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Planning

Strategies and projects	Projectlead	Stakeholders & Capacity (in FTE)	2025 Aug	Sep	Oct	Nov	Dec	2026 Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2027 Jan
Our Education	Michel (buddy: Josse)																			
Bachelor curriculum redesign & SAY 2025-2026	(Josse) Hanneke	Project team: •Consultant (Bram H): 0.4 FTE •Policy Officer (Pleuni): 0.4 FTE •Project Secr (SA): 0.4 FTE •Project manager : 0.5 FTE •Project Owner: 0.05 FTE Steering committee (meets once every two months on average, 5 hours per meeting): •Vice-dean edu : 6* 5 hours = 30 hours •Programme director : 6* 5 hours = 30 hours •Aapgroep directeuren (4*): 6* 5 hours = 30 hours Design Teams (academics from the different departments): •BE/ET: 7 design teams a 3-4 academics = 28 p * 7 meetings * 10 hours = 70 hours per design team member of which: o12p BE / 7p TE / 7 AE / 2 Ectrie --> ~ 1.2 fte •Ectrie: 5 design teams a 3-4 academics = 20 p * 7 meetings * 10 hours = 70 hours per design team member of which: o14p Ectrie / 2 p AE / 2 p TE / 2 P BE -- > ~ 0.8 fte Teams for over-arching issues (Didactics, Assessment, Student Journey, governance and financial feasibility): • TBD For adjusting the master specialisations to the Smarter Academic Year framework, we need: •Project group of ADs to decide on structure: 4 p * 4 meeting of 2 hours plus 2 hours prep: 4 p * 16 hours																		
Internationalisation and language policy 2025-2026	(Josse) Berta	Project owner (PD): 0.1 FTE per week Project lead (Policy advisor): 0.4 FTE per week Work group members (Admissions officer, International officer, Controller, Head Student Affairs, HR advisor): 0.1 FTE per week																		
Inflow students 2025-2026	(Michel) Berta	Project management (owner: .05fte; manager: .2fte) - PSS (policy officers education: .1fte; CIMA: .2fte; control: 40hours) - Scientific staff (.05fte at each department(??))																		
Evaluation & continuation HOKA-BAO 2025-2026	(Josse) Hanneke	Project Owner: 40 hours Project Manager: 0.2 fte Controller: 20 hours LI-consultant 0.1 fte Operations manager 0.1 fte Miscelaneous: input required from various project members involved in current projects to evaluate and propose if and how to continue (Manager LI, Manager TAc, project lead FPC, current projectgroup HOKA, ODMT, members LI-team)																		
Online-masters Afronden voor 1-9-2025	Principal: Michel Project manager: Bas Donkers	Project management (dean: .025fte; owner: .075fte; manager: .2fte; coordinator: .5fte) - Content (.8fte Pieter; .2fte other faculty) - PSS (.025fte quality assurance officer; 20 hours control; 20 hours marketing; .025 exam committee)																		
Betafinanciering econometrie Afronden voor 1-9-2025	Principal: Michel Project manager: Annette	Vice dean education: 2 hours per weekPolicy officer education (project lead): 80 hours in total External secretary: initially 18 hours, 2.250,-; For rewriting: 16 hours x 125,- = 2000,-, including orientation to the file and support of the application process																		
Initieel onderwijs in faculteit Afronden voor 1-9-2025	Principal: Michel Project manager: Iris	Project management (dean: .025fte; owner: .075fte; manager: .2fte) - PSS (policy officers education: .2fte; CIMA: 40 hours; HR: 80 hours; legal: 40 hours; study advisors: .1fte)																		
New education opportunities On hold																				

Student Journey (phase 2); social safety On hold		Wellbeing officer (Yashira): 0.4 fte (temporary for one year) Diversity Officer (Teresa): 0.1 fte Policy Officer Education (Iris): 0.1 FTE Others involved need to be decided > plans are not worked out in detail yet.																		
Thesis Proces (BA & Masters) On hold		Lecturer (Ruben): 4 hours per week Policy Officer Education (Iris): 2 hours per week Lecturer skills (Yannis): on demand Major coordinators: 20 hours in total > depending on how many changes from the thesis plans they aim to implement (inknown yet).																		
Teacher Professionalisation phase 2 On hold																				
Impact driven education (master) On hold		Annette: 0.05 fte Dir Education: 0.05 fte Ac Dir (7*): 20 uur (2024-2025 nog onduidelijk)																		
Campus Den Haag Afgerond (gaat over naar GE)	Principal: Michel Project manager: Aart Gerritsen	VD Education: 2 uur per week Legal advisor: 2 uur per week Ivo: 1 uur per week Aart: 4 uur per week Annette: 2 uur per week																		
Student Journey phase 1 Afgerond	Principal: Brigitte Project manager: Robin/Iris	(Fase 1: 2023) Kees: 0.1 fte Monique/Madeleine: 0.025 fte Brigitte: 0.025 fte Iris: 40 uur totaal Sonja Wendel: 0.1 fte CIMA: ? Lucille:																		
Teacher Professionalisation phase 1 Afgerond	Principal: Brigitte Project manager: Robin	Brigitte: 0.025 fte Madeleine: 0.2 fte LI consulant (Robin): 0.1 fte HR advcies																		
Our research	Pilar and Patrick																			
Funding strategy and processes 2025-2026	(Pilar) Linda	Portfolio holder (VDR): 0.025 fte Project leader (senior policy advisor): 0.025 fte Funding manager ESE: 0.05 fte Research Program Manager ESE: 0.05 fte ERS funding manager: 40 hrs throughout project Director of Engagement: 0.025 fte Policy advisor Engagement: 0.05 fte Department Directors: 10 hrs throughout project																		
Sectorplan 2 2025-2026	(Patrick) Roel van den Berg	Roel: 24 uur per week Dean: 1 uur per week Linda: 3 uur per maand																		
EIFIP 2025-2026	(Patrick) Roel	Project owner: 0.05 fte Vice-dean Research: 0.05 fte																		
Research Structure ESE; 1. SEP Quality Assurance Cycle 2. Joint Research Programs 3. ARC and ERIM collaboration On hold/ Afronden voor 1-9-2025	1. (Pilar) Linda van Klink Afronden voor 1-9-2025	Portfolio holder (VDR): 0.025 fte Project leader (senior policy advisor): 0.05 fte HR & Control & PhD Officer & Research Information officer: 16 hrs each during data collection period Research Programme Leaders: 20 hrs per research programme Jan-March 2025 Dept. directors: 16 hrs for providing input, etc.																		
	2. (Pilar) Linda van Klink Afgerond	Portfolio holder (VDR): 0.025 fte Project leader (senior policy advisor): 0.025 fte Dept. directors (see annual plan GE and AE): 0.05 fte Research group leaders: 0.1 fte CIMA: 80 hrs throughout project (website, communication)																		

	3. (Pilar) Linda van Klink	Portfolio holder (VDR): 0.05 fte Project leader (senior policy advisor): 0.1 fte Dean: 0.05 fte Director TI: 40 hrs throughout project ERIM ET: 40 hrs throughout project Director Doctoral Education: 40 hrs throughout project Department Directors: 40 hrs throughout project Research Program leaders: 80 hrs throughout project																	
Job market preparations for PhD's Afronden voor 1-9-2025	(Pilar) Niels Rietveld	Portfolio holder (VDR): 0.01 fte Project leader (Doctoral Director ESE): 0.025 fte PhD officer ESE: 0.05 fte TI/ERIM: 0.05 fte Department Directors: 4 hours throughout the project																		
Knowledge security, IRB, sensitive collaboration; policy and procedures On hold	(Pilar)																			
LAB On hold	(Pilar)	VD Research: 0,5 uur per week Lab manager: 1 uur per week																		
Uniform policy research accounts On hold	(Pilar) Manne van Riek	Project lead: 0.2 fte (project lead is also the policy advisor providing the content) VDR: 0.05 fte IT: 4 hrs in total each Control: 0.2 fte Heads of depts: 6 hrs in total each Operations managers: 6 hrs in total each																		
Talent management (Strategy nominations and awards) On hold																				
School specific action plan ORS (privacy & compliance professionalism in structuring research projects including necessary support On hold	(Pilar)	tbd																		
Research website ESE (link with: Impact & information provision (Research) website (Our partners, community and society)) On hold																				
Improve cross-departmental collaboration On hold																				
Make TI affordable again On hold	(Patrick)																			
School PhD programme ??																				
Develop Journal list ESE ??	(Pilar)	tbd																		
Include upcoming fields AI/data science ??	(Pilar)	tbd																		

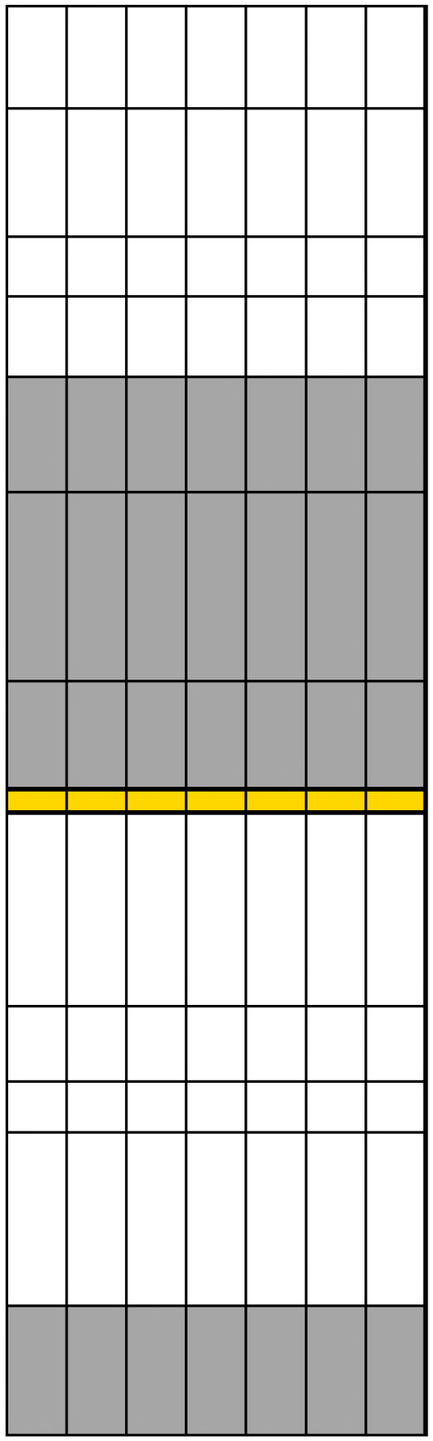
Bestuursakkoord Afronden voor 1-9-2024	(Patrick) Chantal	Project Lead: 0.4 fte (0.2 fte for policy advice because decision making at EUR level is still ongoing) Control: 0.2 fte (design reporting structure based on input from CPC, process data about recipients etc, report to CPC) HR: 0.1 fte (register recipients, include for R&O meetings) CIMA: 0.1 fte develop and maintain website for BA; organize meetings for recipients etc BIAM: 0.2 fte guide EDIS in developing monitoring system across campus RO: 0.05 fte to hire additional PhD students MT: (Owner) 0.05 to participate in EUR level decision making about BA
PT PHD Afgerond	(Pilar) Niels Rietveld	Doctoral Director ESE: 1.5 hr per week PhD officer ESE: 1.5 hrs per week Vice dean research ESE: 0.5 hrs per week ERIM PT PhD coordinator and office: 3 hrs per week in total
Our Employees	Mario and Pilar	
Strategic workforce planning 2025-2026	(Mario) Marie-Helene	Dir OPS/ 0,025 fte HRBP/ 0,05 fte
Mentor program 2025-2026	(Pilar) Ying Gan	Portfolio holder (VDR): 0.05 fte Project leader (Academic Program Manager Mentoring): 0.1 fte Senior Policy Advisor: 0.05 fte HR Business Partner: 0.05 fte Operations Managers: 20 hrs throughout the project Department Directors: 20 hrs throughout project Diversity & Inclusion Officer: 40 hrs throughout the project Mentors and mentees of pilot study: 4 hrs for participation in evaluation
Career policy academic staff - Performance criteria 2025-2026	(Pilar) Linda van Klink	Portfolio holder (VDR): 0.1 fte Project leader (Senior Policy Advisor + secretary CBBA): 0.2 fte HR Business Partner: 0.05 fte (for connection with SWP) MT members and Directors: 20 hrs throughout the project Working Group members: 25 hrs throughout the project Other staff members such as policy advisors may be consulted on an ad-hoc basis, not expected to exceed 8 hrs.
Career profiles - Implementation and CBBA criteria 2025-2026	(Pilar) Linda van Klink	Portfolio holder (VDR): 0.1 fte Project leader (Senior Policy Advisor + secretary CBBA): 0.2 fte HR Business Partner: 0.05 fte (for connection with other HR policies and SWP) MT members and Directors: 20 hrs throughout the project CBBA members: 10 hrs throughout the project Operations Managers: 20 hrs throughout the project Other staff members such as policy advisors may be consulted on an ad-hoc basis, not expected to exceed 8 hrs.
Employee satisfaction 2025-2026	(Mario) Marie-Helene	Dir OPS/ 0,025 fte HRBP/ 0,025 fte MT/ DM/ OM's: 10 hours
Cooperative teams (beperking scope) On hold	(Mario) Marie-Helene de Windt	Director OPS: 2 uur per maand HRBP/ 10 uur Directors/ 4 uur
Increasing number of female academic staff On hold	(Mario) Marie-Helene de Windt	Dir OPS/ 2 uur per maand HRBP/ 0,1 fte p/w, Directors/ 20 hours, OM's/ 20 hours, Diversity officer/ 0,05 fte, Workgroup/ 20 hours. freelance HR policymaker
Reinforcing and positioning professional support staff On hold	(Mario van Boven)	DirOps: 10 uur DirEd: 10 uur
Vibrant and inclusive ESE community Afgerond	(Mario) Judith Mooren	Dir OPS/ 2 uur per maand HRAdv/ 40 uur HRMed/ 40 uur Directors/ 5 uur Management/ 5 uur Secr DO/ 10 uur
Our partners, community and society	Bas	

Implementation strategic plan impact 2025-2026	(Bas) Nina	Project lead: 0.2 fte (project lead is also policy advisor providing content) Director of Engagement: 0.1 fte Research program leaders: 16 hrs each Academic staff: 4 hrs each (participation workshop, check ambitions, interview) Directors: 8 hrs each MT: 8 hrs Professional Support teams: 8 hrs (input support structures, incentives)																		
Strategy alumni including life-long learning 2025-2026	(Bas) Nina	Director of Engagement: 0.1 FTE Policy Advisor Engagement: 0.1 FTE Teaching Staff: 20 hours for development + teaching hours																		
Impact & information provision (website and others) ??	(Bas) Nina Escriva Fernandez																			
Re-establish knowledge loop with companies ??																				
Impact Support (via ERIM) ??																				
Alignment strategy plan ESE & BV's ??	(Bas) Nina Escriva Fernandez																			
Impact & Incentive scheme ??	(Bas) Nina Escriva Fernandez																			
Improving cooperation with BVs Afgerond	(Bas) Nina Escriva Fernandez	Project lead: 0.015 fte Director of Engagement: 0.025 fte																		
Centralizing and intensifying matchmaking between faculty and external contacts Afgerond	(Bas) Nina Escriva Fernandez	Project Lead: 0.03 FTE Director of Engagement: 0.02 FTE CIMA: 0.08 FTE																		
Processing feedback from external stakeholders on strategy implementation ESE Afgerond	(Bas) Nina Escriva Fernandez	Project lead: 16 hrs (project lead is also policy advisor providing content) Director of Engagement: 4 hrs MT large: 2 hrs																		
Our business operations	Mario and Patrick																			
House in order and compliant 2025-2026	(Mario) Sander Wind	Director OPS: 0,05 fte, AdvBV/ 0,2 fte, CoordBV/ 0,2 fte, Management PSS/ 0,05 fte, Med PSS/ 20 uur, AdvCom/ 0,2 fte, Operations managers: 0,05 fte																		
Financial scenarios 2025-2026	(Mario) Chantal Brokerhof	DirOps 0,05 fte/ Head DO 0,1 fte/ Advisor Bus Op 0,1 fte/ HR 0,1fte/ Control 0,1 fte/ Project and steering group members 0,05 fte																		
ESE Strategy 2030 2025-2026	(Patrick) Roel van den Berg																			
Strengthen ESE strategic position 2025-2026	(Patrick) Roel van den Berg																			
Allocationmodel 2025-2026	(Mario) Maikel	Director OPS: 40 hours/ BC: 0,1 fte/ FC: 0,05 fte/ MT: 10 hours/ Directors: 20 hours/ OM: 20 hours																		

Digitalization and information management Afronden voor 1-9-2025	(Mario) Pieter Meijndert	Director OPS: 2 uur per maand, Manager BIAM/ 0,2 fte, Med BIAM/ 0,1 fte, Adv BV/0,1 fte																		
Working environment Afronden voor 1-9-2025	(Mario) Sander Wind	Director OPS: 40 uur AdvBV/ 0,2 fte Directors/ 10 uur OM's/ 0,05 fte Head DO/ 0,05 fte Deelnemers werkgp/ 20 uur Projectmanager RE&F: 0,1 fte																		
Departments																				
Implementing joint research program (link with Economics)	APEC (Thomas/ Ivo) Linda van Klink	VD research: 0.05 FTE April 2024 - April 2025 - Dept directors: 0.05 FTE April 2024 - April 2025 - Theme leads: 0.1 FTE June 2024- April 2025 - Secretariats APEC and GE: 0.05 FTE April 2024 - April 2025																		
Education synergies MSC specialisations	APEC (Thomas)																			
Efficiency in database aquirements and usage	APEC (Thomas) Georg Granic																			
Clear budgetting/ controlling TA's, travelling, etc.	APEC (Thomas) Linda Klaver																			
PhD wellbeing as a key issue	APEC (Thomas) Linda Klaver Doctoral Office - Lindsey Pijpers																			
Restructuring Urban port and transport On hold	APEC (Thomas) Michiel Gerritsen	VD education - Department director - Director UPT bv - MSc coordinator UPT: 0.05 FTE year 2024-25 - TE faculty members teaching in program - New MSc coordinator																		
Streamlining BSc thesis supervision On hold	APEC																			
Implementing joint research program (link with APEC)	EC (Thomas/ Ivo) Linda van Klink	VD research: 0.05 FTE April 2024 - April 2025 - Dept directors: 0.05 FTE April 2024 - April 2025 - Theme leads: 0.1 FTE June 2024- April 2025 - Secretariats APEC and GE: 0.05 FTE April 2024 - April 2025																		
BSc Economie & samenleving @campus The Hague	EC (Ivo) Aart Gerritsen	Project lead: Aart Gerritsen 0.2fte - VD Education - Department director 0,05 fte - Tutor Academy 0,05 fte - Instructors: zitten in onderwijsvergoeding																		
Enhancing cooperation between AE and GE in Masters and Majors	EC (Ivo)																			
Reform EMO master On hold	EC (Ivo) ??	Department Director < 0,01 - Professor's council < 0,01 - Josse Delfgauw < 0,1																		

Visibility	Ectrie (Dennis) Manne/ Erik																			
New funding venues	Ectrie (Dennis) Manne/ Erik																			
Work pressure	Ectrie (Dennis) Manne/ Erik	Dennis: 80h Manne: 80h Erik: 80h others: t.b.d.																		
Impact education in bachelor On hold	Ectrie																			
Improvement of support academic staff On hold	Ectrie																			
Improvement leadership skills of supervisors Afgerond	Ectrie (Dennis) Manne	Budget needed for training fits in the current dept budget Time Capacity needed for organization and actual change (OM, Director, professors) OM: 40h director: 40h supervisors: 20h Hr: 20h benoem hier aantal uren																		
Pilot flexible housing Afgerond	Ectrie																			
Project 1: A (financially) healthy department	BE (Jeroen) Jeroen	2025: 0.55fte (Director: 0.25fte OM: 0.15fte , 3 section heads: 3 x 0.05 = 0.15fte) 2026-2028: 0.2fte (0.05fte per MT member)																		
New Honours Master Programs	BE																			

Feb	Mar	Apr	May	Jun	Jul	Aug



Classification: Internal

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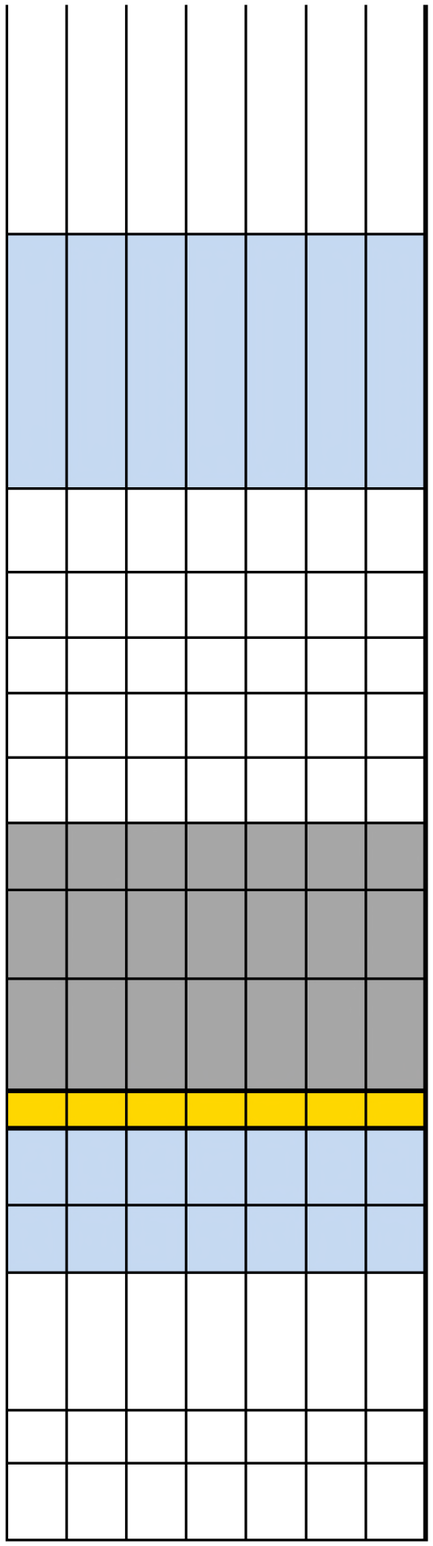

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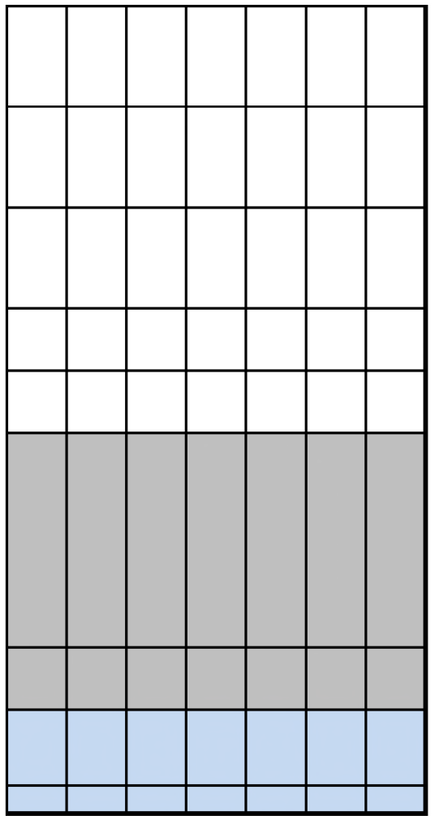

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