversity needs to be guaranteed.
- whether using the GPA as sole selection criterium is the best way.
- by increasing the minimum requirements there is a risk that fewer students can apply.
- the seemingly random decision on the 50% for the unweighted average grade weighs and random score might exclude students that would be good candidate which should be prevented.
- the feasibility to handle the number of students that could be accepted.

Activities as part of Research developments

3.10 Framework Career profiles

The Framework Career profiles was presented to the School Council for feedback and advice. Both the Personnel Section of the School Council as well as the School Council as a whole advised positively on the Framework. The personnel section of the School Council placed the following remarks:

- to reach out to other universities in the field that have developed/are in the process of developing differentiated career profiles.
- that the differentiated career profiles at the assistant professor level may have an effect on our hiring policy at the job market.
- to monitor the potential future effects of the introduction of the new balanced internationalization act (WIB).
- that promotion criteria for teaching should be based on more than the student evaluations.
- to develop profiles that are considered equal in importance and level of difficulty to avoid as much as possible a sense of superior and inferior profiles.

3.11 Project Assignment Defining Promotion Criteria for Differentiated Career Profiles

Following up on the Framework Career profiles, the personnel section was asked for advice on the Project Assignment Defining Promotion Criteria for Differentiated Career Profiles. The personnel

section of the School Council advised positively on the plans, but raised the following considerations:

- take into account the concerns and worries from the lectures regarding research.
- take into account that it might cost more time to form criteria on teaching and management.
- think about promotion criteria in regard to the plans some more.
- see whether the decision making can be more democratic and less hierarchical.
- connect with other universities to harmonize the plans.

Organizational activities

3.12 Tinbergen building

The proposal for the implementation of the floorplans in the Tinbergen Building were shared with the School Council for approval of the personnel section.

After giving advice on the floorplans last year, there was a considerable amount of commotion concerning the plans. Part of the constituency expressed that the plans could have been investigated more thoroughly and was against the implementation of the floorplans. One major issue raised by the constituency is that ESE will not be having enough office space in Tinbergen based on the '7 workplaces for 10 employees'- principle that has been chosen for. In June 2025 an evaluation of the Arbo measure was presented to the School Council upon their request, of which the outcome was that the plans fit within Arbo regulations.

When casting their votes, three personnel members voted in favor of the plans, two voted against and one member cast a blank vote. Taken the voting results into account, the School Council approved of the Tinbergen floorplans, placing the following remarks:

- the vote outcome indicates a narrow positive result, highlighting significant discontent and doubts among some departments and Erasmus School of Economics staff regarding the Floorplans and Ways of Working; the Management Teams is urged to consider potential division among (senior and junior) staff.
- Concerns are raised about recruiting and retaining excellent staff if workplace standards only meet minimum requirements, potentially affecting recruitment success.
- The School Council requests regular objective measurement and comparison of occupancy data for office and study/teaching spaces after moving into the Tinbergen Building.

On a sidenote: this particular item resulted in expressing the need for an easy accessible and more complete archive of the School Council with all topics that were given advice and consent on at earlier stages. This will make it easier for (new) members to consult and follow up decision making.

3.13 Framework and process Strategic Workforce Planning ESE

The Proposed framework and process Strategic Workforce Planning ESE was presented to the School Council for feedback and advice. The personnel section advised positively on the framework, sharing the following comments:

- to take into account the relation of the Strategic Workforce Planning, Recognition and Rewards and the outcome for the next development cycle.
- to share the outcome of the pilot with the School Council and make avatars of the profiles.

- to consider the concerns of the English-speaking staff regarding their employment in the light of the proposed laws on internationalization.

Overview of other activities

3.14 Opening hours EUR buildings

The School Council continued this issue in 2024-2025: from the councils of both ESE and RSM a joint letter was sent to the University Council to address the topic once again with the Executive Board. Although the University Council did address the topic during in one of their meetings with the Executive Board, it turned out the Executive Board had no plans to evaluate or explore the measures any further, as by now, the reduced opening times of the buildings could also be beneficial in regard of budget cuts. The School Council was not particularly happy with the way the topic was treated, as communication failed and promises that were made were not kept. After discussing it with the chair of the RSM Faculty Council once more, and taking into account the reaction of the University Council that the Executive Board was not going to take up any further action, the School Council decided to leave the topic, as no changes are expected and possibly most staff has accepted the changes over time and found a way to work according to the restrictions.

3.15 Strengthening the participatory bodies

In 2024, a start was made to increase the visibility of the School Council. The webpages were updated, making the webpages more clear and the members of the School Council more visible. Furthermore, in March 2024, the participatory bodies of EUR were informed that EUR budget would be made available for the strengthening of the participatory bodies. A proposal was drafted up by programme management, based on the input of the ESE participatory bodies, consisting of the following themes:

- Training: enhance meeting skills, of both the chair as well as the members; enhance general legal knowledge of the members.
- Requesting expert advice: availability of funds to enable the School Council to hire an internal or external expert on specific matters.
- Increasing visibility: developing an effective communication strategy; organizing events in which the members can reach out to staff and students.
- Increasing cooperation: within and across participatory bodies by organizing events.
- Archive: it is desired to have an database in which the minutes and decisions of the participatory bodies are shared and can be found easily.

4. Points of interest for the next academic year

4.1 Professional development of the School Council

Every year in September, the members of the School Council are offered a basic training on the tasks of participation in general and more specifically the activities of the School Council. All newly elected members followed this training. Next year, the training will be organized via EUR Central as part of a project in which the EUR aims to strengthen the participation and encourage collaboration between participatory bodies EUR wide. Other activities are to organize a EUR wide Participation day, for all

EUR participatory bodies to follow, and organize more in-depth workshops especially for the participatory bodies.

During the past year, both programme management as well as the Management Team reached out several times to the School Council to pre-discuss matters, asking for input before presenting the documents to the meetings for advice or approval. This way of working has enhanced the collaboration between the School Council and the Management Team tremendously. The School Council therefore decided to start working with more specific committees, to be able to pre-discuss matters when needed.

Separating the internal or pre-meeting of the School Council from the consultative meeting has made the meetings more constructive. During the internal meetings, the members can discuss the topics more extensively. The informal meetings with the chairs and the dean prior to the consultative meetings have improved the collaboration further. To enhance the collaboration even more, the internal meetings could be scheduled two weeks prior to the consultative meetings, leaving time to pre-discuss matters more in-depth with parties involved. Although these changes mean that the members spend more time on meetings, the upside is that the meetings are more constructive and members can make better informed decisions.

The changes in the way of working can be regarded as part of the strengthening of the participatory bodies. Several actions will be taken up in the upcoming year:

- visibility of the School Council by communicating more on the activities of the School Council, and reaching out to the constituency to let them know what the School Council does and to attract more candidates by doing so.
- more collaboration between participatory bodies across ESE and EUR wide.

4.2 Looking forward

Looking forward to the academic year 2025-2026, the School Council will continue its recurring annual tasks, but will also keep a close eye on new governmental developments and the possible financial consequences.

Appendices

Minutes Meetings

- Minutes Meetings School Council 2024-2025

Letters School Council 2024-2025

- ESE-fr0046 - Advice PGFR on Framework Career profiles
- ESE-fr0047 - Advice SC on Framework Career profiles
- ESE-fr0048 - Approval SC of multi-year budget 2025-2028
- ESE-fr0050 - Advice SC of Annual Plan 2024-2025
- ESE-fr0051 - Advice SC on Request Termination Programme Fiscale Economie
- ESE-fr0053 - Letter SC ESE and RSM on Opening hours EUR
- ESE-fr0054 - Approval SC on TER EFMC 2024-2025
- ESE-fr0055 - Approval SC on Quality & Innovation Agenda Education ESE 2025-2028
- ESE-fr0056 - Approval SC on Health and Safety officers
- ESE-fr0057 - Advice PGFR on Project Defining Promotion Criteria for Differentiated Career Profiles
- ESE-fr0058 - Advice PGFR on Proposed framework and process SWP ESE
- ESE-fr0059 - Approval SC on Management Instructions 2025
- ESE-fr0060 - Approval SC on School Regulations 2025
- ESE-fr0061 - Letter SC on Tinbergen floorplans
- ESE-fr0062 - Reaction SC to e-mail on Tinbergen floorplans
- ESE-fr0063 - Letter SC on Pin-only Practice EUR
- ESE-fr0064 - Advice SC on Proposal Numerus Fixus IBEB
- ESE-fr0067 - Approval on SLA 2025-2026
- ESE-fr0068 - Approval on eMSC MaDI 2025-2026
- ESE-fr0069 - Approval on Proposal Strengthening Participation
- ESE-fr0070 - Approval on Floorplans Tinbergen
- ESE-fr0071 - Approval SC on TER 2025-2026
- ESE-fr0072 - Approval SC on Proposal Savings on Tutorial education
- ESE-fr0073 - Approval on TER Master Maritime Economics & Logistics 2025-2026
- ESE-fr0074 - Approval on TER MCD Master City Developer 2025-2026
- ESE-fr0075 - Approval on TER Research Master Business Data Science 2025-2026
- ESE-fr0076 - Approval on TER Tinbergen Institute Research Master's Program 2025-2026
- ESE-fr0077 - Approval on TER EFMC 2025-2026

Draft minutes ESE School Council 199b (Consultative Meeting)

Date: Thursday 26 September, 2024 (Mandeville T3-14))

Present:

Student Council: Quinten de Gruijter (QdG, chair School Council, online), Arthur Kuhlmann (AKu, online), Marijn Bierens (MB), Javiera Alvarez Jimenez (JAJ)

Personnel Council: Arnold Kirchyunger (AK, chair Personnel Council), Harry Trienekens (HT), Vladimir Karamychev (VK), Ajay Bhaskarabhatla (AB), Twan Dollevoet (TD), Marc Gabarro Bonet (MGB, from 11.00)

Other participants: Patrick Groenen (PG, ESE Dean), Michel van der Wel (MvdW, Vice-dean of Education), Mario van Boven (MvB, Director of Operations), Pilar Garcia Gomez (PGG, Vice-dean Research), Brigitte Hoogendoorn (BH, Programme Director), Linda van Klink (LvK, senior Policy Officer Research), Kerensa Tsie Chin Jong (KT), Suzanne Leentvaar (SL, Secretary, minutes)

Guests: Wessel den Ouden (student member Fiscale Economie, until 11.00), Chantal Brokerhof (Head of Deans Office, from 11.00)

Not present:

Ismael Lazrek, Francisco Magalhaes Portilha, Levi Hunter

SC=School Council

PGFR=Personnel Section of the School Council

SGFR=Student Section of the School Council

UC=University Council

1.1 Opening and approval of the agenda

At the request of QdG, AK chaired this first consultative meeting of the academic year. AK opened the meeting with a proposal to start with agenda point 1.3. The agenda was approved.

1.2 Other announcements

In meeting SC199b, the chairs for 2024-2025 were elected. Quinten de Gruijter was re-elected chair of the School Council. Arnold Kirchyunger was re-elected chair of the PGFR and vice-chair of the School Council. Francisco Magalhaes Portilha will be this year's chair of the SGFR.

1.3 Announcements Management Team

- PG: the MT has decided that the chair of the SC, when this is a student, will receive a compensation which is equivalent to the compensation for the chair, if this would be someone from staff. This decision becomes effective from 1 September 2023.
- PG: the school wishes to introduce 'meeting-free' weeks, in line with the university. The idea is to not schedule any larger meetings in those weeks and keep the e-mails to a minimum. These weeks seem to coincide with the national holiday periods. MT will keep the SC informed.

1.4 Minutes of the meetings SC198 and SC199a

In their plenary meeting SC199a of 19 September, the SC decided that the minutes of the consultative meetings, as well as the plenary meetings, will be up for approval in the following consultative meeting. The minutes of both meetings, SC198 and SC199a, were approved.

1.5 Action point list

- 4. Regulation maintenance: new documents are expected for SC200
- SC188-1: Investigation article WHW on rights participation: the workgroup will assemble again to prepare a final solution
- SC198-1: The SC received a decision of the MT on the compensation of the PGFR [removed from list]
- SC198-2: The SC received a decision of the MT on the compensation for the chair of the School Council, being a student [removed from list]
- SC198-3: MvB send the advice on the rights from legal to the SC. HT informed MT on the current rights of the SC and how it is stated in the School Regulations. MT agreed on the rights of the SC on this topic [removed from list]

- SC199-3: MvB: the chairs of EFR and Faector are involved in the Tinbergen plans [removed from list]
- SC195-2: Opening hours office buildings. QdG contacted the new chair of the Faculty Council of RSM. A joint letter will be sent to the University Council to address the topic once again.
- SC192-1: Internal evaluation on SC procedures: an evaluation is planned for March. All are asked not to wait until March when encountering any problems.

2.1 Termination programme Fiscale Economie

The proposed decision came as a surprise to HT, as the SC was not previously informed about the programme having difficulties. MvdW: although there were concerns about the programme for the last 2-3 years, the outcome that the programme was not sustainable just came before Summer 2024. MT decided to treat it as sensitive information: when the conversations on the programme started, the option of terminating the programme came to the table. Not to alarm people involved, not much information was given, for the uncertainty might drive people away and the programme would for certain be in danger. Once the final proposed decision was made, the first step was to inform the staff involved, after which the SC was informed. AK: the SC would like to be informed in an earlier stage if in the future a similar event would occur. This can be done confidentially, to avoid that the word gets out to those involved. AKu: the SC was informed about failing student numbers in a meeting of the SC a few years ago, but the SC would have liked to have been informed that this could lead to such financial problems, that the termination of the programme was an option. PG: the communication can be complex as there are many different stakeholders.

FMP filed some questions to MT via e-mail. MvdW responded to them during the meeting:

- What is the reason for the (nationwide) decrease in student enrollments for these programmes, and has something been done (at ESE) to try and reverse this trend in our faculty? Such as more involved marketing strategies for these programmes.

It is difficult to find out why the numbers decreased. MvdW thinks it might have to do with the fact that being a tax specialist means very hard work, with the rules changing all the time. Perhaps prospective students are not interested in these types of jobs. It is a nationwide trend. The marketing efforts the school has put in were unsuccessful; there are still only 9 master students for the specialization Indirecte Belastingen.

- Has an extra inflow of students, due to the termination of these programmes in other universities, been considered when forecasting the number of enrollments in the BSc and MSc in future years?

Maastricht decided to terminate the programme as well. ESE has not taken this into account. In the end, the programme needs a significant number of students to have a financially sound programme and there is a big gap. Secondly, it is not likely that many students from Maastricht will come to Rotterdam as the student body is different there and they have other options as well.

- Has a hybrid BSc/MSc programs been considered as an option to keep these degrees available?

A hybrid programme was not considered an option as the campus is a big selling point for the programme, and an option like that would have a significant effect on staff.

In his mail, FMP states that: the Fiscale Economie BSc and MSc at ESE have an excellent (nationwide) reputation in the taxation world - akin to the (worldwide) reputation of the Econometrics degrees at ESE - and, I believe that these programs, from ESE, should be defended with more willpower than any other equivalent degree from any other Dutch university - which might have already been done - because the Netherlands will suffer a great loss if these programs at ESE are terminated - akin to the great loss the world would suffer if the Econometrics programs were terminated at ESE but still continued in other universities.

MvdW acknowledges the importance of the programme. It is one of the programmes of which students are guaranteed to find a good job. But there are not enough students. Since September 2021, the School has put in a lot of energy in keeping the programme. As it is one of the corner stone programmes of ESE, the school cannot make a loss on this programme.

VK wondered if MT had any visions for the future for this programme, in case the situation changed. AB wondered whether a minor has been considered as an option. MvdW: this was considered, also as a major, but would have been too difficult to arrange as the field is too large.

The SC is requested to give their advice before the 17th of October. The SC would like to consider the advice of the PC but will give a reaction before the deadline.

2.2 N=N/BSA

BH: Despite the fact that the current government does not plans to lower maximum threshold for a positive BSA, a debate about BSA/N=N at EUR started. Three scenarios are considered: to continue as it is, to abolish N=N or to keep N=N and improve it. As the 3rd scenario seems the most preferred by most schools, Academic Affairs is now following up on this. Improvement is possible within the current setting of N=N such as improved SKA, more attention for guidance of students entering the programmes and removal of unnecessary stress. The debate is still ongoing, and suggestions are welcome.

AK asked who is going to communicate with the students, as there is quite an emphasis on communication in the plans. BH: the wish is to have a university wide policy, therefore BH foresees a large role for EUR Central in the communication. AKu wonders if there is more information available on the real costs of study delay. BH: the school is given a fee at the beginning of the studies and when students receive their diploma; this does not change if students take longer to finish their studies. Students following additional courses add up to the workload of teachers, but the actual costs are not known. As study delays will lead to higher costs for students, also considering the 'langstudeerboete', it is important for students as well to finish in time, but still give them enough room to develop themselves.

HT asked if the new government is the reason that it is on the table now, as it would be good if the current system would have been improved earlier. BH: it is higher on the priority list as the government forced to rethink the system.

2.3 TER Executive Master of Finance and Control

The PGFR discussed the TER. Because the TER is not complete, and an inconsistency was found, it was decided in the plenary meeting that the TER could not be approved. The feedback was sent to the dean with cc to BH, who will respond to the feedback in writing. BH is pleased that the SC took the time to assess the TER critically but was also surprised that the SC had this amount of feedback as the SC approved of the same TER last year. HT mentioned that he has not seen this TER before, SL will check whether it was there last year. AK: as the TER was not presented with all the other TERs in July, the SC had time to look at it properly. BH: EFMC has a new advisor for the examination board that is planning to have a thorough look at the TER. As there are no factual inconsistencies in the TER, BH requested to agree with the current TER. The remarks of the SC will be taken into account in the revised version of the TER for 2025-2026; some general remarks will also be taken into consideration for the TERs of the other post-initial programmes.

AK: the SC will need to discuss this, as the SC also needs to approve of the underlying documents that are mentioned in the TER but that are not included. For AK personally, the TER cannot be approved because of article 11, as there is no outside control mechanism. BH: the appeal is different for post-initial programmes. It is preferred to have the time to look into this properly. HT: it is easy to add the curriculum to the TER and if the missing documents are there they can be attached to the TER as well.

BH will give a written reaction to the feedback of the SC on the TER. If there is no approval of the TER 2024-2025, the TER 2023-2024 continues to apply.

2.4 HOKA update

BH: with HOKA changing, this will be one of the last progress reports; the SC has no comments on the HOKA progress report. BH announced that a session will be organized on the 7th of October for students to discuss the new HOKA plans and to give input on the spending of the HOKA funds. The student members and student representatives of all participation bodies will receive an invitation shortly.

3.1 Framework Differentiated Career Profiles

PGG: the idea was to involve the academic staff as broadly as possible. This resulted in 12 different frameworks. The plans were discussed with MT, the directors and with the PGFR. Some feedback that was related to the frameworks was introduced in the text and the revised document was presented to the SC. In the cover sheets, the next steps of the plans are presented. VK asked to consider making the framework as clear as possible, to avoid any hint of discrimination.

The SC as well as the PGFR advice positively on the Framework. A formal letter of advice will follow from both the PGFR as well as from the SC, as both councils have right of advice.

4.1 Annual plan and budget 2024-2025

The Annual plan and budget were discussed with the financial committee of the SC on 12 September. On 17 September the National budget was presented and the effects for the school were incorporated in the latest version of the annual budget (chapter 6 of the Annual plan).

The SC were asked for their comments on the Annual plan, chapter 1 to 5. MGB commented that there seems to be a discrepancy regarding the KPI's of the Engagement and Enablement scan. MGB: the consensus in general was that the results from the scan were not good, but from the Annual plan it seems that they are not too bad; the KPI for engagement is already met. MvB: this should not be concluded this way, and PG suggests making a remark, that the two KPI's the school – namely Engagement and Work pressure – is focusing on are not restrictive, but work is done to also improve the other ones. AK wondered why social safety is not taken up in the plan as the school scores low on this topic; MGB would like to see a KPI on social safety added. AK: staff should be reassured that MT is aware of the situation and is working on it. PG: it is on the radar, but regarding KPI's there are also external factors that play a role. Social safety is on top of mind, as is leadership, in which the school is also investing in.

MvB prepared a PowerPoint presentation in which the main changes are presented that have been made to the Annual budget after 17 September. The biggest change is because of the decision to discontinue the starter- and incentive grants, which leads to a larger deficit. In 2025, there will be one more year of tuition fees and because of the shifts on HOKA, and having more internal budget, this has a positive effect. The focus is on 2025, the deficit will become larger in the years after. Financial scenarios are drawn up, as there are still some uncertainties. AK: although there is a deficit, the SC wishes to make sure that no urgent measures will be taken, in terms of layoffs. MvB: the vacancy committee is now in place, but not other measures will be taken.

AB wondered whether the discontinuation of the starter grants has implications for the way the early tenure was changed. PGG: there are no thoughts on revising the plans. In the current system, some risk was taken out, strong candidates with good portfolios will be helped in developing their talents. AB thinks that the lack of incentive grants could be a reason for change. PG: the starter grants were an incentive to create extra stimulus, but it was not the only reason for the changes. LvK: the alternative was a 3-month gap. The school is in close contact with other tenure programmes to see how they are going to do it. AB asks to consider the international market: although the differences are done in the benefit of the candidates, it may not be clear to them and therefore could have implications for recruiting talent. PPG: different systems will attract different persons. The uncertainty and stress, which were a problem at ESE, have been taken out, there is more care for the people involved. AB understands that MT has taken the decisions in that spirit, but the funding is different now. PGG: the school is now pushed by the government, which sometimes is needed to get things done.

VK: the previous budget was more conservative; it is now more realistic. MvB will send the Annual plan with the revised financial chapter to the SC for approval.

As MT is requested to send an update on 30 September, the SC is asked if they can give a reaction on the plans before that time; MvB knows that the Executive Board however will understand that with the current changes a bit more time can be accounted for. The SC will prepare a letter as soon as possible.

5. Attachments for information

There were no comments on the attachments.

6. Any other business and closing

- VK suggested to also acknowledge the achievements of the MT.
- VK: there is no possibility to pay cash on campus, and this can be a problem, especially for international students, but also for students that do not want to leave traces of their transactions. MT is asked to see what is needed to increase the possibilities of cash payments on campus. MvB suggests to bring it up to the UC.
- AB suggest incorporating the opening hours of the buildings in the design of the Tinbergen building. MT agrees.
- AK received information that students with a non-Dutch prior education need to pay a tuition fee of 100 euros and wondered why the SC was not informed about this. It is not known to BH and MvdW that a decision has been taken on this subject. MT is asked to look into it.
- AK received information that ESE is working on a numerus fixus for IBEB. As it will be in the TER, the SC should be informed about this. MvdW: this has not been decided yet. It was mentioned in the last meeting that ESE is looking for possibilities for a numerus fixus for IBEB and someone is asked to look into these possibilities.

The chair closed the agenda 13.50.

Draft minutes ESE School Council 200b (Consultative Meeting)

Date: Monday 4 November, 2024 (Langeveld 2.18)

Present:

Student Council: Quinten de Grijter (QdG, chair School Council), Marijn Bierens (MB, online), Francisco Magalhaes Portilha (FMP)

Personnel Council: Arnold Kirchyunger (AK, chair Personnel Council), Harry Trienekens (HT), Ajay Bhaskarabhatla (AB), Twan Dollevoet (TD), Marc Gabarro Bonet (MGB, online), Adam Rybko (AR)

Other participants: Patrick Groenen (PG, ESE Dean, from 10.45), Michel van der Wel (MvdW, Vice-dean of Education), Mario van Boven (MvB, Director of Operations), Pilar Garcia Gomez (PGG, Vice-dean Research), Brigitte Hoogendoorn (BH, Programme Director), Kerensa Tsie Chin Jong (KT), Suzanne Leentvaar (SL, Secretary, minutes)

Guests: Dennis Fok (DF, from 10.30-11.00), Feba Purwani (editor Erasmus Magazine, until 11.00), Dana Sisak (until 11.00), Bauke Visser (until 11.00), Martijn de Jong (until 11.00), Wessel den Ouden (student member PC Fiscale Economie)

Not present:

Arthur Kuhlmann, Ismael Lazrek, Levi Hunter, Javiera Alvarez Jimenez, Vladimir Karamychev

SC=School Council

PGFR=Personnel Section of the School Council

SGFR=Student Section of the School Council

UC=University Council

1.1 Opening and approval of the agenda

The chair opened the meeting. Dennis Fok is invited to inform the SC on agenda point 4.1, which will be discussed at 10.35. HT would like to change the discussion on the process of the termination of Fiscale Economie from 'any other business' to 'agenda point 2.4. The retirement of HT was added as agenda point 4.2.

The chair welcomed Adam Rybko, who started as new member of the School Council and also welcomed the guests that turned up for the meeting.

1.2 Announcements Management Team

- Today, an information session is organized on Internationalization
- MT facilitates personnel that wants to join the demonstration on 14 November
- Real Estate & Facilities announced to evaluate the campus opening hours
- An information session on the R&R profiles is organized on 18 November
- MT met with the PC Fiscale Economie on 28 October. The PC would like MT to speak to ESL again about a possible collaboration, as ESL would probably have to take on only 2fte. MT drafted a letter with consent of the PC to send to ESL. If there is a possible solution, MT will take this on, but parallel to the current track that is followed, as some urgency is required.

1.3 Other announcements

QdG finalized the letter regarding the campus opening hours, which will be sent to the UC on behalf of the SC ESE and RSM.

1.4 Minutes SC199b and SC200a

Minutes SC199b: on page 3, regarding the proposed termination of FE it is mentioned that there are no students, but what is meant that there are not enough students. With this change, the minutes were approved.

Minutes SC200a were approved.

Regarding the minutes: during meeting SC200a the question was raised about the fact that an employee from Tinbergen applied for a position in the ESE School Council. The Elections Committee has not given a reaction yet; HT suggested inviting the chair of the Elections Committee for the next meeting to give an explanation.

1.5 Action point list

- 4. Regulation update: on 31 October the revised documents were discussed. The final version will be on the agenda of the next SC meeting on 2 December for approval of SC.
- SC188-1 Article WHW on design of the education: on hold.
- SC192-1 Possibility of 3-hour exams: BH has spoken to all departments involved and as there seem no barriers, it will be possible for lecturers to choose either a 2 or a 3-hour exam as off academic year 2025-2026.
- SC199a-1 Results of evaluation floorplans department Econometrics: the evaluation was shared with the SC. DF is invited to inform the SC members on the evaluation.
- SC199-1 Contribution 100 euro for students with non-EU pre-education: MvdW explained that this came about as some work is delegated to central services. Although it applies for only a small group, it is not what MT prefers and will therefore investigate whether it is possible to refrain from this contribution next year.
- SC199-2 Numerus fixus IBEB: on the agenda.
- SC199-3 Pin-only policy EUR campus: information was shared with the SC on the reasons why the EUR choses a pin-only campus, but the problem remains that some students still are not able to pay. HT suggested to bring the topic up as agenda point to the UC.

Monitoring list:

1. HOKA project: on the agenda.
 2. Extra year PhD: changed to PhD monitoring: on the agenda.
 3. Future housing plans: on the agenda.
- SC192-1 Evaluation ways of working: remains on list.
 - SC195-2 Opening hours campus: change to 'look into evaluation'.

2.1 Quality & Innovation Agenda Education ESE 2025-2028

BH: starting from 2025, HOKA starts a new and the plans for the upcoming five years are now on the table. Funds will be spent on quality of education; the initial plans were discussed with some students. Five themes with different plans are introduced, particularly on student wellbeing. The plans might be subject to change over the upcoming years.

- TD: it seems there is a difference between the amount mentioned in the cover letter and the amount in the report. BH will have a look where these differences come from.
- As the budget for the tutor academy decreases, MGB wondered if less tutors will be hired as there will be less students. AR thinks there are more tutor groups last year. BH: the number of students were not accounted for in the budget.
At the end of the meeting, BH came back with an explanation on these differences: the hiring of [Educational Assistants](#) will no longer be on the budget of HOKA but of MT. Another difference is that the TA's will no longer get training from Risbo but will be trained by ESE.
- The plans were also shared with the PCs for input, BH still awaits their reaction. The SC will await the reaction of the PCs, the (revised) plans will be on the agenda of next meeting for approval.

2.2. Numerus fixus IBEB

MvdW: ESE is investigating the option for a numerus fixus, it has not been decided yet. As the ministry is giving the possibility, a framework can be set up, in case of a large number of students apply. There is still room for changes in the planning. PG added that the investigation of the numerus fixus is also inflicted by the discussion on internationalization and the request for 'self-direction' therein: the numerus fixus would be an instrument to keep control. AK wondered, as information on admittance should be part of the TER, if a decision should not be made earlier. BH will look into this.

2.3 TER EFMC

The TER was discussed in meeting SC199 after which the comments of the SC were shared with MT. As MT still needs to look into this, the TER will be on the agenda of SC201. Regarding the question of MT in meeting SC199 why the SC approved of the same TER last year and had objections this year, HT explained that when the SC started with the work group on the design of the education, it became clearer what should be in the TER and then saw what was missing.

2.4 Process of the Proposed Termination Fiscale Economie

HT: the SC received an important letter with correspondence between ESE and ESL on the proposed termination of the programme Fiscale Economie in a very late stage. The information in the letter might have simplified the process of the decision making and HT wanted to know why the letter was not shared in an earlier stage. MvdW: it would have been better if the letter was shared together with the request for advice on the proposed termination. MT received the report from two working groups first, then legal advice had a look and gave four options to choose from. At that point the finances were investigated. The correspondence with ESL took place after receiving the external report.

3.1 PhD monitoring

PGG: wellbeing is important although there are no KPI's for this. The idea is to create a community/PhD council with members from every department, to get feedback on wellbeing and social safety. Concerns are with people not daring to speak up, or the current structure of the go – no-go meeting, when students are asked to give comments when their supervisor is present. The PhD council can think about changing the structure. There will be a yearly evaluation, of which AK thinks it might not be enough; there will be more regular talks with the council to take up issues when they occur. The PhD council will also organize events.

- AK wondered about how changing the culture can be tackled, as this is a recurring subject. PGG: a training about PhD supervision is part of the programme of the leadership day, in which comments can be shared. A training is organized by EUR central for junior supervisors. ESE is looking to organize a separate, more tailored training, or different trainings, how to supervise students, as there is not only one way to do this.
- AR wondered if students have some sort of buddy system; PGG pointed out that although it can be problematic it does not count for all students.
- TD: if there are examples of potential unwanted comments by supervisors, it would be good to share this information with all supervisors, to make them aware and learn from this. AR: there should be more openness to give feedback, which PGG agrees upon.
- MGB added that the problem with wellbeing is a generic problem that applies for all staff; this is also discussed as part of the Enablement & Engagement Scan.

- AB suggested keeping track of how changes are going. PGG will share the KPI's with the SC in Q1 2025.
- TD: KPI's have a 4–5-year success rate, but the length of a PhD is different for Research Masters (MPhil) than for regular Masters (MSc), so it might be needed to distinguish as the success rate might change. PGG will investigate the differences.

4.1 Evaluation Pilot Econometrics Department

Dennis Fok (DF) is invited to give more information on the evaluation of the pilot at the Econometrics Department and is welcomed by the chair. Several guests joined the meeting for this agenda point. DF: the evaluation was part of the documents that were shared with the SC. As the department was growing, the ET-floor did not fit anymore. Something needed to change as there were more colleagues but not more m2. Rooms needed to be shared, and a much-needed renovation, including the pantry, was carried out. Now, there are clusters of rooms and within the cluster, arrangements are made who sits where. People need to book a desk; if a desk is available outside the cluster, it is possible to use it. A survey was conducted just before the summer break. The takeout of the survey is that the renovation was appreciated, but more people are unhappy and there is a lower perceived productivity, as the available space per person has been reduced. More people started working from home. People do appreciate the cluster set-up, as it gives a sort of sense of belonging to a part of the building. The tool for booking a desk is essential. The rooms differ in attractiveness, some are colder and darker. A couple of minor changes were made and the allocation of the rooms to a cluster was changed, the relocation is fairer now.

- Clusters are formed by looking at the schedules of personnel to maximize possibilities, when they are on campus and which days they are off. PhD students have their own cluster.
- People complain because there are restrictions. Adding more desks would also not make people happier. There is a general feeling about not having an own space, that you need to book, and people would rather have other options. People prefer single offices over shared ones, but then the offices would be too small.
- MvB: the MT regrets the outcome as well; the MT will react on the pilot to DF, and EUR central will be informed that there is no possibility to improve as the fit is too slim. The opening hours of the campus buildings will also be advocated. MT will update the SC on the follow-up.
- DF does not know how many people come to the office five days a week. Clusters are avoided for people that want to be there all week. So far, no one had to be declined access.
- The main dissatisfaction seems that if you have to share an office, more planning is needed if you want to have a meeting.

The chair thanked DF for his explanation after which DF and most of the guests left the meeting.

4.2 Retirement Harry Trienekens

The chair addressed HT as this is the last consultative meeting for HT, as he will retire the end of November. HT is praised for his passion and commitment for over the last 20 years for the School Council, which is admirable and unique. HT always came prepared and made a large contribution to the professionalization of the School Council as well as the personnel council. On a personal note, QdG knows that HT was always available to answer questions, which truly shows his commitment. For this achievement, HT receives the Centennial Medal from the hands of the chair, on behalf of the Executive Board, to express their esteem and to thank HT for the positive impact on the university.

The chair closed the meeting at 11.45.

Draft minutes ESE School Council 201b (Consultative Meeting)

Date: Monday 2 December 2024 (Polak 3.14)

Present:

Student Council: Quinten de Gruijter (QdG, chair School Council, online), Francisco Magalhaes Portilha (FMP, chair Student Council), Marijn Bierens (MB), , Ismael Lazrek (IL), Levi Hunter (LH)

Personnel Council: Ajay Bhaskarabhatla (AB), Twan Dollevoet (TD, from 10.45), Marc Gabarro Bonet (MGB, online), Linda Klaver (LK)

Other participants: Patrick Groenen (PG, ESE Dean), Michel van der Wel (MvdW, Vice-dean of Education), Mario van Boven (MvB, Director of Operations), Pilar Garcia Gomez (PGG, Vice-dean Research)

Secretary: Suzanne Leentvaar (SL, minutes)

Guests: Kerensa Tsie Chin Jong (KT), Chantal Brokerhof (CB), Linda van Klink (LvK, policy officer research), Marie-Hélène de Windt (MHW, HR officer, from 11.00)

Not present:

Vladimir Karamychev (with notice), Arnold Kirchyunger (with notice), Adam Rybko (with notice), Arthur Kuhlmann (with notice), Javiera Alvarez Jimenez (without notice), Brigitte Hoogendoorn.

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1.1 Opening and approval of the agenda

FMP chaired this meeting, as the chair is joining online and the vice-chair is absent. HR officer Marie-Hélène de Windt was asked to join the meeting regarding agenda point 4.4. The agenda was approved.

1.2 Minutes SC200b and SC201a

The minutes were approved as presented.

1.3 Announcements MT

- PG: ESE was well represented during the demonstration on the 25th of November on the proposed budget cuts in Higher Education. In total, 25.000 people turned-up. The governmental budget is now under scrutiny.
- PG: the MT organized an information session for staff on the financial situation of ESE in the light of the new proposed laws on internationalization. During the presentation, PG announced that the school is above budget and that, in consultation with the directors, the MT decided on an extra target of 1.2 million from 2026, to reach either by cuts or by generating more income. The staff was informed further, that if ESE would lose the two English tracks, this would add up to a reduction of 40% income. A reorganization might be needed if it comes to that.
- MvdW: regarding the termination of the Fiscale Economie programme, the MT tried once more to see if ESL would consider taking over some of the staff of FIE, but ESL declined. The documents on the decision to terminate the programme are now with the University Council (UC) and Executive Board.

1.4 Action point list

- Regulations maintenance: the MT is awaiting the reaction of Legal Advice on the School Regulations and Management instruction. The documents will be presented for approval in the January meeting of the SC.
- Investigate article WHW on actual design: ongoing.
- Numerus fixus IBEB: the MT is waiting for a reaction from Academic affairs.

- Pin-policy EUR: the SC decided to bring this up after the UC has acted on the campus opening hours; it is not desirable to have two action points of ESE on the agenda of the UC.

Monitoring list

- HOKA project: no update.
- PhD monitoring: ongoing.
- Future housing plans: in January 2025, most departments will have finished their floorplans. After that, the plans will be presented to the relevant parties.
- Evaluation internal procedures SC: March 2025.
- Opening hours campus EUR: the point was raised during the UC chairs meeting. Simultaneously, the SC sent a letter to the UC, on behalf of ESE and RSM. The UC said they will take it up in one of their upcoming meetings.
- 100-euro contribution: starting from next year, students from non-EU countries need to pay a contribution to have their diploma examined. MvdW suggested the SC to take it up with the UC.

2.1 Quality and Innovation agenda Education ESE 2025-2028

Programme Management has taken the comments of the SC and the Programme Committees into account. The SC had no further comments and approved of the Quality and Innovation agenda Education ESE 2025-2028.

2.2 TER EMFC

The revised TER EFMC was presented to the SC. The SC members had no further comments and approved the TER EFMC.

2.3 Problems with registering students' course grade to Osiris

The agenda point was raised by VK and discussed in the internal meeting of the SC on 21 November 2024. Questions raised by the SC:

- By using the current system, teachers are not responsible for the final grade; this is not according to the TER.
- The system is not working properly, the implementation is not how it should be, and several problems lead to more work.
- Why was the shift to partial grades needed?
- Grading schemes of lecturers do not fit the system.
- Teachers should have access to the original and final grades. For example, it takes a lot of effort at this moment if recommendation letters for students need to be made.

MvdW replied to the questions and would like to address the issues with the teacher chats as well.

- MvdW: the issue of responsibility for grades is not completely opposite to what is stated in the TER. But lecturers should have access to the grades and a solution is looked at, for example by using Canvas and then transferring the data to Osiris. MvdW would like to meet with some members of the SC to look at alternatives.
- The problems that occurred were also addressed in the teacher chat, where people started pointing fingers. MvdW emphasized the shared responsibility. It is needed to improve the collaboration.
- The change to partial results was needed because otherwise it would not be possible to have exam rooms for midterms anymore.

- The rounding of the grades was an unexpected outcome of the changes. It should not be possible to count to 11 for example. The grading schemes should be agreed upon, the system should follow.
- MvdW remarked that in there is no material difference in that lecturers were only able to know the grades for their own course as before, and now should have the partial grades as well from which the final grade can be calculated.

MGB wondered whether the issues are the responsibility of the organizational management rather than the educational management; following the school regulations, the programme director is ultimately responsible.

MGB: computers should not decide what can or cannot be done. He agreed that too creative grading schemes should be prevented, but in the end, it is the lecturer who decides, not the system. MvdW agreed but sees limits in what can be done. The MT wants to look at how the system can be adjusted and look at effective ways of working, possibly together with SC members. LH: the path should be clear, and the system should work; lecturers should not have to worry about how the system works.

MvdW: the rounding of grades is stated in the Rules and Regulations of the Examination Board. In Osiris, the rounding is different. MvdW spoke to the Examination Board about this. As the rounding is part of the Rules and Regulations of the Examination Board, the participation does not have a say in this. LH wondered why the rounding is done as it is, and if it would be possible to change this. MvdW thinks it might not be desirable to change it as the grading is now more transparent. MGB: a problem is the minimum grades for partial exams; the system should be able to trim and should be able to follow the current rules. MvdW: if this is not the rule we want, it can be adjusted.

FMP suggested to form a group, of PGFR members together with the MT, to discuss the possibilities. Teachers can be asked what they need, and the rounding of the grades can also be looked at. The PGFR members are asked to think about who want to be part of this group.

Finally, MvdW addressed the communication in the teacher's chat. PGG suggested to send out a joint message of the MT and the SC, stating that the tone of the messages should be respectful and professional. The PGFR is asked to discuss how to approach this issue. TD thinks the teacher chat might not be the best way to get input in the first place; if someone is frustrated, some less professional communication can be expected.

3.1 Project assignment – new criteria R&R

PGG: the framework on career profiles has been made more concrete. The comments that were collected are taken up in the plans. In the second phase, different people will be involved through expert groups and feedback will be collected from colleagues. The question of AR from SC201 on the role of lecturers in the framework was previously addressed: there will be no separate criteria for lecturers.

- MGB: the lecturers wonders if they must do research as well, which is a concern. PGG: this is a topic in the teacher workforce planning and depends on what combinations are possible; how do people fit in the different profiles, depending on what the person wants, what their strengths are and what the position will be. For everyone a match needs to be found, not only for lecturers. MGB suggested to consider the phrasing. When it says 'no more lecturers' this can be worrisome.

- TD: it will possibly be more difficult to have criteria for teaching and management then for research and it seems a short amount of time is dedicated to form these criteria. PGG: if more time is needed then this can be done.
- AB: will there be discussions also on those people that are already in a track. PGG: the plan is that everyone will follow the new system, to see what is needed and to have enough people in all profiles. It might mean that people can end up in the same profile.
- AB: will the criteria also define who can be promotor. PGG: the criteria need to be defined, what is the minimum for people to be promotor, depending on how ambitious and realistic you want to be as a school. The plan is to work in teams, complementing each other. AB: as this is not something that has been discussed in earlier sessions, it is important to think about it a bit more. AB would prefer it to be more democratic and less hierarchical and more in harmony to how others do it. PGG: there are a lot of things to look at still, such as the supervision of PhD students, as well as IUS promovendi as full professors. The school is collecting information from Dutch universities. It seems everyone is struggling with it, information will be shared the upcoming year, and input from the expert groups is expected.

4.1 Action points Enablement and Engagement Scan

Some new action points were added to the action point of last year. To the PGFR, it is important that there is an action plan. There were no specific points from the SC on the action plans.

4.2 Draft Rules of procedure SC

The final draft of the Rules of procedure of the School Council was approved as presented.

4.3 Proposed framework Strategic Workforce Planning

HR officer Marie-Hélène de Windt (MHW) was asked to join the discussion on the topic. The process is described in the memo and is in close connection to Recognition and Rewards. The pilot that was started with professional support staff ends this month.

- Regarding the timeline, LK wondered about the Recognition and Rewards, the SWP and the outcome for the next development cycle. MvB: this depends on how the phases go, but the SWP continues. Simultaneously, the career profiles are discussed. PGG: people worry that they are pushed in a negative way. In the next development talk people will be asked where they see themselves and why. It should not be the supervisor telling them. LK: people felt it was laid upon them from top-down. She suggested to give people tools at the start of the development cycle as staff is not accustomed to think about it this way yet.
- As the document is a bit abstract, TD would like to receive the outcome of the pilot as it will make it easier to understand. MvB: as soon as the outcome is ready it will be shared with the SC; it is also possible to discuss it in a smaller committee with members of the PGFR. LK suggested to make avatars or profiles, to make the profiles more vivid.
- AB: could an outcome be that ESE will have to let go of people; he knows that there are concerns with English speaking staff. MvB: after having the overview of the whole organization, it could be possible a person does not fit anymore, but this will first be discussed in the strategic plans of the departments. A reorganization because of budget cuts can be part of the SWP, also in the light of the expected laws on internationalization. But even in the Dutch programmes, one third may be still taught in English; also, the master programmes will remain in English.

4.4 HR Strategy

TD wondered about the income diversity, under point 2. MHW: there is a pay gap, and it needs to be aligned with other incomes; less diversity is wanted on this topic. TD suggested rephrasing it somewhat, as, in comparison to the want for more gender diversity, it now could read as if you want more income diversity. In the annual plan, the KPI's on diversity are mentioned.

4.5 Communication regarding Director of Education

TD: the general feeling of the message that was shared with the staff was that BH did not function well in her role, and it was felt as negative communication towards her; the message could have been different, as people now might be reluctant to apply. The decision is not subject of discussion, but the communication around it is.

PG: there are several roles of which the periods end at some point. When the role of programme director of education needed to be evaluated, the outcome was that there is a lot to be grateful for, but that looking ahead, a change would be good. It was the outcome of a long-term process, and the MT did study the opportunity for BH to stay longer so there would be a smoother transfer; therefore, the communication was sent out rather late. The intention of the message certainly was not to hurt anyone. It is regrettable if some people interpreted it otherwise. AB: it was not necessary to share the internal discussion in the message, it could have been much shorter; any additional words are unnecessary. PG takes it as a learning moment when drafting future communication.

MGB heard that people perceived the message as brutal, and, also in relation to the teacher chat, communication in general could be more respectful. PG emphasized that there was no intention of being brutal but be as transparent as possible. BH has seen the message prior to sending it and had the opportunity to make comments.

The timing of letting go BH seems unlucky as the school sees many challenges ahead. FMP requested to inform the SC in time in matters like this. AB mentioned that the strategy group is happy that BH returns to the group.

6. Any other business

- FMP welcomed LK as new member of the SC.
- TD heard that the cleaning of the building will be once a week instead of each day, possibly because of budget cuts, but in the light of flex work this might not be the best idea.

The chair closed the meeting at 12.00

Minutes ESE School Council 202b (Consultative Meeting)

Date: Thursday 30 January 2025 (Van der Goot – M1-04)

Present:

Student Council: Quinten de Gruijter (QdG, chair School Council, online), Francisco Magalhaes Portilha (FMP, chair Student Council), Ismael Lazrek (IL), Levi Hunter (LH), Arthur Kuhlmann (AKu)

Personnel Council: Arnold Kirchyunger (AK, chair Personnel Council), Ajay Bhaskarabhatla (AB), Twan Dollevoet (TD), Marc Gabarro Bonet (MGB, online), Vladimir Karamychev (VK)

Other participants: Patrick Groenen (PG, ESE Dean), Michel van der Wel (MvdW, Vice-dean of Education), Mario van Boven (MvB, Director of Operations), Pilar Garcia Gomez (PGG, Vice-dean Research)

Secretary: Suzanne Leentvaar (SL, minutes)

Guests: Kerensa Tsie Chin Jong (KT), Chantal Brokerhof (CB)

Not present:

Marijn Bierens (with notice), Linda Klaver (with notice), Adam Rybko (with notice), Javiera Alvarez Jimenez (without notice)

SC=School Council

PGFR=Personnel Section of the School Council

SGFR=Student Section of the School Council

UC=University Council

1.1 Opening and approval of the agenda

The chair opened the meeting and welcomed Emma de Ridder, president of Faector who joined the meeting. As the agenda points on the Numerus fixus for IBEB as well as the discussion of the financial highlight report are confidential, those topics are discussed at the end of the meeting in a closed setting. With these changes, the agenda was approved.

1.2 Minutes SC201b and SC202a

Changes to the minutes SC201b:

- change 'promoted' into 'promotor' on page 4, agenda point 3.1
- change to 1.3: the question was not if ESL would take over the programme but if ESL would consider taking over some staff from FIE

With these changes, the minutes of SC201b and SC202a were approved.

1.3 Announcements MT

- PG: a Strategy Meeting was organized on 22 January which was attended by approx. 40 staff members. It was a first round to gather input for updating the ESE strategy in accordance with the University strategy.
- PG: MT decided on a change in the changing business projects; as announced in the year plan, changing business projects could be reviewed if during the year the situation should change. As soon as all the stakeholders are informed, the MT will share an announcement on the decision.
- MvdW: the institutional fees are on the agenda at university level. An institutional fee committee is investigating three scenarios: 1. is to keep up with the inflation, which means an increase for the bachelor and master of 2.8% 2. is to meet the national average, which means 8.4% for the bachelor and 5.5% for the master and 3. is to meet the highest ambition and increase the fee with 33% for the bachelor and 40.5% for the master. The Executive Board will discuss the scenarios, the UC has formal advisory rights, the SC can give feedback. The 2nd scenario is favored by the MT; the MT will consider that, if students enroll when a certain fee applies and the fees change, and students could not have known about the increase, the MT will repair this. AK wonders if the same counts for the pre-master students: when they start out at

ESE, they have no other option then to continue with ESE, and it would be unfair to increase the fee and not informing them about it. The SC will inform the UC of their view on the subject.

- MvdW: in accordance with the directors and policy officers, the Future proof curriculum design is put on hold. It is the largest change project, and a lot of people are involved; the capacity is currently needed for keeping the international programmes. Secondly, you need to know what programmes you will have before you can design them, and a lot is still uncertain at this moment. The MT was happy with the first outcome of the project and regrets that they needed to take this decision. The project was funded by HOKA, and the MT still needs to map this out. The development of the smarter academic year was also considered in the project and hopefully this can still coincide. VK suggested to already implement some minor changes that were suggested by the working groups; there will be more competition and developments are needed. AK wondered if the input from the working groups will be lost when MT decides to restart the project. MvdW: the project is put on hold at the end of phase 1 which is under the circumstances the best moment to put the project on hold; hopefully not all input is lost. A restart also depends on whether the same project manager is available.

1.4 Other announcements

- LK and AR are both not present, they transferred their vote to resp. AK and MGB.
- QdG: the SC received a message from the SC of ESL stating their concerns with the budget cuts University wide and the request to send a joint letter from all the SC's. QdG will attend the meeting that has been scheduled to discuss the contents of the letter, to see whether a joint statement can be made.

1.5 Action point list

- Regulations maintenance: on the agenda.
- Investigate article WHW on actual design: ongoing.
- Numerus fixus IBEB: on the agenda.
- Pin-policy EUR: a letter has been drafted up to send to the UC, the members are asked to give their input by next Monday latest.
- Educational support system/teacher chat: on agenda.

Monitoring list

- Update HOKA project: the SC asked when a full report can be expected. MvdW will give an update in the next meeting (SC203) but does not yet know when a report can be presented. If there are any changes, the SC will be updated. The vacancy for a new policy officer for HOKA is still open. AK: for the last two years the SC has been lenient, as not all reports were presented in time, due to personal issues of the person responsible. Sometime has passed now and the SC would like to receive regular reports again.
AK received an e-mail from MvdW regarding the position of the vice-dean and the programme director, mentioning an advice report. AK would like to see this report, as recommendations were made regarding the role of the programme director, and the formation of a working group. MvdW: the report contains mostly suggestions that are now translated into policy actions. the working group had their first meeting. The insights from this group are expected mid-March and will then be shared with the SC. The idea was to do the follow-up subsequently, but as this would take too long, the vacancy for the programme director was already send out. In the

vacancy it states that the role can be different than the current role; responsibilities that are part of the job are in the School Regulations.

- PhD monitoring: in meeting SC203.
- Future housing plans: MvB: the conceptual planning of the departments is now getting closer after which the decision-making process starts. The plans are expected to be presented to the SC in their meeting of March.

AK wished to address an issue that was discussed during the internal meeting of the SC on 23 January. The SC advised positively on the Update Future Housing Tinbergen. Supposedly, during various presentations in the departments, some different information was presented, disclaiming the SC positively advised on this information; this led to some accusations on the address of the SC. MvB: the only thing that might have changed, based on the constraints given by the architect, is the M2 available, but the concept – on which the SC gave a positive advice – remains the same. VK requested to treat information on sensitive topics as transparent as possible, to avoid misunderstandings. In general, if a change is made, the right way would be to present the changed document for advice or approval once again. MGB added that the SC needs to be able to give advice on concrete documents that contain all the information, and if the SC advises or approves, this advice can solely be used for this. The point is taken by the MT. The rights of the SC on the plans are still unclear, this needs to be checked out.

Regarding the future housing, two letters have been drafted, one to send to Bauke Visser and the other to the MT. The SC members are requested to review the letters and give any comments by next Monday at the latest.

- Evaluation internal procedures SC: March 2025.
- Opening hours campus EUR: awaiting response UC. MGB attended a meeting regarding the opening hours. Supposedly the energy that was saved for the E-building after it was decided on the closing hours was 0%. The SC would be interested to receive the report in which these numbers are stated. For now, the SC will await the reply of the UC.
- 100-euro contribution: MvdW knows it was discussed in the UC and a decision was made. AK would like to know about the process of the further decision making; the decision was implemented, but last time, supposedly the MT did not know about it, which worried the SC members somewhat. The SC is asked to take it up with the UC.

2.1 Exploration Numerus fixus IBEB

The topic is discussed in a closed session of the meeting as the MT asked to treat the documents as confidential.

2.2 Problems educational support systems/grade registration

The problems with the educational support systems and forming a working group were discussed in the previous meeting of the SC. AK wondered about the timeline and when the MT expects the group to be implemented. Some practices are still not according to the TER. MdvW spoke to the Examination Board; the ruling is in the Rules & Regulations of the Examination Board, on which the SC has no formal rights. The Examination Board decided to leave things as they are now, as it would be unfair to change it during the year. Furthermore, the current inconsistency between the grading in Osiris and the R&R is not in the disadvantage of the students. AK wondered whether an addendum could be added to the R&R, aligning the regulation with the practice, also to avoid possible appeals. MvdW will pass this on to the Examination Board. MGB found the argument that the regulations benefit the students quite weak as it is important to follow the regulations; because of poor

implementation computers are now deciding the grades. VK pointed out that teachers should not be advised to do things that are not according to regulations, because of poor implementation.

MvdW reached out to the SC on forming a working group right after the last meeting, but there was some confusion on who would be in charge. AK thinks the ownership lies with the MT, as not only members of the participation will be invited to join, but also people from BIAM and the Examination Board. The SC will provide the MT with names of members of the participation bodies so they can be invited to join the workgroup. For next meeting, a working group will have been formed.

2.3 Teachers chat

During the last meeting, both the MT as well as the SC decided it would be a good idea to send a message in the chat reminding people how to behave. The subject was discussed once again by the PGFR in their own meeting as AK could not attend the previous consultative meeting and no action was taken yet. The general opinion is that the rules for engaging each other should be set by the MT, as part of a safe working environment. The PGFR agreed that there should be a culture in which we should address and respect each other as colleagues, but that the SC does not have to act in this regard. MvdW did not agree on the message being send only from top-down. There is not an urge anymore for placing a message, the momentum has passed.

4.1 School Regulations

The School Regulations were discussed during the internal meeting of the SC on 23 January. Some small textual comments were sent to the legal adviser via e-mail. One comment was about the difference between the 'onderzoekschool' and graduate school. PG: historically, some 'onderzoeksscholen' became graduate schools later, the definitions are always used in an and/or situation, and PG therefore suggested leaving it as it is. TD thinks the way the definitions are used inconsistently throughout the document and would prefer it to be consistent. As there are no consequences and it is preferred to carry on with the document, the SC requested the MT to reconsider the inconsistencies for a next version of the document. With this consideration, the SC approved of the document (included transferred votes, all in favor).

4.2 Management instruction

The SC found the text quite technical and therefore difficult to read. PG addressed the finalization of the document as an enormous milestone: many people put in a lot of work, for which he thanked everyone involved. The SC approved of the Management instruction in their internal meeting of 23 January. The document will be sent to the Executive Board, after which the Management instruction can be implemented for the next five years, during which small changes can be made if needed.

4.3 Electoral regulation

TD: on page 3 in the document it says that 'Personeel' are those people with a permanent position, which would mean that only people with a permanent position can vote or be elected; this would be an undesirable restriction. As the regulation is drafted up by EUR central, it needs to be checked whether this restriction is intentional. The Electoral Regulations will be on the agenda next meeting.

4.4 Annual report

TD: the advice that the SC gave in their letter of the Update Tinbergen Future housing was about more than just the floorplans. The document will be changed accordingly and will be presented in the next meeting, to vote upon. Any other input can be given before that time.

6. Any other business

AKu: the SGFR would like to see numbers of students who do not pass nominal. AKu is asked to put his question in writing, after which it can be sent to the MT.

Minutes ESE School Council 203b (Consultative Meeting)

Date: Thursday 27 March 2025 (Langeveld 2.12)

Present:

Student Council: Quinten de Gruijter (QdG, chair School Council, online), Marijn Bierens (MB), Ismael Lazrek (IL, online), Levi Hunter (LH)

Personnel Council: Twan Dollevoet (TD, online), Marc Gabarro Bonet (MGB), Linda Klaver (LK), Vladimir Karamychev (VK), Adam Rybko (AR, online)

Other participants: Patrick Groenen (PG, ESE Dean), Michel van der Wel (MvdW, Vice-dean of Education), Pilar Garcia Gomez (PGG, Vice-dean Research)

Secretary: Suzanne Leentvaar (SL, minutes)

Guests: Josse Delfgaauw (JD, programme director)

Not present:

Francisco Magalhaes Portilha (with notice), Mario van Boven (with notice), Ajay Bhaskarabhatla (with notice), Arnold Kirchyung (without notice), Javiera Alvarez Jimenez (without notice),

SC=School Council

PGFR=Personnel Section of the School Council

SGFR=Student Section of the School Council

UC=University Council

1.1 Opening and approval of the agenda

The chair welcomed Josse Delfgaauw, who joined the meeting as guest and will be joining the consultative meetings in his role as new programme director as of 1 April.

Added agenda point 4.3 Travel Agency Diversity Travel. With this change, the agenda was approved.

1.2 Minutes SC202b and SC203a

The minutes were approved as presented.

1.3 Announcements MT

- PG: the Faculty regulations and Management instructions have been approved by the Executive Board and will go into effect as of 1 April.
- MvdW: the question that was raised by the SGFR regarding the BSA was forwarded to the Examination Board; their reply is shared by MvdW, quoting from the e-mail that 'first-year students who earn 60 credits will automatically receive a positive BSA. For all other cases, the Examination Board assesses each student individually, focusing on their suitability for the Bachelor program. Each case is reviewed thoroughly and treated equally, based on years of experience, ensuring a fair and consistent approach for all students. In its assessment the Examination Board considers factors such as overall grades, study progress, and personal circumstances. If personal circumstances are involved, the Examination Board considers the advice of the study advisor or student counselor. You can find examples of what qualifies as personal circumstances in Article 30, Paragraph 11 of the Teaching and Examination Regulations. In exceptional cases, if a student has performed far below norm but has sufficiently demonstrated that their personal circumstances significantly affected their study progress, the BSA decision may be postponed until the following year'.
- MvdW: three meetings are scheduled within smaller committees: one on 3 April with the Educational committee on a memo on TA's, one with the PGFR on 17 April and one on partial grades, on the 12th of June.
- MvdW: ESE received negative advice on the requested beta financing of Econometrics and decided to file a legal appeal (deadline 22 April).
- MvdW: the NVAO advised positively on the online master; the master starts 1 September 2025.

- MvdW: information was shared with the SC on the decision on Institutional fees. ESE favors the middle option. The UC has formal advisory rights.
- MvdW: the latest update on HOKA/HEQA was shared with the SC. A final report is being prepared and as the update and final report are related, the SC was asked to discuss them together. 2025 will be a transition year and there will be some changes for HEQA: the name changes to BAO (Bestuursakkoord Onderwijs/administrative agreement on education) and the way information will be reported changes, as well as the involvement of the participation. The SC was not yet informed on the changes by the UC; formerly, the UC used to organize HEQA symposiums. MvdW: it is expected that not all the funds will be spent, due to changes in staff and projects that were put on hold. Separate funding is made available for the smarter academic year, which means funding does not have to come from HEQA anymore. MGB wondered what will happen with the money that is left and to make sure it will not be left to expire. MvdW: plans still need to be made where to spend the earmarked reserves on. If there is an expiration date this is not known. The money is earmarked by the government. The HEQA funds come in at central level and some money is reserved before allocating it to the faculties. LK wondered whether staff could ask for funding of projects. A meeting will be scheduled to discuss HEQA further with the Educational committee.
- MvdW: earmarked money has been made available by the government for strengthening the participation. The deadline for proposals is 31 July.
- PGG: regarding the diversified career profiles, the expert groups are at full steam. Information can be found online.
- PGG: the pilot for the mentoring programme is running with seven mentees over different departments; they have been matched, and the trainings are now being scheduled.

1.4 Other announcements

- AKu: last July the SC approved the new perusal policy. It came to the attention of the SGFR that not all courses follow the perusal policy. The information will be shared with PM.
- An interview is scheduled by Erasmus Magazine with QdG to speak about the School Council's activities.

1.5 Action point list

- Implementation numerus-fixus IBEB in TER: the proposal was submitted to the Executive Board. If it is decided to implement the numerus-fixus, it needs to be mentioned in the TER of 2025-26, otherwise it can be left out. VK suggested to provide the SC with an overview of articles that were changed. LH wondered how it would be determined whether there will be a numerus-fixus or not. MvdW: the government has a pack of demands on internationalization, and it depends on the new law. ESE set up this tool to use if needed. Action point can be taken from the list.
- Problems educational support systems: a working group is asked to meet for a discussion on partial grades. The action point will be taken up in the monitoring list.

Monitoring list

- HOKA/HEQA project: a last update was shared, which will be discussed next meeting together with the final report on HEQA.
- PhD monitoring: on agenda.
- Future housing plans: no update. A Future housing committee will be installed.
- Evaluation internal procedures SC: on agenda, keep on monitoring list.
- Opening hours campus EUR: the SC did not receive the outcome of the evaluation yet. The opening hours of the E-building were temporarily changed as during construction on Tinbergen

a part of the building could not be used and therefore was made available in the evenings. As of next week, the opening hours will be as before.

3.1 PhD monitoring

The documentation was discussed during the internal meeting of the SC, the questions were shared with PGG:

- From the document it looks like ESE places their own PhD's within ESE, which is not according to policy. Furthermore, own placements are marked green, which seems as if ESE boasts itself for placing its own PhD's. PGG: it is not a conclusion yet, the numbers still have to be looked at, as there are still a lot of other things going on. It is indeed policy not to hire own PhD's, it might have happened to cover a gap, or when it takes a long time for candidates to finish. If someone came back at ESE, the process would be via tenure track procedure.
- It is suggested to add wellbeing as KPI. PGG agrees wellbeing is very important; PhD wellbeing is also followed in the Enablement & Engagement Scan, in an Erim survey and departments also have their own surveys. Then there are meetings with PhD students which generate qualitative input. PGG is not sure where to put the target, but it can be discussed when the annual plan is discussed.

The SC can reach out to PGG if they have any further suggestions or questions.

4.1 Evaluation New ways of working SC: committees

The new way of working is an ongoing process. It is agreed that the SC will work with in committees more often as the experience is that it is effective. At this moment the financial and educational committee are active, and the idea is to set up a committee on future housing issues. The way of working with committees will be taken up in the regulations. The School Council still has full approval. The MT is asked for suggestions to improve the way of working as well. As of next year, the committees that will focus on certain topics will formally be installed.

4.2 Support MT on Tinbergen

Bauke Visser send a letter regarding the available m2 at Tinbergen to the Executive Board. The letter was signed by a lot of colleagues, but VK noticed that none of the MT members co-signed the letter, although some of them are also part of the academic staff. He would have liked to have seen the academic members co-sign as a signal of support and wondered why they decided not to.

PG: the academic staff had several reasons not to sign this letter. Whether or not agreeing with the content, it is an important aspect that the university and the schools are under great financial pressure. The Executive Board decided on 'people before bricks' which was backed by the deans. Consequently, this means a reduction of m2. A few years ago, the SC were asked for advice on the new ways of working. Setting up the procedure for getting new floor plans were then discussed and rolled out. In general, everyone in an MT position has to represent and also consider the greater good and balance the demands. If it would have been possible to have more space for everyone that would have been great. But if a decision needs to be made, the task of the MT is to implement them as good as possible. And asking for more m2 might not land well with people that are on the verge of losing their job.

LH: from the perspective of students, there is no need for more study spaces; the stories of study space for students in the plans for Tinbergen are not strictly necessary for improving study. It would

possibly be better to provide staff with the space they need to make sure education is properly organized. AKu sees a long-term risk if staff would leave; quality of education is of main importance.

MGB: there is still a growing dissatisfaction from academic staff; he would like to have more information to be able to transmit the response from the MT. PG: there are other people that decided not to sign the letter as they are against what is said in the letter. These others come from different departments. The letter was also sent to staff of other schools, but it is doubtful if they supported it; ESHCC and ESL already work according to the new norms. Given the situation, everyone is asked to make the best out of it, although nobody will be in favor of a reduction of space. The amount of m2 is a given and both the staff as well as the SC were involved.

4.3 Diversity travel

Staff encounter a lot of problems with the new travel agency. VK knows of a lot of negative experiences and prefers to go back to how it was. All faculties have the same issue. The SC wishes to raise the concerns and make the issues known. PG: the situation has attention everywhere, up to the Executive Board and the OM's are working on it; Tala Alrufaie is representative for ESE. The subject was also discussed in the UC. The SC will reach out to Albert Wagelmans to make the issues known at the UC. Apparently only the interface was piloted at RSM. For now, it is possible to arrange for travel as was done before, with no extra cost.

6. Any other business

The chair of the faculty council of ESL drafted up a letter on the budget cuts – to not let cuts go to primary processes - to be co-signed by all EUR faculty councils. The UC were asked as participatory body on central level to look into the letter and see if all the information in the letter is correct. QG wonders if ESE should sign the letter. VK suggested looking at issues at central level and have more contact with central representative bodies. LH: the SC should be careful about deciding whether to sign or not, as other faculties already commented on how ESE seems not as much effected by the budget cuts as other faculties. By not signing the letter they might see their thoughts confirmed. QG: in the UC chairs meeting, central services were not happy with the letter and the message in it, as they already had large budget cuts; the UC also represents the service councils. QG feels the final letter is not something that can be supported by the SC. If the SC decides not to sign the letter it is suggested to give a proper argumentation why this decision was made.

The chair closed the meeting at 14.30.

Minutes ESE School Council 204b (Consultative Meeting)

Date: Thursday 15 May 2025 (Langeveld 2.14)

Present:

Student Council: Quinten de Gruijter (QdG, chair School Council), Marijn Bierens (MB), Ismael Lazrek (IL, online), Levi Hunter (LH, online)

Personnel Council: Twan Dollevoet (TD), Marc Gabarro Bonet (MGB), Linda Klaver (LK), Vladimir Karamychev (VK), Adam Rybko (AR), Ajay Bhaskarabhatla (AB)

Other participants: Patrick Groenen (PG, ESE Dean), Mario van Boven (MvB, Director of Operations), Pilar Garcia Gomez (PGG, Vice-dean Research, from 10.00), Josse Delfgaauw (JD, Programme director)

Guests: Kerensa Tsie Chin Jong, Chantal Brokerhof

Secretary: Suzanne Leentvaar (SL, minutes)

Not present:

Francisco Magalhaes Portilha (with notice), Arthur Kuhlmann (with notice), Michel van der Wel (Vice-dean Education, with notice), Arnold Kirchyunger (without notice), Javiera Alvarez Jimenez (without notice),

SC=School Council

PGFR=Personnel Section of the School Council

SGFR=Student Section of the School Council

UC=University Council

EB= Executive Board

1.1 Opening and approval of the agenda

The agenda was approved as presented.

1.2 Minutes SC203b and SC204a

The minutes were approved as presented.

1.3 Announcements MT

PG: there has not yet been a response from the minister to the self-management proposal on the WIB/TAO. If the proposal is accepted, it still needs to pass parliament. An MT information session on WIB/the financial situation will be scheduled before Summer.

1.4 Other announcements

The result of the elections of the student members of the SC 2025-2026 are shared as attachment.

1.5 Action point list

- Strengthening participatory bodies: based on the input of members of the participatory bodies, a proposal was drafted up. A separate meeting will be scheduled to discuss the proposal.

Monitoring topics

- HOKA/HEQA project: change name to BAO. Further discussion on the involvement of the participation/reporting is on the agenda.
- PhD monitoring: changing the deadline for more information to March 2026.
- Future housing plans: on the agenda.
- Evaluation internal procedures SC: further actions will be taken as part of the proposal of strengthening the participatory bodies.
- Opening hours campus EUR: the SC was informed by email that the topic was discussed during the meeting of the UC with the EB on 10 December. There is no answer yet to the request for the results of the evaluation. The UC will be asked to provide a formal reply to the letter, as well as to clarify why they consider the policy on the opening hours now mainly for financial reasons, instead of sustainability, as was set out in the first place. MvB: the MT is discussing changing the

opening hours specifically for the E-building with the EB, because of the expected disturbance of the construction on Tinbergen. Both the SC as well as the MT will continue their conversations.

- Problems support systems: a meeting is scheduled for June.
- Diversity travel: problems with the system persist. MvB: the topic has the attention of the MT/Tala Alrufeia. Diversity travel is working on improved search options as well as making longer stays possible; domestic transport will be out of scope. LK asked the MT to share the information with all staff. The OMs are investigating an issue regarding fee charges that were covered separately, and are preparing a proposal to the MT that includes a request for compensation.

2.1 Final report HOKA 2029-2024

VK formally welcomed JD at the SC meeting. JD: the report consists of information on five years of HOKA funding in which participation was involved. SC members commented:

- VK requested if more assistance can be provided for getting funding in the future, as he felt there was a lot of resistance to providing funds in the past. JD: as the conditions for spending money were very strict, staff needed to be strict on the implementation as well. JD takes the feedback into account.
- AR: requests for Tutorial differentiation were mostly approved, but although they might have worked for students, the changes could not always be implemented in the system, resulting in the system not functioning properly and difficult to work with. It is requested to first see if the system allows changes to be implemented.
- TD wondered how participation will be involved in the future. JD informally informs the SC that the involvement will probably be less than it was on HOKA, and possibly only as part of the regular and annual financial cycle, which would mean that probably only one separate report with highlights on BAO would be shared. When available, JD will share more information with the SC. VK: information on BAO can possibly be shared together with the regular updates on finances.
- TD would like to be informed about the last theme, on personal development for students - as presented in the plans the SC approved - once completed.
- TD wondered about the budget reserved for the development of the future proof curricula. JD: the project will restart, and some of the money will be spent on the project.

4.1 Floorplans Tinbergen

Before this meeting, the SC informally received a document on Arbo conditions for Tinbergen. The document was shared with the MT. The SC/PGFR requested the MT to let them know if the floorplans in Tinbergen meet the health and safety standards (Arbo) before the members decide on the floorplans. MvB: on 26 May, REF meets with the person that wrote the document. After this meeting a formal reaction will be given to the SC. MvB is confident that the floorplans are within the Arbo standards. The SC withholds from voting on the floorplans until they received the reaction of the MT and will vote on the plans in one of the upcoming meetings (on 19 June or on 3 July).

VK stressed the importance of informing staff to get more support; it is suggested to share positive information on the benefits and future possibilities of moving to Tinbergen. MvB: the MT can address the information in the next information session that is scheduled before summer, together with the information on the financial situation and how money can be saved; for example, the EB decided to sell the ISS building in the Hague and are now looking for housing, following the new norm; furthermore, there are plans to exploit the Bayle building for commercial use.

MGB knows people would appreciate numbers and data: how much money is saved and what are the trade-offs. PG: these are central decisions to a large extent, the communication should therefore come from EUR central. PG will reach out to the EB once more, addressing that communication and sharing information is vital for support and for the measures that need to be taken. TD wondered if the 0,7 m2 was also decided by EUR Central, because if not, the SC should have been involved. MvB: this decision was taken by the EB in February 2023. Some schools are already working within the norm/within the decision of the EB. If the SC does not agree with the norm, they should address the topic at the UC.

4.2 Issues migration Windows 11

A list of issues was shared with the MT regarding the issues on the migration to Windows 11, among which the issues with dropbox, SAP and CBS. MvB will share the reaction to the list of issues with the members via e-mail. The MT is asked to be transparent and share information on why the decision was made. VK suggested adding positive information as well. PGG: dropbox is phased out on university level, but it is investigated if researchers can still make use of it.

4.3 Proposal strengthening Participatory bodies

A proposal was drafted by PM based on the input of the members of the participatory bodies. A separate meeting will be scheduled to discuss and fine-tune the proposal. A point of interest is the involvement of the students, as the voting rates of 7% in the last election round were very low. For the visibility of the SC, it would be good to share the achievements from the SC, and achieve more, together with the MT. PG thinks this holds for all faculty councils and suggested joining forces with the other councils to trigger creativity.

5. Attachment for information

No comments.

6. Any other business

- Evaluation Strategic Workforce planning: the SC wondered when the evaluation can be expected. MvB: a pilot was started at APEC and Operations and this pilot has been extended to all departments. The pilot will be evaluated when all departments have finished.
- MGB wondered about the savings on tutorial education, of which a document was shared prior to the plenary meeting. It was decided to share it with the educational committee for reviewing first. If needed, a separate meeting can be organized. The SC will vote on the document in their upcoming meeting. AR knows some colleagues are worried about the changes. JD: decisions will not be made top-down, but in consultation with the lecturers, keeping the savings in mind.
- To keep the members updated on what is discussed in the separate meetings of the committees, an update from committees and separate meetings with committees or PGFR will be taken up as an agenda point in the plenary meetings.

The chair closed the meeting at 10.25.

Minutes ESE School Council 205b (Consultative Meeting)

Date: Thursday 3 July 2025 (Langeveld 4.12)

Present:

Student Council: Quinten de Gruijter (QdG, chair School Council), Francisco Magalhaes Portilha (FMP), Marijn Bierens (MB, online), Levi Hunter (LH, online), Arthur Kuhlmann (AKu, online)

Personnel Council: Twan Dollevoet (TD), Linda Klaver (LK), (VK), Adam Rybko (AR), Marc Gabarro Bonet (MGB, online)

Other participants: Patrick Groenen (PG, ESE Dean), Mario van Boven (MvB, Director of Operations), Josse Delfgaauw (JD, Programme director), Michel van der Wel (MvdW, Vice-dean Education)

Guests: Kerensa Tsie Chin Jong

Secretary: Suzanne Leentvaar (SL, minutes)

Not present:

Ismael Lazrek (with notice), Vladimir Karamychev (with notice), Ajay Bhaskarabhatla (with notice), Arnold Kirchyunger (without notice), Javiera Alvarez Jimenez (without notice),

SC=School Council

PGFR=Personnel Section of the School Council

SGFR=Student Section of the School Council

UC=University Council

EB= Executive Board

1.1 Opening and approval of the agenda

The agenda was approved as presented.

1.2 Minutes SC204b and SC205a

Where appropriate, change AK into AKu. Also, AKu would like to include that, on the topic of the BSA, the document presented was not further discussed. The minutes were approved as presented.

1.3 Announcements MT

- No later than the 1st of January, Director of Operations Mario van Boven will leave ESE. PG is grateful for his contributions, also with regard to the School Council.
- During the information session on 17 June, PG gave an indication of the first money stream allocations, and on the measures that were taken so far as well as those that are looked at for the future. Furthermore, PG announced that the numerus-fixus for IBEB will be implemented from 2026-2027 onwards, with 700 available seats, with a goal to end up with 430 students (conversion rate 60%).
- During the EB Townhall on 2 July it was explained that the EB ended up contracting Diversity because of compliance rules.

1.4 Other announcements

During the last internal meeting (SC205a), the SC:

- Approved of the SLA 2025-2026.
- Approved the TER of the eMSc Master Marketing and Data Intelligence.
- Approved of the proposal for strengthening the participatory bodies.
- Decided for the PGFR to vote on the Floorplans Tinbergen by email. According to the voting results, the PGFR approves of the Floorplans Tinbergen; a formal letter to MT is being prepared.
- The SC send a letter to the Examination Board regarding the concern for AR technology during exams. The response from the Examination Board will be shared with the SC.

1.5 Action point list

- BAO (HOKA): JD: there are no guidelines on the involvement of the participation yet; a new project lead is has started working on the quality agenda and plans for the upcoming 5 years.

- PhD monitoring: deadline March 2026.
- Future housing plans: the next step is to present the floorplans to RE&F. Several action are taken up by the core team until the move in September 2027. Due to a small change, floors 7-11 are now allocated to ESE (instead of 8-12).
- Evaluation internal procedures SC: ongoing. More actions will follow from the proposal strengthening participatory bodies.
- Problems support systems: a meeting was organized on 12 June with members of the participatory bodies, the Examination Board and SSO. During the meeting support systems were discussed and topics are followed up. Working in subgroups turns out to be beneficial as discussions can be more targeted.
- Diversity travel: a letter was send to the EB, problems still occur. The frustration still remains and for that reason it was opted during the internal meeting of the SC for MT to provide for a manual how to go about arranging travels as Diversity travel is not working properly. But, an actual manual does not seem to be necessary. The letter that was send by the EB to the UC on Diversity travel was shared with the SC.
- Evaluation SWP: September 2025.
- BSA: the suggestion to install a committee to investigate this further will be taken up next year.
- IT sounding board for staff: the first conversations are planned for the end of July to see how this can be organized.

2.1 TER 2025-2026

There was a small change in the Education Offer; a course has been removed as the lecturer is leaving and the course builds on the expertise of the lecturer and there is no possibility for a proper replacement on short notice.

The members were asked to vote on the TER. The TER was approved by acclamation.

2.2 Proposal Savings on tutorial education

The PC Econometrics and PC Economics and Business Economics support measures 1-4 but oppose measure 5, which involves PhDs teaching tutorial classes. Programme Management addressed the SC's questions from their last meeting via email: they wishes to proceed with measures 4 and 6 and seek approval to explore other measures in consultation with lecturers, aiming for savings of 500k. JD values the PCs' input on education quality but emphasizes the need for financial savings. AR questioned whether departments would receive funding to replace PhDs' current tasks and if unallocated HOKA funds could be used. JD noted that PhDs' education-related tasks are better paid, suggesting a financial incentive might be necessary for departmental support, while balancing the goal of saving money. 250k from HOKA reserves will be used, but overspending is expected from 2026 onwards, necessitating 500k savings by 2026-2027.

LH prefers tutorials taught by relatable individuals who have completed the programme, feeling more connected to the Erasmus community when students teach. He hesitates about PhDs teaching, though it may vary by course. AR suggests combining PhD students with trained tutors, as PhDs are more experienced. FMP highlights the value of TA experience for students, cautioning against losing this opportunity. While the PCs don't approve all measures, PM needs to investigate them. It's decided to treat PhDs teaching separately; if enforced, PM must come back to the participatory bodies again. Members voted on the proposal "Savings on Tutorial Education," considering the PhDs issue, and it was approved by acclamation.

5. Attachment for information

There were no comments on the attachments.

6. Any other business

As this was the last meeting for most student members and QG as chair, PG praised and thanked QG on chairing the meetings of the SC for the last two years.

The chair closed the meeting at 13.55.

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
4 October 2024

Subject
Advice on Proposed Framework
Differentiated Career Profiles

Our reference
ESE/FR0046

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Appendix
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Dear Dean, dear Patrick,

The Proposed Framework Differentiated Career Profiles was presented to the personnel section of the School Council in a pre-meeting on 17 September 2024, in which the first phase of the development of the Proposed Framework Differentiated Career Profiles was discussed. During this meeting, the personnel section of the School Council raised the following considerations, to take into account:

- the other Dutch and several international universities in our field that have developed/are in the process of developing differentiated career profiles.
- that the differentiated career profiles at the assistant professor level may have an effect on our hiring policy at the job market.
- to monitor the potential future effects of the introduction of the new balanced internationalization act (WIB)
- that promotion criteria for teaching should be based on more than the student evaluations.
- to develop profiles that are considered equal in importance and level of difficulty to avoid as much as possible a sense of superior and inferior profiles.

In the meeting of September 26, the personnel section of the School Council was asked for advice on the Proposed Framework Differentiated Career Profiles.

With this letter I wish to inform you that the personnel section of the School Council advises positively on the first phase of the Proposed Framework Differentiated Career Profiles.

Yours sincerely,



Arnold Kirchyunger
Chair of the personnel section of the School Council

cc. Pilar Garcia Gomez
cc. Linda van Klink

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
8 October 2024

Subject
Advice on Proposed Framework
Differentiated Career Profiles

Our reference
ESE/FR0047

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Dear Dean, dear Patrick,

In the meeting of September 26, 2024, the School Council was informed about and asked for advice on the Proposed Framework Differentiated Career Profiles.

With this letter I wish to inform you that the School Council advises positively on the Proposed Framework Differentiated Career Profiles.

Yours sincerely,



Quinten de Gruijter
Chair School Council

cc. Pilar Garcia Gomez
cc. Linda van Klink

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
11 October 2024

Subject
Approval multi-year budget 2025-2028

Our reference
ESE/FR0048

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Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the multi-year budget 2025-2028.

The School Council was asked for approval of the multi-year budget 2025-2028 during the meeting of the School Council on 26 September. During the meeting, some remarks were made:

- The School Council wishes to emphasize the importance that the current financial situation will not lead to urgent measures regarding the employment of current staff members in the upcoming year.
- To take into consideration that the discontinuation of the starter grants can have an effect on international recruitment.
-

With these remarks, the School Council approves of the multi-year budget 2025-2028.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Mario van Boven
cc. Marcel de Wolf

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
11 October 2024

Subject
Advice on Annual Plan 2024-2025

Our reference
ESE/FR0050

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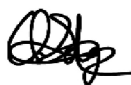
Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the Annual Plan for 2024-2025.

The School Council advises positively on the Annual Plan on the parts on which the School Council has right of advice, with the following consideration:

- The School Council wants to stress their concern about the financial situation of our School and therefore expects the management team to do everything in their power to differ the projected budget for the upcoming years.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Mario van Boven
cc. Marcel de Wolf

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
18 October 2024

Subject
Advice on Request for Termination
Fiscale Economie

Our reference
ESE/FR0051

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Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the Request for Termination of the programme Fiscale Economie.

The School Council received the following information from you regarding this request:

- Request for Termination of the programme Fiscale Economie
- Advise report working group Fiscale Economie
- Final report Fiscale Economie
- External Memo Fiscale Economie (April 2024)
- Note MT on Finances Fiscale Economie
- At the eleventh hour: Correspondence MT and Erasmus School of Law concerning the possible shared continuation of Fiscale Economie

The council members have studied the supplied documents thoroughly and have had discussions with various parties involved in the termination of the programme, especially the Programme Committee Fiscale Economie.

In the end the council members concluded that there was only a single advise possible since none of the presented solutions did have any chance of success: a positive advice on the termination of the programme and hence advises positively on the Request for termination of the programme Fiscale Economie.

The School Council regrets that there were no viable solutions. The programme Fiscale Economie is a very good programme, which is highly valued by the business community. The School Council sees a decision to terminate as *faute de mieux* (as the French would say).

There is still some time before the decision to terminate the programme has to be effectuated. If in this time a yet unknown viable solution pops up, the School Council hopes that the termination can be cancelled. The School Council urges all parties involved in the termination of the programme to continue searching for a viable solution until the latest moment.

As the School Council was informed that it is unlikely that transition regulations need to be formed, the School Council has no advice on this matter. If transition regulations are to be formed, the School Council needs to be informed as soon as possible, for approval.

Our reference

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Your reference

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in document.

Yours sincerely, on behalf of the School Council,



Q.F. de Gruijter
Chair School Council

cc. Programme Management
cc. PC Fiscale Economie

Attention of
Chair and members of the University
Council

Date
1 November 2024

Subject
University Openings

Our reference
ESE/FR0053

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Dear Chair and members of the University Council,

On behalf of the Faculty Council of the Rotterdam School of Management (RSM) and the School Council of the Erasmus School of Economics (ESE), we are writing to you once again to request your attention to the letter from December 4th, 2023, regarding the current university opening hours policy (*openingsurenbeleid*).

Earlier this year, the School Council of the Erasmus School of Economics sent a letter to this University Council expressing the general dissatisfaction of its students and staff with the newly implemented policy.

It follows that, after extensive consultation between ESE's School Council and RSM's Faculty Council, we concluded that the dissatisfaction is shared between our institutions. Thus, acting in the best interests of our constituencies, this letter summarises our joint efforts in writing to you on behalf of the two largest faculties of this University.

We would like to draw your attention to your Council's response, which indicated that an evaluation would take place in April 2024. Despite this promise, we have yet to hear from you on this matter. We would therefore like to request you to still send this evaluation, or to hold an evaluation if it has not taken place yet.

Attached to this letter is the original letter from the ESE School Council and your reply stating that an update would be provided by April 2024 at the latest.

Yours sincerely,

Quinten de Gruijter, chair ESE School Council



Richard Brunnquell de Stachelski, chair RSM Faculty Council



Attention of
Chair and members of the University
Council

Date
04 December 2023

Subject
Campus opening hours office buildings

Our reference
ese/fr0016

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Appendix

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Dear Chair and members of the University Council,

The School Council of Erasmus School of Economics requests your special attention for the situation around the opening hours of the office buildings at the EUR campus.

Enclosed you find two letters the School Council received from two different departments from the Erasmus School of Economics, stating their concerns and objections with regards to the restricted opening hours of the office buildings. With this letter, the School Council underwrites these concerns, brings them to the attention of the University Council again and asks for an update on this topic.

Next to this, the School Council understands that the effect of the restricted opening hours is being evaluated. The School Council would like to receive the outcome of this evaluation.

Yours sincerely, on behalf of the school council,



O.F. de Gruijter
Chair School Council

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
10 December 2024

Subject
Approval on TER EFMC Executive Master
of Finance and Control 2024-2025

Our reference
ESE/FR0054

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Dear Dean, dear Patrick,

The School Council has discussed the revised and final version of the TER EFMC Executive Master of Finance and Control in its meeting on 2 December 2024.

The School Council approves of the TER EFMC Executive Master of Finance and Control 2024-2025 for the articles for which we have right of consent and advises positively on the articles on which the School Council has right of advice.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Brigitte Hoogendoorn, Programme Director
cc. Annette Teijl, policy officer

To the Dean
of Erasmus School of Economics

Date

10 December 2024

Subject

Approval of Quality & Innovation Agenda
Education ESE 2025-2028

Our reference

ESE/fr0055

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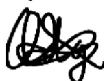
W www.eur.nl/ese/english

Dear Dean, dear Patrick,

The School Council has discussed the Quality & Innovation Agenda Education ESE 2025-2028 in its meeting SC201b of 2 December 2024.

The School Council supports the changes that were made regarding the plans and appreciates the fact that most of the feedback of the participatory bodies was adopted in the plans. With this letter, the School Council formally approves of the Quality & Innovation Agenda Education ESE 2025-2028

Yours sincerely,



Quinten de Gruijter
Chair School Council

cc. Brigitte Hoogendoorn, programme director

To the Dean
of Erasmus School of Economics

Date

12 December 2024

Subject

Approval of Appointment of four new
Health and Safety Officers at ESE.

Our reference

ESE/fr0029

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Dear Dean, dear Patrick,

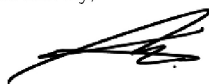
The personnel section of the School Council received the request to approve of the appointment of four new Health and Safety Officers as ESE. The topic was addressed in the internal School Council meeting of 21 November 2024.

The new Health and Safety Officers are:

Evelien Nascimento
Suzanne van Vliet
Cindy Asandikromo
Thuy Phan

The School Council supports the appointment of the four new Health and Safety Officers at ESE and with this letter, the personnel section of the School Council formally approves of this appointment.

Yours sincerely,



Arnold Kirchyunger
Chair of the personnel section of the School Council

cc. Tala Alrufaie

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
12 December 2024

Subject
Advice on Project Assignment Defining
Promotion Criteria for Differentiated
Career Profiles

Our reference
ESE/FR0057

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Dear Dean, dear Patrick,

The Project Assignment Defining Promotion Criteria for Differentiated Career Profiles was presented to the School Council in their meeting on 2 December 2024, as the second phase of the Project Differentiated Career Profiles.

During the meeting, the personnel section of the School Council raised the following considerations and asked the MT to:

- take into account the concerns and worries from the lectures regarding research, as well as to where the plans state 'no more lecturers'; it is suggested to rephrase this somewhat.
- take into account that it might cost more time to form criteria on teaching and management.
- think about promotion criteria in regard to the plans some more.
- see whether the decision making can be more democratic, as it now feels somewhat hierarchical.
- connect with other universities to harmonize the plans.

With this letter I wish to inform you that the personnel section of the School Council advises positively on this second phase of the project.

Yours sincerely,



Arnold Kirchyunger
Chair of the personnel section of the School Council

cc. Pilar Garcia Gomez
cc. Linda van Klink

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date

12 December 2024

Subject

Advice on Proposed framework and
process Strategic Workforce Planning ESE

Our reference
ESE/FR0058

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Appendix
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Dear Dean, dear Patrick,

The Proposed framework and process Strategic Workforce Planning ESE was presented to the School Council in their meeting on 2 December 2024, for feedback and advice.

During the meeting, the personnel section of the School Council raised the following considerations and asked the MT:

- To take into account the relation of the Strategic Workforce Planning, Recognition and Rewards and the outcome for the next development cycle. It is suggested to give people tools at the start of the development cycle as staff is not yet accustomed to this way of working.
- To share the outcome of the pilot with the SC as it will probably make the plans more concrete. Another suggestion is to make avatars of the profiles to make them more vivid.
- To consider the concerns of the English-speaking staff regarding their employment in the light of the proposed laws on internationalization.

With this letter I wish to inform you that the personnel section of the School Council advises positively on the Proposed framework and process Strategic Workforce Planning ESE.

Yours sincerely,



Arnold Kirchyunger
Chair of the personnel section of the School Council

cc. Mario van Boven
cc. Marie Hélène de Windt

To the Dean
of Erasmus School of Economics

Date

31 January 2025

Subject

Approval of the Management Instruction
2025

Our reference

ESE/fr0059

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Dear Dean, dear Patrick,

The School Council has discussed the Management Instruction in its meeting SC202a of 23 January 2025.

With this letter, the School Council formally approves of the Management Instruction 2025.

Yours sincerely,



Quinten de Gruijter
Chair School Council

cc. Mario van Boven

To the Dean
of Erasmus School of Economics

Date

3 February 2025

Subject

Approval of the School Regulations 2025

Our reference

ESE/fr0060

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Dear Dean, dear Patrick,

The School Council has discussed the School Regulations in its meeting SC202a of 23 January 2025.

The School Council appreciates the fact that most of the feedback that was given by the School Council was adopted in the School Regulations.

The School Council had one request, to make sure that any references in the School Regulation that have to do with either the graduate school and/or the 'onderzoekschool', as a result of the possible difference between them, are implemented consistently in the whole document.

With this consideration, the School Council formally approves of the School Regulations 2025.

Yours sincerely,



Quinten de Grijter
Chair School Council

cc. Mario van Boven

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
6 February 2025

Subject
Concerns Future housing – Tinbergen
building

Our reference
ESE/FR0061

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Appendix
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Dear Dean, dear Patrick,

On 3 September 2024, the SC send the MT a positive advice on the Update Future Housing Tinbergen, which consisted of the continuation on the project structure, the planning and the approach for the workshops on the floorplans and a proposal for the guidelines for the floorplans. On 30 October, the School Council received an e-mail from one of their constituents regarding the evaluation of the pilot on the floorplans of the Tinbergen building, that was run in the department of Econometrics before Summer. During the meeting of the SC of 4 November, Dennis Fok was invited to give more information on the results of this pilot.

After discussing the outcome of the pilot and the contents of the e-mail received by the SC, the School Council, based on the concerns shared by their constituency, would first of all like to make the MT aware that the members share the concerns and foresee problems with the plans; foremost, the reduction of M2 is likely to have a big effect on the functioning of the staff.

Next to this, the School Council would have preferred to have been informed about the outcome of the pilot that was held in the department of Econometrics, prior to the request for advice on the Update Future Housing Tinbergen. Although the advice would probably have remained the same, the members would have been able to give a more informed advice, considering the outcome of the evaluation as well. The School Council therefore would like to request, that in future occasions, to meticulously follow-up on the necessary processes, and share the information that the School Council needs to prepare informed decisions in a timely manner, so they are able to represent their constituency the best way possible.

Thank you for considering the above.

Yours sincerely,



Quinten de Gruijter
Chair School Council

cc. Mario van Boven

Attention of
Dr. Bauke Visser

Date
6 February 2025

Subject
Concerns Future housing – Tinbergen
building

Our reference
ESE/FR0062

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Appendix
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Dear Bauke Visser,

The School Council received your message on 30 October 2024, in which you express your worries about the future Tinbergen Housing and the decision-making process and information provision regarding this housing project. You also address the advice of the School Council on the initial plans as presented by the Management Team, in her letter of 19 July 2024.

First of all, we apologize again for our belated reply. The concerns on the future housing of ESE are of major importance to the School Council though. The School Council gets updated by the MT on the status of the Tinbergen building in each of their meetings. During the meeting of the School Council of 4 November, which you attended yourself, Dennis Fok gave an update on the evaluation that was done in the department of Econometrics. Then, your e-mail was discussed by the SC members in their meeting of 21 November, and once again in their meeting of 23 January.

The main concern is that a lot of colleagues are very discontent with the floorplans and how the available M2 is allocated; the biggest problem however seems that the allocated M2 for our school is not enough. The actual M2 for our school unfortunately cannot be decided upon by the School Council.

The MT requested the advice of the SC on the continuation on the project structure, the planning and the approach for the workshops on the floorplans and to give advice on the proposal for the guidelines for the floorplans. The School Council still stands behind their advice, as it was not advice on the floorplans as such.

The School Council members give their advice trusting they are informed correctly. It is essential to have this basis of trust for the members to do their work properly. The MT can only be asked to send the information in a timely manner and to see that all information is shared that is needed to make an informed decision.

The School Council however shares some of your concerns and will raise your questions and concerns to the Management Team.

Yours sincerely,



Quinten de Gruijter
Chair School Council

Attention of
Chair and members of the University
Council

Date
6 February 2025

Subject
Pin-only practice campus EUR

Our reference
ESE/FR0063

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Dear Chair and members of the University Council,

With this letter, the School Council of the Erasmus School of Economics would like to raise their concern about the pin-only practice at the EUR. At this moment, payments on the university campus can only be done by card.

In some cases, and for different reasons, students do not have the possibility to pay by card. The current policy in fact excludes these students to participate on campus.

As we are an inclusive university, the School Council would like you to ask you to investigate a solution for those students that are not able to pay by card.

Yours sincerely,



Quinten de Gruijter
Chair School Council

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
27 February 2025

Subject
Advice on Proposal numerus-fixus for
IBEB

Our reference
ESE/FR0064

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Dear Dean, dear Patrick,

the SC was asked to give advice on the proposal for a numerus-fixus for the IBEB programme. In their meeting of 30 January 2025, the SC discussed the decision that was made on the numbers. In an additional meeting on 21 February, the decision on the selection criteria of a numerus-fixus were discussed.

The SC acknowledges that, under the current circumstances, there is a concern for the IBEB programme and appreciates the fact that the MT decided to act upon this concern, by proposing a plan for the IBEB programme.

Since there are still many uncertainties surrounding the proposal, the SC remains cautious about offering definitive advice. Additionally, several questions raised during the meeting remain unanswered. However, to ensure that key considerations are addressed, SC members have chosen to highlight the following concerns:

- The SC is concerned about the operational feasibility of the proposal, as there is neither time nor workforce, to implement the proposal as planned as there are still a lot of steps that need to be taken. The SC wishes to point at the already experienced high work pressure and low work-life balance of our staff and asks the MT for recognition of the extra workload this new process will entail.
- While the management indicated that the selection procedure can be altered after the first year of having a numerus-fixus, the SC deems it more probable that, within the timeline, exact measures and proper changes cannot be made until the second year.
- The numerus-fixus conditions should facilitate equal treatment and diversity. It is unclear how this is guaranteed, because it is yet unknown how the comparison will take place of the Grade Point Average coming from students applying from different countries with different grading systems. We ask the MT to prioritize equal treatment and diversity in this process.
- The SC wonders whether taking the Grade Point Average as sole selection criterium suffices and suggests adding another or more specific criteria.
- The SC requests the MT to have another look at the minimum requirements for participation in the selection procedure; the minimum requirements on English and Mathematics were supposedly lowered compared to the current situation, but based on the available information, the requirements seem to be higher rather than lower. By

Our reference

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Your reference

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increasing the minimum requirements there is a risk that fewer students can apply.

- The SC would have liked to see some argumentation for the decision on the 50% for the unweighted average grade weighs and random score, as it seems quite random, and in this way, you would probably exclude some students that would be good candidates.
- Theoretically, 700 students could be accepted in the programme, and the SC questions whether the school is equipped to handle this number of students.

The SC requests the MT to consider the above questions and concerns before deciding on how the numerus-fixus for IBEB could be implemented.

Yours sincerely,



Quinten de Gruijter
Chair School Council

cc. Michel van der Wel
cc. Caroline Ouwendijk

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
23 June 2025

Subject
Approval Service Level Agreement
2025-2026

Our reference
ESE/FR0067

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Dear Dean, dear Patrick,

On Thursday 19 June 2025, the School Council discussed the Service Level Agreement Education 2025-2026.

I am pleased to inform you that the School Council of Erasmus School of Economics approves of the Service Level Agreement Education 2025-2026.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council ESE

cc. Josse Delfgaauw, Programme director
cc. Iris Versluis, Policy officer education

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
24 June 2025

Subject
Approval TER Online Post-Initial Master
Degree Programme: Marketing and
Data Intelligence 2025-2026

Our reference
ESE/FR0068

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Dear Dean, dear Patrick,

The TER of the online Post-Initial Master Degree Programme: Marketing and Data Intelligence 2025-2026 was send to the School Council for approval.

On Thursday 19 June 2025, the School Council discussed the TER of the Online Post-Initial Master Degree Programme and as there were no major comments, I am pleased to inform you that the School Council approves of the TER of the online Post-Initial Master Degree Programme: Marketing and Data Intelligence 2025-2026.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council ESE

cc. Bas Donkers

Attention of
Prof. dr. Michel van der Wel
Vice-Dean Education ESE

Date
24 June 2025

Subject
Approval Proposal Strengthening
Participation ESE

Our reference
ESE/FR0069

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Dear Vice-Dean, dear Michel,

The School Council received and reviewed the Proposal for Strengthening the ESE Participation bodies for approval. Firstly, the School Council thanks you for the opportunity to present our ideas and taking them up in the proposal.

On Thursday 19 June 2025, the School Council discussed the proposal. As the projects taken up in the proposal will help reinforcing the ESE Participation on several levels, the School Council is happy to give their approval on the Proposal Strengthening Participation ESE.

Yours sincerely, on behalf of the School Council,



Q.F. de Gruijter
Chair School Council ESE

cc. Josse Delfgaauw, Programme director
cc. Iris Versluis, Policy officer education

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
7 July 2025

Subject
Approval SC Floorplans Tinbergen

Our reference
ESE/FR0070

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Dear Dean, dear Patrick,

Upon your request, the Personnel Council of the School Council discussed the Floorplans Tinbergen in its meeting on Thursday 19 June 2025, taking into consideration the additional information that was presented on the Arbo measures for the Tinbergen building.

Following the discussion in the meeting of the School Council, members decided to vote on the Floorplans. Three members voted in favour of the plans, two members voted against the floorplans and one member refrained from voting.

As a result, the Personnel Council of the School Council approves of the Floorplans Tinbergen, appreciating you taking into consideration the following remarks that were sent with the cast votes:

1. The outcome of the vote shows a narrow positive result, which in our view represents the significant discontent and doubts among personnel regarding the Floorplans and Ways of Working. The letter that was sent to the RM on 5 February 2025 by Professor De Jong and Professor Visser reflects this discontent and doubts, and was signed by a large amount of the academic staff of Erasmus School of Economics. While this also means that another significant part of the staff did not sign the letter, we ask the MT to be aware of possible consequences of the division that threatens to arise among the staff members.
2. In some departments, there seems to be more dissatisfaction about the Floor plans among junior compared to senior faculty. This is because junior (tenure-track) faculty spend a larger proportion of their time as focus (research) time in their own office in need of privacy and inspiration.
3. In some departments, recruiting and retaining excellent staff seems incompatible with offering a workplace that just meets the minimum requirements. Less successful recruiting can, and some say: will be the result of the choices that are being made.
4. The School Council requests a regular objective measurement (and comparison) of occupancy data of office and study/teaching spaces once the School has moved into Tinbergen Building.

Yours sincerely,

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Linda Klaver
Interim Chair Personnel Council - School Council ESE

cc. Mario van Boven

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date

8 July 2025

Subject

Approval Teaching and Examination
Regulations 2025-2026

Our reference
ESE/FR0071

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Dear Dean, dear Patrick,

Upon your request, the School Council has discussed the Teaching and Examination Regulations 2025-26 of our School in its meetings of 19 June and 3 July 2025.

I am pleased to inform you that the School Council approves of the Teaching and Examination Regulations 2025-2026 for the articles for which we have right of consent and advices positively on the articles on which the School Council has right of advice.

Yours sincerely, on behalf of the School Council,



Q.F. de Gruijter
Chair School Council

cc. Josse Delfgaauw, Programme Director
cc. Iris Versluis, policy officer

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
17 July 2025

Subject
Approval Proposal Savings on Tutorial
Education

Our reference
ESE/FR0072

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Dear Dean, dear Patrick,

Programme Management invited the School Council to discuss the Proposal on the Savings on Tutorial Education in a smaller committee, which was very much appreciated. During their meeting of 3 July, the proposal was discussed by the whole School Council for approval.

The Programme Committees (PCs) Economics and Business Economics and Econometrics were asked to approve of the proposal as well. The committees shared their considerations with the School Council: the measure in which the PhDs would be deployed for tutorial education was not supported by the PCs.

The School Council takes the recommendations of the PCs into account in their decision. The School Council decided to approve of the Proposal Savings on Tutorial Education, considering that with this approval, Programme Management can start investigating all measures stated in the proposal, in consultation with staff. During the meeting of 3 July it was however discussed, that, if after investigation, Programme Management should decide to enforce the measure of having PhDs teaching tutorials, Programme Management will come back to the participatory bodies prior to implementation.

Yours sincerely, on behalf of the School Council,



Q.F. de Gruijter
Chair School Council

cc. Josse Delfgaauw, Programme Director
cc. Iris Versluis, policy officer

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
18 August 2025

Subject
Approval on TER MEL Master Maritime
Economics & Logistics 2025-2026

Our reference
ESE/FR0073

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Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the TER of the Master Maritime Economics & Logistics (MEL) for approval.

I am pleased to inform you that the School Council approves of the TER of the Master Maritime Economics & Logistics 2025-2026 for the articles for which the School Councils has right of consent and advices positively on the articles on which the School Council has right of advice.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Josse Delfgaauw, Programme Director
cc. Berta Fernández Álvarez, policy officer

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
18 August 2025

Subject
Approval on TER Master City Developer
2025-2026

Our reference
ESE/FR0074

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Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the TER of the Master City Developer (MCD) for approval.

I am pleased to inform you that the School Council approves of the TER of the Master City Developer 2025-2026 for the articles for which the School Councils has right of consent and advises positively on the articles on which the School Council has right of advice.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Josse Delfgaauw, Programme Director
cc. Berta Fernández Álvarez, policy officer

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
18 August 2025

Subject
Approval on TER Research Master
Business Data Science 2025-2026

Our reference
ESE/FR0075

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Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the TER of the Research Master Business Data Science for approval.

I am pleased to inform you that the School Council approves of the TER of the Research Master Business Data Science 2025-2026 for the articles for which the School Councils has right of consent and advices positively on the articles on which the School Council has right of advice.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Josse Delfgaauw, Programme Director
cc. Berta Fernández Álvarez, policy officer

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
18 August 2025

Subject
Approval on TER Tinbergen Institute
Research Master's Program 2025-2026

Our reference
ESE/FR0076

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Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the TER of the Tinbergen Institute Research Master's Program for approval.

I am pleased to inform you that the School Council approves of the TER of the Tinbergen Institute Research Master's Program 2025-2026 for the articles for which the School Councils has right of consent and advices positively on the articles on which the School Council has right of advice.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Josse Delfgaauw, Programme Director
cc. Berta Fernández Álvarez, policy officer

Attention of
Prof. dr. Patrick Groenen
Dean Erasmus School of Economics

Date
19 August 2025

Subject
Approval on TER EFMC Executive Master
of Finance and Control 2025-2026

Our reference
ESE/FR0077

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Dear Dean, dear Patrick,

Upon your request, the School Council reviewed the TER of the Executive Master of Finance and Control (EFMC) for approval.

I am pleased to inform you that the School Council approves of the TER of the Executive Master of Finance and Control 2025-2026 for the articles for which the School Councils has right of consent and advises positively on the articles on which the School Council has right of advice.

Yours sincerely, on behalf of the school council,



Q.F. de Gruijter
Chair School Council

cc. Josse Delfgaauw, Programme Director
cc. Berta Fernández Álvarez, policy officer