

Plenary Meeting - University Council
Erasmus University
March 16th, 2021

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

Absent in the Meeting: Joep Schoenmakers, Armand Gozé, John Piarelal.

Teams Meeting: 15:00

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01 Opening

01.01 Setting of the Agenda

The agenda was set.

01.02 Setting of the Minutes of the Previous Meeting

The minutes from the last meeting are not available yet. Currently, the procedure for accepting minutes is confusing as the minutes are accepted before comments or remarks have been sent to the minute secretary. The Secretariat will investigate how to improve this procedure.

01.03 Announcements

- Members' Access to Teams Environment

Natascha is now able to access the Teams environment as a guest. Now all members of the council can review letters, documents, and information via Teams.

- Use of Teams During Meetings.

It is now possible to have a large gallery preview in Teams. This means that all members are always visible on the screen. The Chair kindly asks all members to have their camera on if possible, to improve communication within the council.

- Marketing and Communication Announcements

There are four points raised by the M&C Officer to involve the council members in the information available for the community regarding the UC.

(i) The M&C team is preparing an Instagram Takeover for UC members. A schedule of this Takeover with instructions will be sent to the council members soon. The idea is that every Tuesday, two members of the council (a staff and a student member) can share what they do for the council with the EUR community. This is not mandatory; if members decide to opt-out from this Takeover, they can notify the M&C Officer.

(ii) The M&C officer is asking UC members to make a blogpost to share with the community regarding the activities of the council. The deadline to send this blogpost is on April 4th.

(iii) The website of the UC is being updated. The M&C officer will approach all task forces to share some input on what they are working on to include it on the website.

(iv) Pictures of the UC members will be taken on March 30th. More information about the time slots for the pictures will follow. It is likely that some editing will take place to construct a group picture from individual pictures of each member (considering COVID-19 regulations).

02 Agenda Items

02.01 HoKa Impact at the Core Budget

The HoKa Workgroup has revised this budget. Before the final budget was published, the Workgroup members discussed it with the Project Lead of Impact at the Core. Some adjustments were made after this conversation, and the Workgroup members are now satisfied with the budget.

The Secretariat will invite the Project Lead of Impact at the Core for the next plenary meeting in case more questions on the budget arise from UC members. No extra task force is needed to deal with this topic, as the HoKa Workgroup has been working on it.

Action Point: The Secretariat will invite the Project Lead for the next plenary meeting in case more questions on the budget arise from UC members.

02.02 February Report on 2020 Spending HoKa

A form will be sent to the rest of the UC members with any questions on this report. The form will close by Monday at 15:00. The HoKa Workgroup has started the discussions on this report. Some of the content questions about it are: (i) how the university is dealing with under- and overspending in HoKa, (ii) how the CLI fellowships are developing, and (iii) how the high influx of students is affecting the quality of education at EUR. No extra task force is needed to deal with this topic, as the HoKa Workgroup has been working on it.

02.03 First Report Employee Well-being Monitor

The task force that worked on the topic of Staff Work Pressure will address this topic. Marjan will lead the task force. This report will be included on the agenda of the Chair Meeting which will take place on March 30th. This agenda, which is set by the UC Presidium and the Chairs of the participatory bodies, will be shared with the UC.

It is not clear whether Faculty Councils have discussed the employee well-being monitor. Therefore, the Clerk will send this document to all the Chairs before the meeting. Furthermore, the UC would like to receive the reports from the Faculties relating to this monitor.

Action Points: The agenda of the Chair meeting will be shared with the whole council. The employee well-being monitor will be included in the agenda of the Chair meeting.

02.04 EUR internationalization policy

The taskforce has a meeting with the policy maker working on this topic on Thursday. Members can send any comments or questions about this policy to Ana by Thursday at 9am.

Action Point: Members can send any questions about the internationalization policy to Ana by Thursday 9am.

02.05 Discontinuation post-initial Master of Public Information Management

This point has been put to the UC as a right of information as it is a post-initial Master instead of a regular Master track. There are no further questions about this point of information from the council. The Council has been informed.

02.06 Recognition & Award: update

Taskforce: Ana (lead), Marjan, Wouter, Ferry, Diederik.

A council member requested to have updates to tackle this topic. It will be possible to have update on the point of Recognition and Rewards. This is a national policy change, and the policy maker in charge from EUR, Bianca Langhout can be contacted for discussing it.

In some faculties, staff members engage in yearly meetings where they can discuss their future profile for work. For instance, they discuss how they expect their careers to change and mature. However, some faculties do not have this yearly evaluation.

In the context of the professorial policy, Recognition and Rewards were also mentioned. This policy could be intertwined with the professorial policy. Additionally, at the LOVUM meeting, other universities indicated that it could be good to have a student involved in this policy.

02.07 Initiatives under the right of initiative

- *Compensation UC*

Last week there was a meeting with René Karens and Lobke van Steenbergen about this topic. René Karens provided the taskforce with background on how the current compensation

system works. This compensation system is complicated, and the information sheet for it is short. The compensation seems arbitrary to some members of the council. Additionally, there is an important distinction between staff and student compensation. Staff members get compensated through FTEs whilst student members get compensated through a grant. It would be an idea to provide students with a contract so that they can also be compensated with FTEs. However, there are limitations on the hiring capacities of the university regarding student assistants. Additionally, some international students would need working permits to be hired by the university.

Although the UC gets more compensation than other participatory bodies, there is still a question of underpayment for participatory body members. A proposal to change the compensation scheme will be drafted by the task force and shared with all UC members. If members have suggestions on how to deal with this issue, they can send them to the taskforce in charge. It is important to mention that if any changes take place for the compensation scheme, they would not be retroactive. In other words, they would have an effect for future councils.

Another remark related to this point is how to deal with the compensation of UC members when they work different amounts of time for the UC. Some members put more effort than others in the UC and this could have an effect when discussing the monetary compensation of the UC members.

Lastly, there is a possibility of contacting the Chair of the University Council at Leiden University to see how they are working with the theme of UC monetary compensation.

- *Abandoned bikes on campus*

Joep is leading this proposal. The proposal had been recently adjusted by the task force. The idea is that in the next plenary meeting, this proposal can be discussed. It was pointed out by a member of the council that it is important to revise the facts behind the abandoned bikes on campus. The task force will double check this information. Furthermore, it was mentioned during the meeting that there may also be an issue with the timeline and procedures involved with removing bikes from campus. For instance, bikes were removed when students were abroad (especially during lockdown) and could not have seen the signs expressing that their bikes would be removed.

- *Extending number of OpenUp sessions*

For the employee platform, there is a limit of three OpenUp sessions of approximately 25 minutes. This is probably very reduced for people experiencing work pressure or other issues. The idea is to ask the EB to offer more sessions, and to continue with the sessions after the COVID-19 pandemic is over.

This point can be tackled under the umbrella of employee work pressure, and asked during the consultation meeting.

- *Student Assessors*

There are no updates on this topic yet.

- *Model OER*

This topic will be taken off the agenda until further notice. The university is working on setting a working group for the Model OER and the UC will be informed when it has been composed.

- *Centralizing information streams participatory bodies*

A first meeting about this topic took place this morning. The next meeting is being planned. As of now, the members of the task force will work on making a shopping list of what they would like to see in the centralized platform of information for participatory bodies. The idea is to make a friendly interface where the community can access information on participatory bodies.

The Clerk will make a sub-channel on Teams so that members can share what they would like to see in this centralized stream of information.

Action Point: The Clerk will make a sub-channel on teams so that members can share what they would like to see in this centralized stream of information.

- *Initiative on menstrual products.*

The task force, Ana, Dian, Wouter, and Luca, is working on this topic.

02.08 Incoming letters

There are no incoming letters.

02.09 Outgoing letters

- Professional policy

The policy makers did a good job on drafting regulations for the policy. The letter from the UC is self-explanatory. The task force is happy to give a positive insight on this policy while providing some comments.

Action Point: Marjan will send the final letter on the professorial policy to the Clerk.

- *More housing on campus*

There is a letter on Teams about this topic. This letter will be sent. The letter mainly discusses the agreement between the municipality of Rotterdam and EUR regarding housing for students. The letter offers a frame of reference about what is appealing for students looking for housing. This letter does not need an immediate reaction from the EB.

Action Point: Bram will send the final letter on Housing on Campus to the Clerk.

- *Increasing budget for university library*

This point can be discussed in the next plenary meeting. There is a letter to be drafted as a proposal to expand the budget of the library. It also links with the commentary made by Yogi on Erasmus Magazine. The library needs more resources that can help students to access contemporary journals as well as educational resources. It would be important to approach librarians to discuss this. Furthermore, some of the literary resources for courses have become unavailable for teachers and students because of COVID-19. Therefore, some curriculums have changed. This topic will be touched upon in the consultation meeting with the EB.

- *Information on evaluating and contracting educational software.*

Considering the different discussions about the proctoring of exams, the UC wants more insight into the processes involved in purchasing software for the university. The letter on this topic asks for information on the matter.

03 AOB

- *Legal Procedures in Relation to the use of the 2nd Camera in exams.*

Introduction

A member of the council expressed their discontent as they noticed that some students of the UC are taking legal procedures against the EB in relation to the use of the second camera at

EUR. This member of the council expressed that they were not informed of the latest development: the students involved are asking for the availability of the EB to go to court. Additionally, this member of the council does not understand what these students want to achieve by taking the EB to court.

Some students responded by explaining that they do not want to go to court but receive legal counselling on how to proceed. Now, they are receiving legal counselling from lawyers paid by the university. From these discussions with their lawyers, they want to stop the use of the second camera. They explain that going to court would be the last measure they would take. Tomorrow, they expect to further discuss this with the EB. Additionally, they recognize that they could have done a better job at updating their fellow council members on these legal procedures. Nevertheless, they cannot share all the information that they have received from their lawyers.

A student member of the UC explained that as of this plenary meeting, 10 students have not objected to going to court. Three students, Bram, Phillip, and Jasper are taking the lead on the conversations with the lawyers.

Reactions to this topic:

- The student members are inevitably representing the UC and using university funds to carry out these legal procedures. This could have consequences for the UC.
 - A member of the council asked the students involved if they could share the writ of summons (dagvaarding) with the rest of the council. The students will consult their lawyers if this could be done in the case that they send one.
 - The students involved believe that they are not representing the UC in these legal procedures.
 - Some students consider the use of legal counselling necessary to protect the student community. They believe that the implementation of the second camera has had troubling consequences for the well-being of students and they have received complaints about this.
 - Some members of the council expressed that these legal procedures could have a harmful impact on the image of the university council regarding the EUR community. It could also harm the image of the university.
 - Some student members believe that the EB should also care about their public image in relation to the implementation of the second camera.
 - Some members of the council expressed that these legal procedures could also interfere in the working relationship with the EB. A student member expressed that they do not think that this could happen as the relationship of the UC-EB should be professional.
- *Clarification on two administrative emails*

There were two emails sent this week calling for the attention of UC members. The first email was about the Tender for Cleaning and Security Services of the university. The university would like to have a conversation with different stakeholders for setting the parameters to set up a tender in this field. The second email invited members of participatory bodies to nominate community members for awards, such as an educational award. To do so, they have to get in touch with the Dean of their faculty.

04 Closing