

University Council
Second Plenary Meeting
Erasmus University Rotterdam

Date and Time: 19/09/2023, 14:00 – 17:00h

Location: Langeveld 1.16

Present in the Meeting: Ivonne Cune-Noten (chair), Ernst Hulst, Katarzyna Lasak, Sebastiaan Kamp, Pedro van Gessel, Joseph Ayinla, Albert Wagelmans, Timo Zandvliet, Cagla Altin, Nawin Ramcharan, Linqendo van der Klooster, Linda Dekker, Natascha Kraal, Emese von Bone, Rosita Boedhai-Jansen, Aleid Fokkema, Emre Ulusoy, Tom van Dijken, Achraf Taouil, Anthony van der Linden, Max Wagenaar, Roxanne Austin (Clerk), Ellie Cercel (Minutes).

Absent: Maryam Mohamed.

Waiver: Esra Kahramanoglu, Yasin Demir.

01 Opening

01.01 Setting of the agenda

The agenda of the Second Plenary Meeting was set.

01.02 Minutes first plenary meeting

The names of the Confidential Committee members will be censored in the minutes. Also, under *Voting HeQa TF*, the policy of missing TF meetings will explicitly state that it applies to all TF. With these adjustments, the minutes were set.

In terms of action points, the sustainability one will be moved to the next cycle. Also, the policymaker invited for today's meeting refused the invitation. With these adjustments, the action points were set.

01.03 Announcements

- Waiver Esra and Yasin

The Presidium has decided to grant councilors Esra and Yasin a waiver for this meeting.

- Elmer Sterken appointed as Member Supervisory Board Erasmus University Rotterdam

The Minister of Education, Culture, and Science (OCW) has appointed Prof. Dr. Elmer Sterken as a member of the Supervisory Board of Erasmus University Rotterdam (EUR) from August 1st, 2023 to July 31, 2027. Last year's UC Confidential Committee (CC) has been involved in the process of this appointment.

- Call for two students for the Central Election Office

The Central Electoral Committee is responsible for the preparation and implementation of the elections of the members of the University Council and the service councils. In addition, the CSB facilitates the elections for the faculty councils, which are organized by the faculty polling stations. A student was asked to participate actively during the CSB meetings. During these meetings, the preparation and conduct of the elections are discussed and any points for improvement are proposed. There are approximately 10 meetings per year. However, this may depend on the intensity of the necessary preparation for the elections and the conduct of the elections themselves. Each meeting lasts approximately 1 to 1.5 hours.

However, the conditions are that the student is not a member of the UC or a member of a party. Also, the student must still be registered as a student for the entire academic year. It is also important that the student is aware of his/her/their neutral status. There is no compensation in place, yet. Seeing as no member of the UC can participate, the UC has requested the Clerk to inform the Central Election Office of resolving this position through other channels. However, the UC can help by sharing this position through the channels at the disposal of the UC M&C Officers, if still needed.

- Teams: way of working (Taskforces)

When sharing a message in Teams TF channels, the councilors were asked to mention with @ the names of the UC members they wish to reach with the message, otherwise, the members of the Teams channel are not notified by Teams. Also, the UC members are asked to browse the Teams environment on other days to ensure no updates are missed in preparation for the meetings on Tuesdays. Work related to the UC may be conducted outside the Tuesday.

- UC Office reservation on Tuesdays

The UC requested setting up a roster to aid in the reservation process of the UC office on Tuesdays, for TF meetings. The Chair will check this option with the UC secretary.

- Investigations of gender and ethnicity pay gap

The EUR will commence investigations into differences in pay between genders and nationalities of EUR employees. Councillor Albert was asked and accepted to be a member of the sounding committee on behalf of the UC. The first meeting will be held the following day, and the UC will be informed of any updates along the way. The final report will be shared in the spring of next year.

- TF Strategy

Councillor Albert is currently in contact with the Strategy policymaker and has planned a meeting with the TF and the policymaker on the 17th of October. However, he wishes to open the meeting up by inviting the full council. For this purpose, councilors Albert and Max will meet on Friday to prepare. Furthermore, councilor Max has asked to join the TF Strategy.

02 Agenda items plenary meeting UC

02.01 Starters and Incentive grants EUR

Before the change in the UC, the previous UC shared a consent letter with the EB regarding the Starter and Incentive Grants policy. The UC was urged by the EB to write this letter before the summer break, and it raised various points concerning the draft policy advice that was developed by the Committee on the Starting and Incentive grants. However, the EB made an 'intended decision' without taking these points into consideration in the current policy document that was shared with the UC for the first cycle. This comes as a disappointment to the UC members, as the agreement of the EB was not respected, and the time of the councilors involved in developing the input was not given credit. In addition, the UC notes that details about the transparent packages for the 20% overhead are not available and that the EB's proposal to divide this 20% (half for central, half for faculties) has no details at all. As a result, TF Finance is working to address the issue with the UC Clerk. The UC members expect an apology and an explanation from the EB. The UC members discussed two procedural options: delaying the discussion on this decision until the Third Plenary meeting and thus the consent until the next cycle, or delaying the discussion now and informing the EB during the CM. The Chair emphasized the need for transparency and already informed the EB of the stance of the UC. The Chair suggested informing the EB that, with the current available

information, The UC cannot give consent, while at the same time ensuring that we respect the deadline for enforcing our rights. Furthermore, the UC members discussed their dissatisfaction with the content of the current policy, believing that the policy document is not descriptive and comprehensible enough to be published. For this reason, also, the UC considered not giving consent to the document.

Action point: The Clerk will table the *Starter and Incentive Grants* agenda point for the CM.

02.02 Action plan studying with a functional impairment

The TF Diversity and Inclusion has discussed the documents and prepared some questions. The councilors proposed postponing the decision-making to the next cycle, which will give them enough time to receive answers to their questions.

However, the Chair advised against postponing this agenda point, as the UC has no negotiating rights for topics of advice; postponing this agenda point would lead to losing our rights.

Considering this, the TF suggested the alternative of sharing their technical questions with the SMF Team with the help of the UC Clerk. Also, the TF will share additional political questions in Teams, in preparation for the CM.

Action point: The TF D&I will share their political questions on “*Action plan studying with a functional impairment*” with the UC via Teams. The UC Clerk will send the D&I TF technical questions to the TMF Team. The Clerk will table the discussion on “*Action plan studying with a functional impairment*” for the CM.

02.03 Draft Policy Development Cycle

The UC has shared technical questions with the policymakers, but finds the answers only partially satisfactory. This means that some of these questions will be raised again during the consultation meeting. The UC further expressed the view that the draft policy is sometimes unclear and not fully developed. Nonetheless, the UC members are appreciative of having been involved in the policy at this stage and in earlier stages with a focus group last year. Council members also expressed their satisfaction that a radical new policy is being developed. The TF Lead will share with the Clerk the points they wish to address during the CM.

Action point: the Clerk will table the agenda point *Draft Policy Development cycle* at the CM.

02.04 Policy framework for events

The Clerk invited the policymakers to the meeting. Unfortunately, they chose to decline the invitation. Also, the Clerk communicated that the UC believes that the right of advice applied to this topic since this is a matter of proper course of affairs. However, the policymakers disagreed and suggested getting advice from Legal Affairs. This course of action is not feasible considering the approaching deadline of the cycle. As a result, the Chair suggested keeping the right of information and providing informal (unsolicited) advice.

The UC shared their dissatisfaction with the decision of the policymakers, as it leaves many questions unanswered and might hinder the discussion with the EB. Also, the UC was not fully

satisfied with the answers from the policymaker. For example, the UC believes that no information should be kept from the UC based on confidentiality since we have set up a Confidential Committee specifically for these kinds of matters. Also, the UC has little clarity on how the policy will function, which reflects that the policy is not elaborate enough. On the grounds of an extensive discussion, the following questions will be asked at the upcoming CM:

- How was the situation handled before this policy?
- Why is the answer on the confidential information not given to us, seeing our right of information?
- What guidelines will be used to decide who will not be allowed to speak at EUR events?
- How is the EB looking at communicating its decision and steering the process to maintain openness and transparency?

Also, the UC wishes to be careful about our relationship with the RE&F policymakers, as we observed they could not join our onboarding and have now also declined our invitation to this meeting. The Chair will work on improving this issue. Also, the Chair remarked that the topic can be charged and requested the members of the UC to ask neutral questions when discussing this agenda point with the EB.

Action point: the Clerk will table the discussion on *the Policy framework for events* for the CM.

02.05 Mindlab – HR Awareness campaign social safety 2023/2024

The UC has shared several questions they wish to address with the EB during the CM.

- How will the EB ensure the attendance of the Deans at the Mindlab?
- Is there a way of organizing the Mindlabs at other EUR locations, such as ISS, EUC, and EMC?
- Why is the availability of the Mindlabs so limited?

Action point: The UC Clerk will table the agenda point *Mindlab* for the CM.

03 Incoming documents

03.01 38566 - 275.761 Response to 38566 Erasmus Perspectives 2024-2027

The UC administrative staff apologizes for the delay in sharing the response letter with the UC.

The UC discussed three action points based on the letter:

1. The concept for the industry engagement monitor is expected in September or October.
2. The Budget proposal for the Convergence has been requested and not shared.
3. Concerns over the depreciation costs covered by the first money stream.

Regarding the 3rd action plan, the UC discussed whether the first money stream should be used to cover depreciation costs, as some councilors believe that the funds are intended for education, research, staff, and facilities; allocating funds from this sum would lead to a lower budget for, say, educational purposes. However, other councilors disagreed, believing that the money would be used as intended and that no other funds would appear to cover these costs.

The TF Finance decided to discuss the letter including the 3rd action point.

Action point: TF Finance will discuss the remarks of the UC regarding the *Response letter Erasmus Perspectives*.

03.02 Protocol “Students and Employees from acute crisis areas”

The UC would like to express its appreciation for EUR’s prompt handling of the situation. The UC believes that having a protocol is essential for responding to crises.

Councillors Achraf and Cagla, given their political affiliations, have been involved in the process. There was a discussion about appointing 2 UC members permanently for this protocol, ensuring representation and quick updates. However, UC members have the right to be informed without this arrangement, especially as crisis responses may vary.

The UC decided that, in the future, we should receive the necessary updates without necessarily creating an active role in the process.

04 Any other business

04.01 EUR Monitor

The TF Sustainability would like to request an update from the EB regarding the EUR industry engagement monitor and the discussions with VU. The UC agreed to discuss these points during the CM.

Action point: the Clerk will table the agenda point *EUR Monitor* as AOB for the CM.

04.02 Invites for working conference Convergence 27/10/23 and NVAO 15/01/2024

Councillors Linda, Albert, and Yasin would like to join the Convergence conference. Other council members who had been previously involved in this topic shared their disappointment with not being able to join the conference. The Clerk will convey the message that more councilors wish to join.

Councillors Nawin and Ernst would like to join the NVAO.

Action point: The Clerk will inform the conference Convergence administration that more UC members wish to participate.

04.03 Other AOB

- Strategy – the TF Strategy will meet on Friday to discuss and advise on the new strategy proposal.
- MORE meeting – councilor Yasin will join the MORE meeting at EMC and share updates with the UC; he will not join on behalf of the UC but as an individual.
- Ukrainian students' tuition fees – a councilor had questions regarding this agenda point which was resolved in the last academic year; the UC members who worked on this previously will give him more information.
- Flexibility of education at EUR – the UC will discuss improving the flexibility of education at EUR during the SAY meeting (check Outlook invites).

- Smarter Academic Year (SAY) meeting – an Outlook invite for the meeting on October 3rd was sent to the UC; the councilors were asked to indicate their presence in the Outlook calendar. The lack of quorum will lead to the meeting being postponed.
- Gender-neutral bathrooms – The D&I TF will discuss the topic of gender-neutral bathrooms and the fact that the UC and most students were not consulted or informed on this decision.
- Free menstrual products – the UC is discussing improving the availability of free menstrual products at the EUR campus.
- HOVO – in the previous CM, the last question regarding the HOVO point was not addressed; the UC will ask this again as AOB at the CM.
- Campus passes – new campus passes are being introduced and they require a photograph identification; there were concerns about privacy in the UC. This topic will be tabled as AOB at the CM.
- Erasmus Leadership profile – the plans have been drafted over the previous 4 months, and the UC requests being informed of any updates regarding this.
- UC's right of advice – considering that our rights were not always respected, the UC requested the Chair discuss this with the EB; the Chair will address the issue in the upcoming Good Conversation.