

University Council
First Plenary Meeting - Second Cycle
October 6th, 2020

Present in the Meeting: Ana Uribe Sandoval, Ben Bode, Marjan Gorgievski, Ferry Blom, John Pearelal, John van Wel, Natascha Kraal, Sebastiaan Kamp, Albert Wagelmans, Yogi Hendlin, Afrodita Dobрева, Armand Gozé, Bram Hessen, Diederik Mosch, Jasper Klasen, Joep Schoenmakers, Luca Kriese, Olaf Hornes, Philip van Moll, Wouter van Dam, Younes Assou, Hans van den Berg, Anne Zijleman, Helen Gubby, Dian van Toor, Bianca Jadoenath.

Guests: Caroline Hennekam and Rianne Nieuwdorp

Teams Meeting

Time: 15:00

Index:	Page Number
- Guests Briefing (E&S)	1
1. Chair Announcements	1
2. Presidium Announcements	1
3. UC Announcements	2
New Plenary Topics	2
4. COVID-19 Topics	2
5. Student wellbeing	2
6. Administration and Management Regulations	3
7. Studying with a disability	3
8. Appointment of Deans Procedure	3
9. HR policy on blended working	3
10. Report Ombudsfunctionaris	3
11. HOKA progress report	4
12. Implementation well-being	4
13. Carbon neutrality 2024	4
Old Plenary Topics	4
14. Action plan Psychological workpressure	4
15. Whistle-blowers policy	4
16. Ventilation in EUR buildings for physical education	5
17. Digitalisation of Education	5
18. UC seat for ISS students	5
19. Evaluation Electoral Pilot	5
Incoming Documents	5
20. Safeguarding diversity at EUR UC	5
21. Selection of Master of Medicine	5
22. Letter numerus fixus	5
23. Incident in APP Groups	5
Other Business	6

Guests (E&S) - Carolien Hennekam and Rianne Nieuwdorp

Caroline and Rianne are policy advisors for the Education and Student's Affairs Department (E&S). They visited this meeting to explain their involvement in University and welcome UC members in case they need to reach out in topics related to their department. They work in contact with student associations (reaching around 90 associations), student wellbeing, tuition fees, students in COVID-19 times, among others. The guests mentioned that they can always be reached by the UC, even if there are doubts whether they are in charge of policies or initiatives for a certain topic.

During the meeting, there was a lot of attention on the possibilities of including a GP service at University. E&S is working on this as a part of student wellbeing, and checking possibilities for online medical attention. This topic was discussed last year by the PFO committee. However, there's a possibility that it will be discussed again this academic year. The E&S is holding meetings with the Rector and Rianne van der Zanden for this initiative.

Another question asked for the E&S was related to the developments about language in the rules and regulations of university. The E&S has had the opportunity to give input to the new law, but detailed information is not available on the matter. No substantive decisions have been taken on the matter. If members wish to receive the most up-to-date information on the topic, they can contact Pleunie van der Borne, the person in charge of this department.

A final question was asked regarding the discussions about vulnerable groups of students and employees at University. Does the E&S identify and reach students in vulnerable conditions? At the moment, there is no outreach in place for students in vulnerable circumstances. It is important to notice that the E&S department has been focusing on COVID-19 related topics for the last seven months. Strategies for reaching vulnerable students could fall under the scope of central projects on student wellbeing. Rianne van der Zanden could be contacted for questions on this matter.

1. Chair Announcements

Secretariat Responsibilities

If you are not sure who to address your question to, contact Anne or members of the Presidium. They will direct it to the right person(s). Contact Hans for new topics on the agenda, issues with policy makers, updates on large topics, COVID-19, or HoKa. For practical matters, office, keys, IT, or iPads, contact Yvonne. Finally, contact Anne and Machteld for anything related to topics, procedural questions, rules and regulations of the council, contact details of policy makers, and any other question.

If you have any further questions, contact the presidium members for clarifications.

2. Presidium announcements:

Reminders:

- Sign up for Marketing and Communication (M&C) Support if you want to. Ana and John (P) are part of it. It is good to also have students in this group. The M&C officer will take care of the organization of this team, but members are encouraged to give their input for the UC.
- Sign up for the Strategy task force, which will deal with some strategy updates. You still have the time to sign up by contacting Hans. Currently, this taskforce is composed by Bram, Younes, Natascha, Ben, and John (W).

Meeting with the CvB

- In case that students have issues with online education, they are encouraged to contact their Program Committees. Considering that the PCs are the ones with most immediate possibilities of responses for students, it is therefore best for them to communicate with the PCs. Meeting today with CvB about COVID-19.
- The role of the students in COVID-19: working groups from last year will not be again initiated. The plans from these working groups were developed and implemented. However, other

projects are happening with student well beings, which will involve UC or external students for the decision-making.

- The presidium's weekly meetings with the CvB will continue in order to keep the UC updated on COVID-19 related topics. There's also an invitation to join the meetings of CvB, Deans, and head of departments. These meetings are basically for obtaining the same information that Deans and Departments get (update information). This year, Natascha is attending. A Presidium member will attend these meetings as well. Finally, one extra student is also required to attend. The student to attend this meeting can be internally discussed at SBUC.

3. UC Announcements

Student members would like to discuss the meetings between the Presidium and the CvB about COVID-19. This discussion will take place under other business.

New Plenary Topics

4. COVID-19 topics

Olaf as Vice-chair

Taskforce: Jasper, Diederik, Philip, Bram, and Ana.

This is an initiative from Philip. There are many things happening on campus due to COVID-19. The UC has already received some complaints about the COVID situation. These complaints include: examination issues under COVID-19 regulations, and the staff is struggling for students to comply with COVID-19 regulations on campus.

This taskforce could deal with a variety of sub-topics related to COVID-19 on campus. For instance, it could find ways to encourage students to comply with the COVID-19 regulations. Input from participatory bodies in Delft could help in the campaigning process for COVID-19 related measures on campus. Other possible sub-topics mentioned in the meeting for this taskforce include: exams, study spaces, ECTS, student wellbeing, etc.

Any member of the UC could bring a sub-topic related to COVID-19 to this taskforce. They could do so by contacting Philip. The taskforce will update the UC in the plenary meetings on the different sub-topics that they are working on. Finally, it is important to notice the diversity of opinions in society -and campus- about COVID-related measures. Therefore, it is important for the taskforce to consider the variety of ideas about the measures present in the community.

5. Student wellbeing

Wouter as Vice-chair

Taskforce: Afrodita, Wouter, Joep, Armand, Luca, Ana, and John (P).

Afrodita made a brief presentation explaining the scope of this taskforce. It was explained that students perceive mental health as a topic that does not receive enough attention. Students go through mental health issues, and there are not enough strategies (or not enough knowledge on the strategies) to deal with them. Armand indicated that mental health is a problem even before the COVID-19 crisis. However, the COVID-19 crisis is only making this worse. There are platforms and projects dealing with these issues at University, but they are not well known, or may apply to some students and not others.

The strategy of the taskforce is to (i) investigate the current situation of mental health among EUR students, including the data, indicators, and surveys available on the matter, (ii) make a root-cause analysis of the circumstances related student's mental health and finally (iii) implement new strategies or monitor existing projects dealing with the improvement of mental health for students on Campus.

6. Administration and Management Regulations

John as Vice-chair

Taskforce: Sebastiaan, Joep, and John (W).

This is a recurring document every year. However, there should be changes in the Dutch document this year. This is put forward by the CvB, and needs to be reviewed. The UC has a right of consent on it.

7. Studying with a disability

Bianca as Vice-chair

Diederik, Ana, John (P), and Ben.

One of the student counsellors contacted the UC to discuss this topic. The COVID-19 crisis has partially helped to get online materials for students with disabilities that required them before the crisis. However, some students with disabilities are struggling with online education. Digital tasks are not possible for them. The student counsellor indicated that for her, it is hard to achieve substantial changes for these students under the current COVID-19 crisis. She is therefore requesting help from the UC to deal with this topic.

The counsellor indicated that the problem with students with disabilities goes beyond the current COVID-19 situation. Students with disabilities should get preferential treatment to start with the same footing as other students. However, this is not happening in all faculties, and not in all cases. Therefore, attention on this topic is needed. There are no documents available at the moment. However, the appointed taskforce could discuss the matters with the counsellor and give unsolicited advice to the CvB or ask critical questions about the topic.

8. Appointment of Deans Procedure

Wouter as Vice-chair

Taskforce: Jasper, Wouter, Ana, Ferry, and Albert.

The CvB decided that this appointment procedure needs to be discussed with the UC. There is a right of advice on this topic. For this topic, it is important to contact the faculty councils to see how they view this procedure as they are the ones to execute it. Also, it is important to sit down with the Legal department to discuss it. Documents are already available for this discussion, however, the translation to English is not ready yet

9. HR policy on blended working

John as Vice-chair

Taskforce: Albert, Luca, Sebastiaan, Ana, Ben.

The UC has a right of advice on this topic. There was a confusion with the dates for the dialogue with the policy maker on this, as there was a deadline for discussions on the 17th of October. Hans and Anne will contact the policy maker to change this date and propose a timeline for any required procedures. There are documents available for this topic, but the exact details of what needs to be done are missing. The CvB has worked on this topic for a while, and their perspective on the matter is important for the point of view of the UC.

Considering that this topic covers some aspects of digitalization, it would be ideal if some members of the digitalization of education taskforce could get involved in this taskforce.

10. Report Ombudsfunctionaris

Hans as Vice-chair

The ombudsfunctionaris at University is a nation-wide initiative. All universities are getting an ombudsfunctionaris. The person appointed for this task already made a report. The report is in Dutch, and the English translation will be available this week. For this topic, the presidium advised to have the

discussions as a plenary instead of appointing a taskforce for it. The ombudsfunctionaris would like to meet the UC. She could come in the next plenary meeting to discuss her observations.

It was proposed that to manage this discussion, a google form will be opened for the initial input. The input can be provided by next week Tuesday 12:00. Afterwards, the form will be closed for synthesizing some questions. This summary will then be forwarded to the UC. It was suggested to maybe use Teams for this procedure. Hans will look into it, otherwise, google forms will be the software for it.

11. HOKA progress report

Hans as Vice-chair

HoKa Workgroup as *taskforce*

There will be an update on the different HoKa projects. Documents are already available for this. Next week, a meeting will take place for this point. Afterwards, there will be a report back to the council. Bieneke (policy maker for HoKa) will be invited for questions to the plenary. This point is for a right of information.

12. Implementation well-being

Hans as Vice-chair

HoKa Workgroup as *taskforce*

The procedure is the same as the previous topic (HoKa Progress Report)

13. Carbon neutrality 2024

Olaf as Vice-chair

Campus Climate Taskforce

This point was raised by Bram on behalf of the Campus Climate Taskforce. The taskforce will discuss with the policy makers to check if enough is being done on this topic. In the next plenary meeting, the taskforce will advise the council on the possibility of giving unsolicited advice or questions to the CvB on this issue.

Old Plenary Topics

14. Action plan Psychological workpressure

There was input provided through google forms by UC members on this plan. This input will be forwarded to Marjan and Natascha so that it is discussed with Roos. They will report back to the council on these discussions in the next plenary meeting.

15. Whistle-blowers policy

The taskforce sent a letter on Monday with the advice on the policy to the Legal department. In summary, the current regulations should be re-drafted, similarly to the way in which Dutch law adheres to these matters. It should be seen and framed as a whistle blowers regulation, contrarily to how it is currently working. The letter sent by the taskforce can be distributed to the rest of the UC. The timeframe on further actions is not clear, but hopefully the UC will hear back from Legal before the end of 2020. The UC has the right of advice on the final version of the Whistleblowers policy.

In relation to this topic, it was asked if the CvB used the current whistle-blowers channels in regards to the email investigation last year. This is not known, but could be asked to Angelo.

16. Ventilation in EUR buildings for physical education

At the beginning, there was no documentation available on this topic. This was odd as there was information sent stating that the ventilation situation at EUR buildings was positive. Next Wednesday, there will be a short meeting to discuss the current situation and the nature of the buildings' ventilation. There are some concerns that the initial statement was premature on the ventilation situation

17. Digitalisation of Education

No discussion took place - Long-term topic

18. UC seat for ISS students

No discussion took place - Long-term topic

19. Evaluation Electoral Pilot

Soon there will be an appointment with Legal affairs and René. Members of the taskforce are invited to join this meeting alongside Hans.

Incoming documents

General notes:

- It is preferable to reply to incoming documents within six weeks of being received. This is the rule applied to the CvB. However, there is not a hardline on this timeline for the UC.
- It would be recommended to look into a way of organizing an archive so that it is possible to look at the letter exchange in every topic, as opposed to only seeing a response letter.

20. Safeguarding diversity at EUR UC

Ana will like to look into this letter further on. She is not sure if the UC's questions were addressed in this response. For background purposes, last year there was an initiative for a gender quota for Deans and the CvB. A working group changed this course to make it a broader topic. Last year, the idea was to request this letter so that the UC can work on concrete initiatives on the topic. Therefore, it is important to look carefully into the letter for this.

21. Selection of Master of Medicine

To be discussed in the next plenary meeting.

22. Letter numerus fixus.

To be discussed in the next plenary meeting.

23. Incident in APP Groups

Taskforce: Dian, Luca, and Younes.

Last year, there were some issues at ESSB with discriminatory comments. Media attention was given to this issue. There were two cases, and they were dealt differently by the faculty. There were questions and remarks about the way this was managed to the CvB. The answers of these questions are in this letter. It is a long letter. Some extra time will be given, so that this can be further discussed in the next plenary meeting.

First impressions from the letter: The letter is not really answering and replying to the problems that were raised. The CvB acknowledges what happened. They said that context was different at each incident. However, the points of safeguard were not necessarily addressed. The CvB did not respond to the question: why is not there a better procedure available for dealing with these situations?

There was some discussion during the meeting about how to address this letter. Additionally, there was a long discussion on the legal repercussions that could arrive to University if this matter is not properly addressed. A task force looking into this was appointed. They will look into the current codes of conduct of the university, online behaviour, and also the ways to clarify the responses given by the CvB on this matter. It was noted that there is a team working on an online code of conduct, and that the taskforce can contact Jaap Cornelissen for inquiring about it. However, a member mentioned that this code of conduct is not applicable for this type of regulation.

Other business:

- *Presidium and CvB talks on COVID-19 regulations.*

Some members raised a concern in regards to the position of the Presidium in the talks to the CvB on the COVID-19 crisis. These members expressed that they did not agree on the Presidium taking the responsibility of these conversations because of several arguments. The arguments included: the fact that the presidium is not explicitly a crisis management team, feelings that a (differently) democratically elected team should partake in these talks, and that the UC wants constant updates on the topic.

As a response to these arguments, other members expressed that the presidium is democratically elected to represent the council. The Presidium is also the appropriate body to deal with the current circumstances. Article 6.4, sub-b, states that the presidium is the debating/discussion partner of the CvB. Additionally, in the same article, clause sub-f, it is expressed that the Presidium represents the council to internal and external stakeholders. Not appointing the Presidium for this task would therefore represent a conflictual break of the council's structures. Many members expressed that they support the Presidium in continuing these talks, as long as there is a report on the non-confidential aspects of the meetings with the CvB.

After a long discussion, it was decided that the Presidium will continue with this responsibility while giving updates on the meetings with the CvB. If members continue disagreeing with this point, they can make changes to the rules and regulations of the council through a proposal.

- *Conversations with Rianne & Student Associations*

Wouter and Joep will hold some talks with Rianne from E&S and student associations. They will represent the UC.

- *Evaluation Electoral Pilot*

The Student members are quite unified in their thoughts about the evaluation of the Electoral Pilot. They want to reach the staff members to share their ideas on this topic. If staff members have questions, they can reach Wouter and ask anything related to it.