

Integrity Code

Mission

The core task of the Erasmus University Rotterdam (EUR) is to generate and transfer knowledge based on a high level of social involvement. To achieve this aim the university pursues academic studies that are based on inquisitiveness, research and flexibility with a strong international orientation. Professionalism, teamwork and fair play are the values employed by the EUR to achieve this goal.

Core responsibilities

The EUR feels a great sense of responsibility mainly to the following groups:

Students

The EUR prepares its students to become academics. The emphasis in this education is to form an interface between knowledge development and knowledge application. The university's inter-disciplinary approach is pointedly the key factor in achieving this. It offers a wide range of high-quality and challenging programmes in which the individual student plays a pivotal role. Studying at the EUR should provide the basis for excellent opportunities in the job market.

Employees

The EUR offers its employees challenging and diversified work tasks that are oriented to personal development, professional development and flexible employability. Job functions entail a great deal of independence. Employees are entitled to good working conditions and good working circumstances. Working in the EUR is a chance to build up a wonderful career.

The academic community

For the (international) academic community the EUR is a centre for top research work and a partner in the development of knowledge. The EUR maintains intensive relationships with other academic institutions and welcomes the exchange of knowledge with these entities. Research in the EUR is both fundamental in nature and oriented to application. In keeping with this approach, the EUR observes the ethic norms set by the academic community and the internationally determined criteria.

Society

The EUR contributes to social progress. This is why the university is oriented to relevant social developments and issues. Jointly with its direct environment, the EUR cooperates in areas of mutual interest and significance. Contract research and education is carried out in as far as these will synergize with the primary tasks. The EUR activities take into account the aspect of a sustainable environment.

Core values

To realise its core responsibilities, the conduct of both students and staff are characterised by the following values:

- Professionalism
- Teamwork
- Fair play

Professionalism

Professionalism: top quality in both teaching and research, and in the support of these

The EUR is pre-eminently a professional organisation and a professional approach is expected from both employees and students. Professionalism is expressed in expertise, result-orientation, flexibility, assertiveness, representativeness and involvement. Academic quality in scientific research and education stands above all. On the one hand, the employees and students are responsible for their own professionalism and its development. The student is someone who is studying to become an independent professional; the employee is someone who is working as an independent professional. On the other hand, the EUR facilitates and ensures the professionalism and development of its employees and students. Constant attention to and monitoring of performance, coupled with adequate evaluation and rewards are inextricably tied to this. Existing rules, regulations and instructions are followed in letter and spirit. If dilemmas emerge, they are treated with professionalism and integrity. Students, for example, weigh their choices carefully and prioritise them when selecting subjects. Employees also weigh their choices carefully with respect to their tasks in the areas of education, research, management and external service provisioning.

Teamwork

Teamwork: cooperation based on mutual respect, joint responsibility and meticulous use of resources

The university owes its right to exist to professionalism on the part of all individuals, an aspect that thrives on teamwork. Teamwork can be observed among the employees of the departments, schools and other universities, among the students themselves, and between students and employees. After all, academic research and education are an interactive process of mutual learning. Students and teachers have a joint responsibility to achieve good education. Teamwork is expressed in giving respect and paying attention to one another, in preventing any form of intimidation and in the recognition of each other's contributions and responsibilities. Teamwork is not only sharing knowledge, but also success. Teamwork is also meeting one's commitments, doing what one is expected to do and helping and inspiring one another. Teamwork also means communicating openly and clearly with one another, being available (both literally and in a figurative sense), drawing on each other and being responsible for each other. Careful use of the university resources, such as money, equipment and furnishing, prevents others from being at a disadvantage. In addition, this promotes an efficient and effective deployment of the governmental resources and tuition fees.

Fair play

Fair play: accuracy in evaluating and accuracy in what is evaluated

Besides knowledge transfer, an additional core activity of the EUR is evaluating the quality of the work activities and capacities of the employees and students. These types of evaluations occur under various circumstances such as tests and examinations, papers, selection & assessment of personnel and business parties, allocation of budgets and admittance of students into certain courses. The quality of the evaluation relies entirely on fair play. This is why evaluation occurs on just, accurate and independent grounds. To safeguard the independence of its employees, the university takes a reticent attitude towards receiving gifts or mixing private relationships with relationships connected to their function at work. Ancillary functions, which are considered incompatible with the interest of the EUR or which affect the objectivity and independence of the employee, are avoided. To be able to make a fair evaluation, the party being evaluated must also present an honest picture of what is evaluated. Cheating or copying is unacceptable. So is falsifying information, falsely presenting oneself as an author of written material, the intentional omission of other authors or intentionally misinterpreting results, conclusions and recommendations. The evaluating party should limit the possibilities and stimuli for such reprehensible behaviour to a minimum. The task of the evaluating party is also to explain on which grounds the person is being evaluated.

Embedding

The responsibility of each member of the EUR community is not only to conduct him/herself according to commendable values, but to also transmit these values to others in the environment. If mutual corrective actions do not have the intended effect, then employees should inform their immediate manager, and likewise, students should inform the responsible teacher. Having this code embedded adequately in the university's culture prevents reprehensible conduct from becoming an issue. A university in which the values and responsibilities defined in this code are widely upheld has the right to call itself a well-operating organisation.

Credits

The Integrity Code is a publication of the Erasmus University Rotterdam, under the responsibility of the Executive Board and the University Council.

See also: <http://www.eur.nl/english/eur/publications/integrity>