

Mr W. L. van Wijngaarden  
IT and CIO Director  
cc. Ms A. M. O'Brien, ABD Director  
cc. Ms M. E. Weustink - van  
Ditzhuijzen  
cc. Ms L. I. M. Jillissen, Coordinating  
Director PRO  
cc. EUROPA  
cc. University Council

**Date**  
20 July 2021

**Subject**  
Advisory Board advice on the proposal  
for the CIO Office, IT Service and DIM  
reorganisation.

**Our Reference**  
DRPRO202103

**Your Reference**

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**Appendix**

**Department**  
PRO Advisory Board

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50

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Dear Mr Van Wijngaarden,

The PRO Advisory Board was asked to advise on the proposal to merge the ABD CIO Office department, PRO IT Service and the PRO RE&F Documentary Information Management (DIM) department, as described in the 'Proposal for the Reorganisation of IT, CIO Office and DIM' dated 26 April 2021. The advice is as follows:

The desired structure and staffing level (146.19 FTE) are indicated in the proposal. The need for and purpose of merging the involved departments are not entirely reflected in the proposal.

The proposal mentions criteria choices: (1) clarity, (2) feasibility and (3) desired span of control. The outcomes of discussions regarding these points are not clear for the Advisory Board.

The Advisory Board advises that the above-mentioned points, the intention and operational changes as a consequence of this reorganisation are stated clearly in the reorganisation plan.

The Advisory Board endorses the formation of a work organisation as a trial in anticipation of the formal decision. It has been agreed that, until the final decision has been made, the current structures in the financial, HR and other relevant information systems will remain intact so that the current organisations can continue to exist in the event of a negative decision. This could be considered as being a virtual organisation. Evaluation of this work organisation after 5 months is essential for the follow-up process. The Advisory Board would like to be informed of how this evaluation will be implemented.

We also request a focus on the consequences for DIM employees' legal status in any division of this department over the new organisation and the remaining RE&F service.

We look forward to receiving the reorganisation plan with the associated staffing plan and financial justification for this merger.

The Advisory Board urgently requests that the consequences of this reorganisation with respect to work pressure and sustainable employability be clearly detailed in the reorganisation plan.

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The Professional Services Advisory Board wishes you every success with the further implementation of this process.

Kind regards,

On behalf of the Professional Services Advisory Board,



Jan-Cees Jol  
Chair of PRO Advisory Board

John van Wel