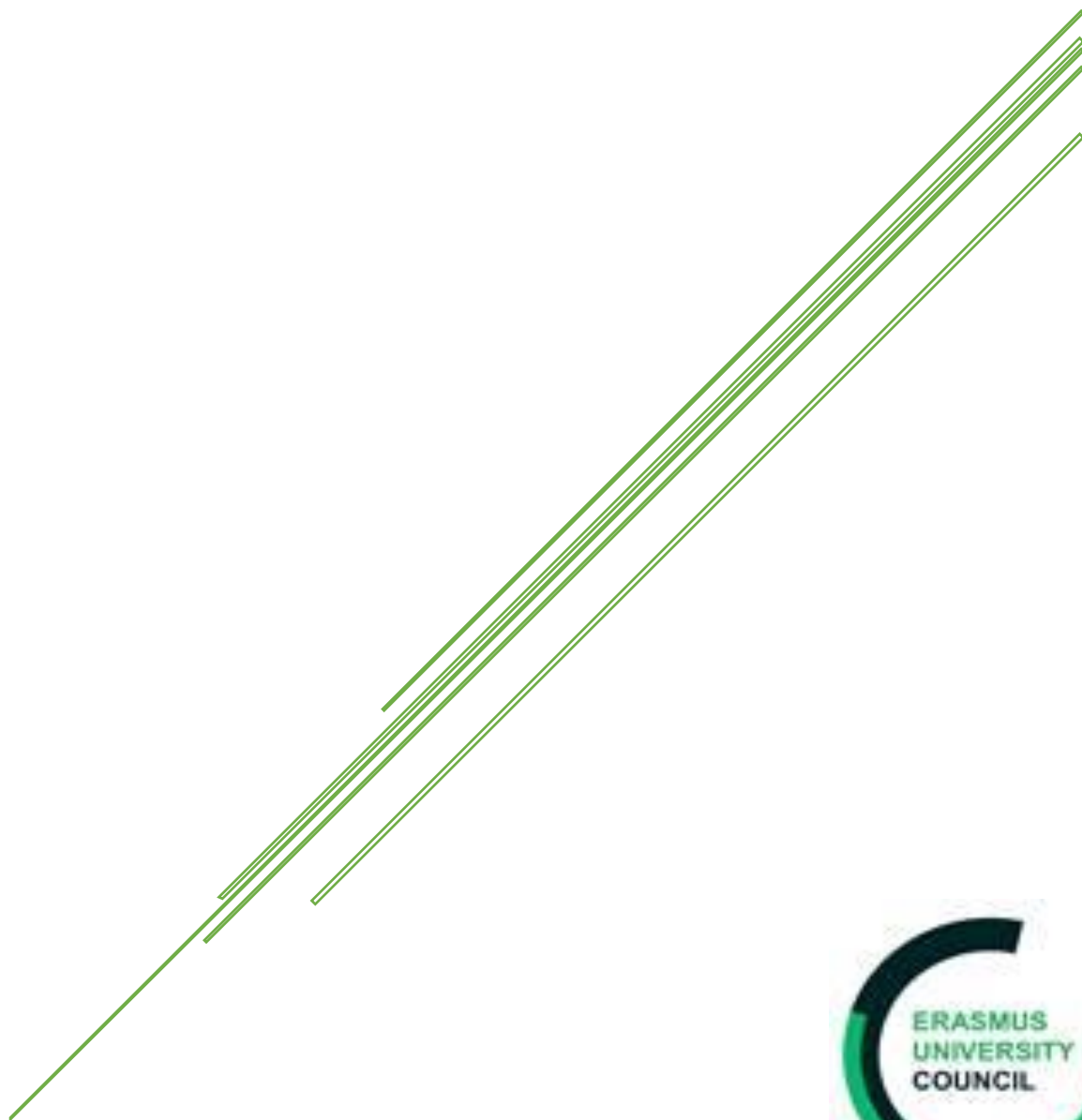


# UNIVERSITY COUNCIL ANNUAL REPORT 2020-2021

Erasmus University Rotterdam



## Contents

Preface.....	2
Members of the 2020-2021 University Council.....	3
Agenda items for the consultation meetings.....	4
New working method of the UC Taskforces.....	6
A Year of Covid-19.....	9
Appendices.....	9
Appendix I – Composition of Presidium and Taskforces.....	10
Appendix II – UC Decisions.....	11
Appendix III - Abbreviations.....	14

## Preface

Dear reader,

The last year report I opened saying “(i)t would be an understatement to say that the past academic year has been eventful for our University and the University Council”. Little did we know that the academic year of 2020 - 2021 would be fully digitalised. This year’s Council would focus on many different important topics, relating to sustainability, student and employee wellbeing, proctoring, the electoral system and much more. Besides these topics the Council was also involved in the appointment of two new Executive Board members. The year has shown the absolute value of in person meetings and contact. Overall, I believe the University Council can be proud of the way they dealt with the many challenges they faced, both on topics before the Council and in working fully digital. There were many complex issues which need open and honest discussions, in which the Council, Executive Board, and Supervisory Board have worked together to make it a success. Important steps were also made in relation to the implementation of the Strategy 2024 and the development of the central projects of the Higher Education Quality Agreements (HoKa). On both topics Council members were actively involved resulting in fruitful co-creation sessions.

But in the end the biggest challenge the Council, but even more so the University, had to deal with was education during a global pandemic. Where in March 2020 an unprecedented switch was made within one weekend to online education, the academic year of 2020 - 2021 laid bare the many challenges and problems both students and staff faced with the ongoing situation. It remains remarkable how our community has dealt time and again with the situation, which cannot and is not praised enough. The situation also challenged the University Council, in its way of working, but even more so in making the voices of students and staff heard. To my opinion the Council went above and beyond. Their flexibility ensured our Erasmian community was represented at the table when important decisions were made on topics such as student and staff wellbeing, proctoring, setting priorities on who would get physical space for education, and much more. At the same time the Council ensured that all the other topics, whether related to the COVID-19 crisis or not, were thoroughly discussed and decisions were made.

I am proud of how the Erasmus University Council has risen to the challenge time and again. Protecting and representing their community in many different situations. While at the same time keeping an open dialogue with the Executive Board, Supervisory Board, and many other stakeholders. Bringing a new perspective to the table on each topic in a constructive way.

Looking back on the past academic year I cannot deny a feeling of great pride and respect for each member of the Erasmus University Council. I am grateful to them for the work and effort they have made, but also to the Executive and Supervisory Board. On many occasions and on some of the most important issues we agreed, but sometimes we also agreed to disagree. I believe this is inherent and healthy for a well-functioning participatory system.

H.B. van den Berg  
Chair University Council

## Members of the 2020-2021 University Council

### Employee Body

Name	Electoral district
B. Bode	RSM
A. Blom	ESL
M.J. Gorgievski-Duijvesteijn	ESSB
H.M. Gubby	RSM
Y.H. Hendlin	ESPhil
B.S. Jadoenath	ISS
S.J.A. Kamp	PRO/Staff Departments/University Library
N. Kraal	ESHPM/EMC
J. Piarelal	ESHPM/EMC
A.C. Uribe Sandoval	ESHCC
A.P.M. Wagelmans	ESE
J.C.M. van Wel	PRO/Staff Departments/University Library

### Student Body

Name	Faculty
Y. Assou	RSM/ESE/ESL
W. van Dam	ESL/ESE
A.M. Dobрева	RSM
A. Goze	RSM
B. Heesen	EUC
O.N.J. Hornes	ESSB
J. Klasen	EMC/ESHPM/ESL
L. Kriese	ESSB
D. Mosch	ESE
P.S.A.W. van Moll	ESE/ESL
J. Schoenmakers	ESL/ESE
D. van Toor	ESL

### Clergy

Name	Position
H.B. van den Berg	Chair
A.M. Harmsen	Clerk
M. Oostdijk	Secretary
C.R. Hofman – until 30 August 2020	Minutes secretary
O.B.M.H. Morales Hernández – from 1 September 2020	Minutes secretary / HeQa
E.C. Arroyo – from 1 December 2020	Marketing and communication officer

## Agenda items for the consultation meetings

Most items on the UC agenda are submitted by the Executive Board and its staff. In the first plenary meeting of each cycle the councilmembers put together a TF for each item on the agenda. They are discussed in the TF's and with the specific policy makers if needed, before being discussed in the consultation meetings, where the Executive Board can provide further details if necessary. This section lists these agenda items.

Annual topics
Annual Report EUR
Annual Report Confidential Councillors
Annual Report Legal Protection Committee
Annual Report University Council
Budget EUR
Changes to the Management and Administration Regulations EUR (BBR)
Erasmus Perspective
Numerus fixus bachelor's programmes and capacity-based selection for master's programmes
Student Charter
Institutional tuition fees
Highlight reports

Other topics
Action Plan Psychological Work Pressure
Appointment procedure Deans
Blended working
Caring Universities
Communications Approach for Diversity and Inclusion at EUR
Compensation UC work
Corona/ COVID-19 topic: Alternatives to proctoring & 2 <sup>nd</sup> camera
Corona/ COVID-19 topic: Decision on BSA by EB
Corona/ COVID-19 topic: Lack of eating spaces for students on campus and reservation system study spots
Corona/ COVID-19 topic: Opening Academic Years 2021-2022
Corona/ COVID-19 topic: Study spots at campus
Corona/ COVID-19 topic: Ventilation of EUR Buildings
Declaration on Intent of Collaboration Convergence
Digitalization of Education
Electoral system
EUR-EMC-TUD convergence framework
EUR carbon neutrality by 2024
EUR Regulations of the Advisory Committee Complaints and Objections 2021
Evaluation Electoral Pilot

First report employee well-being monitor
HeQa Budget for 2021 Erasmus X
HeQa: February Report on 2020 spending
HeQa: Impact at the Core budget
HeQa Investments September Report
HeQa Student Wellbeing
HeQa Student Wellbeing: E-platform helpline
HeQa Student Wellbeing subproject: student support services and lecturers
HeQa:
Integral security policy
LifeVersity
Outcome OP advisory committee
Professorial policy
Proposal Community for Learning and Innovation
Recruitment and selection toolkit
Revised regulations use of internet and ICT-facilities
Report ombudsperson EUR
Second report wellbeing monitor
Student Associations' Allocation Model and Person of Contact
Sustainability award
TNO File Educational Masters in Primary Education
TNO Master Sustainability Transitions
TNO Research Master Genomics in Society
Travel Expenses 2019 Executive Board
Tuition fee internationals
Update CLI Budget incl. Study Advance Funds and HeQa
Whistle-blowers policy

## New working method of the UC

Representative work is not always an easy task. In complex institutions, like our University and Council, one of the biggest challenges is to create a working method that is not only transparent, but also efficient and overall suitable to its end. During the internal evaluation of the Council in 2018, it became evident that there was still a lot of space for growth. The former working method was perceived by some of our members as slow and bureaucratic and does not treat each topic equally. In order to solve these questions a new work method was proposed. In this method each topic is always discussed with the full Council while Task Forces (TF) delve deeper into the topic to advise the Council.

In the former setting, the UC works in cycles of four weeks. The committees generally meet in the first and third week. In the second and fourth week there are plenary meetings, with a consultation meeting with the Executive Board also taking place in the fourth week of the cycle. In the new way of working, each cycle will have 5 weeks, in which the whole Council meets in the first, third, and fifth week. There are less big topic committees (like the Confidentiality Committee and HeQa). Each new topic, either proposed by a policy maker or a Council member, is put to the full Council in the first week. The Council then appoints at least 2 portfolio holders (with a maximum of 8) to a TF. The amount of Council members working within a TF on one topic depends on their relevance and the complexity of the topic. The portfolio holders are chosen in the first place by volunteering, and secondly by nomination of the Chair.

On average each Council member should take part in at least 8 different TF's per year. No Council member should be in less than 1 and more than 3 different portfolio holder positions at the same time, as a measure against work pressure and to guarantee an equitable division of tasks. After the portfolio holders are appointed to TF's, there are several routes that can be taken:

1. There can be topics which are put to the Council as a "hamerstuk" (a so-called formality), in such a case the portfolio holders can read the documents, provide the Council with considerations to make before taking a decision, and draft a letter. During the consultation meeting with the Executive Board in the fifth week any further questions can be posed, and the Council can inform the board about its decision.
2. For more complex topics the portfolio holders have two weeks to read the relevant documentation and meet with the policy maker to discuss, ask questions, and gain in-depth knowledge of the topic. The portfolio holders then provide the UC with general expertise on the topic. Specifically, they are required to present in the third week of the cycle a (oral) report including at least: a) Questions that have been asked to the policy maker or should still be asked to the Executive Board about the topic. b) Considerations (contextual information) that the UC should discuss before a decision is made. c) A draft letter for the Council to discuss before the final decision. During the plenary meeting of the third week of the cycle after the report by the portfolio holders, the UC as whole can discuss, or be advised by the portfolio holders if there are further questions or remarks for the Executive Board. The portfolio holders take into consideration any feedback by the Council for the draft letter which is discussed during the plenary meeting of the fifth week. The consultation meeting with the Executive Board takes place during the fifth week and allows the Council to ask further questions on the topic and inform the board about its decision.

- If a topic on the agenda is of such complexity, importance or public interest, the Council can decide to discuss and deal with it as a whole. In such a case, the policy maker would be invited to the plenary meeting of the third week. The portfolio holders still read all the relevant documents, prepare questions, and advise the Council on considerations to be made. The portfolio holders would be in the lead, but the whole Council is involved in the process. After the meeting in the third week the portfolio holders take the feedback from the Council and draft a letter which is then discussed in the fifth week. During the consultation meeting with the Executive Board in the fifth week any further questions can be posed, and the Council can inform the board about its decision.

## Task Forces

As stated in the 'New working method of the UC' topics were picked up by portfolio holders within a TF. There was informal cooperation between members that are not mentioned in the following TF's. Additionally, other topics that are not mentioned in this list may have been tackled by the entire UC, or through alternative strategies.

Task Forces (semi/permanent)	UC members
Diversity and Inclusion	Younes Assou, Marjan Gorgievski-Duijvesteijn, Ana Uribe Sandoval.
Employee Wellbeing & Work Pressure	Helen Gubby, Natascha, Marjan Gorgievski-Duijvesteijn, John Piarelal, Afrodita Dobрева, Olaf Hornes.
Finance	John van Wel, Natascha Kraal, Bram Heesen, Ben Bode, Armand Gozé, Younes Assou, Afrodita Dobрева, Diederik Mosch.
HeQa	Ana Uribe Sandoval, Albert Wagelmans, Luca Kriese, Jasper Klasen, Dian van Toor, Bram Heesen.
Marketing & Communication	Luca Kriese, Ana Uribe Sandoval, Diederik Mosch, Afrodita Dobрева.
Proctoring	Bram Heesen, Jasper Klasen, Luca Kriese, Philip van Mol
Strategy	Natascha Kraal, Bram Heesen, Younes Assou, Ben Bode, John van Wel.
Student Wellbeing	Afrodita Dobрева, Luca Kriese, Ana Uribe Sandoval, Armand Gozé, Joep Schoenmakers, John Piarelal, Wouter van Dam.
Sustainability	Bram Heesen, Luca Kriese, Joep Schoenmakers, Yogi Hendlin, Ferry Blom.

Task Forces (regular cycles)	UC members
Administration and Management Regulations (BBR)	John van Wel, Sebastiaan Kamp, Joep Schoenmakers.
Annual Report Confidential Counsellors 2019	Ana Uribe Sandoval, Helen Gubby, Afrodita Dobрева, Natascha Kraal, Olaf Hornes.



Appointment Deans Procedure	Jasper Klasen, Wouter van Dam, Ana Uribe Sandoval, Ferry Blom, Albert Wagelmans, Wouter van Dam
Centralizing Information Streams of Participation	Luca Kriese, Afrodita Dobрева, Ben Bode.
Communication Approach D&I	Ana Uribe Sandoval, Olaf Hornes, Albert Wagelmans, Marjan Gorgievski-Duijvesteijn.
Compensation UC Work	Luca Kriese, Ana Uribe Sandoval, Sebastiaan Kamp, John van Wel, Dian van Toor, Natascha Kraal, Albert Wagelmans.
Covid-19 topics	Jasper Klasen, Philip van Mol, Bram Heesen, Ana Uribe Sandoval, Diederik, John Piarelal, John van Wel, Albert Wagelmans, Marjan Gorgievski-Duijvesteijn.
Decision on BSA by EB	Jasper Klasen, Olaf Hornes, Wouter van Dam, Ana Uribe Sandoval, Albert Wagelmans, Ben Bode.
Digitalization of Education	Olaf Hornes, Younes Assou, Bram Heesen, Joep Schoenmakers, Luca Kriese, Albert Wagelmans
Electoral system	Jasper Klasen, Albert Wagelmans, Bianca Jadoenath, Ana Uribe Sandoval,
European Tender Support	Ana Uribe Sandoval, Sebastiaan Kamp.
Evaluation of the Electoral Pilot	Joep Schoenmakers, Philip van Mol, Luca Kriese, Jasper Klasen, Ana Uribe Sandoval, Albert Wagelmans
Free Sanitary Products	Ana Uribe Sandoval, Dian van Toor, Wouter van Dam, Luca Kriese.
GP on Campus	Ana Uribe Sandoval, Jasper Klasen, Luca Kriese.
HR Policy on Blended Working	Albert Wagelmans, Luca Kriese, Sebastiaan Kamp, Ana Uribe Sandoval, Ben Bode.
Incident in APP Groups	Dian van Toor, Luca Kriese, Younes Assou.
Integral Security Policy	Wouter van Dam, John van Wel, Ben Bode, Ana Uribe Sandoval, Sebastiaan Kamp, Marjan Gorgievski-Duijvesteijn, Natascha Kraal.
Internalization Policy	Ana Uribe Sandoval, Younes Assou.
Legal Protection Annual Report	John van Wel, Ana Uribe Sandoval, Wouter van Dam.
Legal Protection Annual Report 2020	Ana Uribe Sandoval, Wouter van Dam, John van Wel.
Library Budget	Ana Uribe Sandoval, Yogi Hendlin.
Numerus Fixus 2022-2023	Wouter van Dam, Ana Uribe Sandoval, Marjan Gorgievski-Duijvesteijn, John van Wel, Jasper Klasen.
Professorial Policy	Albert Wagelmans, Marjan Gorgievski-Duijvesteijn, Ferry Blom.
Ratio Student/Staff Resources	Ana Uribe Sandoval, Joep Schoenmakers, Marjan Gorgievski-Duijvesteijn, Natascha Kraal, Afrodita Dobрева, Albert Wagelmans, Helen Gubby, Ferry Blom, John van Wel, Ben Bode.
Recognition and Reward	Ana Uribe Sandoval, Marjan Gorgievski-Duijvesteijn, Wouter van Dam, Ferry, Diederik Mosch.
Recruitment and Selection Toolkit	Ferry Blom, Luca Kriese, John van Wel.

Regulations for Complaints and Objections Advice Committee	Ana Uribe Sandoval, Helen Gubby, Ferry, Wouter van Dam, Dian van Toor.
Reorganization CIO	John van Wel, Albert Wagelmans, Bianca Jadoenath.
Reorganization platform	John van Wel, Bianca Jadoenath, Natascha Kraal, Albert Wagelmans.
Revised regulations use of internet and ICT-facilities	Ana Uribe Sandoval, Olaf Hornes, Wouter van Dam, Helen Gubby.
Student Assessors	Bram Heesen, Luca Kriese, Jasper Klasen, Diederik Mosch, Bianca Jadoenath, John Piarelal.
Student Associations' Allocation Model and Person of Contact	Afrodita Dobрева, Wouter van Dam, Joep Schoenmakers, Diederik Mosch.
Student Charter	Bianca Jadoenath, Wouter van Dam.
Studying with a Disability	Ana Uribe Sandoval, Diederik Mosch, John Piarelal, Ben Bode.
TNO Master Files	Albert Wagelmans, Yogi Hendlin, Marjan Gorgievski-Duijvesteijn
UC Seat for Students ISS	Bianca Jadoenath, Olaf Hornes, Ana Uribe Sandoval, Wouter van Dam.
Ventilation EUR Buildings	Helen Gubby, Jasper Klasen.
Whistleblower Policy	Ana Uribe Sandoval, Wouter van Dam, Philip van Mol, Marjan Gorgievski-Duijvesteijn, Ferry Blom.

## A Year of Covid-19

During the 2020-2021 academic year, the Council had to adapt to the unprecedented events that came along with COVID-19. Although these were difficult times for everyone, the Council continued with its activities and with the representation of all the members of the Erasmus Community. After a physical kick off, all the meetings were held digitally, and spaces were created online to allow for students and employees to approach the Council and ask for help. Beyond the revision of documents, and the standard practices of the Council, the 24 members of the body showed initiative. Even in uncertain times, the UC brought-up changes for the better, and consistently worked more than expected to achieve different goals. Hopefully, future Councils will be able to share more time together in person. Yet, it is important to appreciate the enormous work and strength that the 2020-2021 Council had in times of such difficulty.

## Appendices

### Appendix I – Composition of Presidium, Confidentiality committee and formal Task Forces

#### Presidium

H.B. van den Berg (chair)

J.C.M. van Wel	W. van Dam
Bianca.	Bram – from November 2021 onwards
	Olaf – until November 2021

#### CC

The names of the Council members that have taken a seat in the Confidentiality Committee remain confidential.

H.B. van den Berg (chair)	Student member
Employee member	Student member
Employee member	

#### HeQa

The names of the Council members that have taken a seat in the HeQa Taskforce

H.B. van den Berg (Chair)	L. Kriese
Prof. A.P.M. Wagelmans	J. Klasen
Dr A.C. Uribe Sandoval	D. van Toor
	B. Heesen

## Appendix II – UC Decisions

Topic	Decision	Date
Final Advice on the New Procedure for Deans	Right of advice	11 November 2020
Blended working	Right of advice	11 November 2020
Appointment of prof.dr. F.A. van der Duijn Schouten	Right of advice	18 November 2020
Student related advice from the Covid-19 Task Force	Right of advice	26 November 2020
BBR 2020	Right of consent	30 November 2020
Main elements of the Budget Plan 2021-2024	Right of consent	10 December 2020
New Whistleblower Policy	Right of advice	10 December 2020
Erasmus X budget	Right of advice	18 December 2020
Profile new Rector Magnificus	Right of consultation	1 February 2021
Point of contact student organisations	Right of initiative	8 February 2021
Creation of Sustainability Award	Right of initiative	8 February 2021
Use of second camera during online proctored exams	Right of initiative	8 February 2021
HeQa Action plan Student Wellbeing	Right of consent	8 February 2021
EB expenses	Right of initiative	8 February 2021
Opening Academic Year 2021-2023 to 2031--2032	Right of information	11 February 2021
Work Plan tackling work pressure	Right of information	15 February 2021
60 EC BSA Policy	Right of initiative	15 February 2021
Declaration of chronic work-pressure emergency at EUR	Right of initiative	16 February 2021
Request for EUR to join Caring Universities	Right of initiative	4 March 2021
EUR Regulations Advisory Committee Complaints and Notices of Objection 2021	Right of advice	4 March 2021
UC rights on allocation study advance funds to proctoring via CLI	Right of information/consent	4 March 2021

Annual report Confidentiality Counsellors 2019	Right of initiative	15 March 2021
Communications Approach for Diversity and Inclusion at EUR	Right of initiative	15 March 2021
Integral Safety and Security Policy 2021-2024	Right of advice	15 March 2021
Extension of Soft Cut	Right of initiative	15 March 2021
EUR Carbon-neutrality by 2024	Right of initiative	15 March 2021
Convergence framework agreement	Right of advice	15 March 2021
Professorial Policy	Right of advice	17 March 2021
Student perspective on Student Accommodation Agreement 2020-2025	Right of initiative	19 March 2021
LifeVersity	Right of initiative	31 March 2021
Reflection from the HoKa Workgroup of the University Council – HoKa Report 2020	Right of information	8 April 2021
Abandoned bikes on campus	Right of initiative	15 April 2021
Student Psychologists	Right of information	15 April 2021
Employee wellbeing monitor	Right of information	20 April 2021
Tuition fee discount 2021-2022 in connection with Covid-19	Right of advice	21 April 2021
EUR Policy Internationalisation 2021-2024	Right of information	26 April 2021
European Tender System	Right of initiative	26 April 2021
EUR Library funds	Right of initiative	26 April 2021
HeQa Impact at the Core budget	Right of consent	26 April 2021
Pilot project robot delivery	Right of initiative	19 May 2021
HeQa Student wellbeing subproject student support services and lecturers	Right of consent	26 May 2021
Revised "Regulations governing the use of Internet and ICT facilities by employees/students	Right of consent	26 May 2021
TNO file Educational Master in Primary Education	Right of advice	26 May 2021

Student numbers & expected growth	Right of information	26 May 2021
Recognition and Rewards	Right of information	26 May 2021
Exams outside of office hours	Right of initiative	4 June 2021
Outline electoral system student body UC	Right of consent	24 June 2021
Appointment members Central Electoral Committee	Right of consent	24 June 2021
Institutional fees 2022-2023	Right of advice	24 June 2021
Legal Protection Annual Report 2020	Right of information	24 June 2021
Menstrual Products and Social Safety on Campus	Right of initiative	24 June 2021
CLI update 2021	Right of consent	24 June 2021
Termination MSc Organisational Change & Consulting / Name Change MSc Human Resource Management	Right of Advice/information	24 June 2021
Appointment new Rector Magnificus	Right of consultation	29 June 2021
Domestic Violence and Child Abuse Protocol	Right of consent	2 July 2021
Numerus fixus bachelor programmes and selection due to capacity limitations master programmes 2022-2023	Right of advice	2 July 2021
HeQa student wellbeing: E-platform helpline	Right of consent	2 July 2021
TNO Research Master Genomics in Society	Right of advice	2 July 2021
TNO Master Sustainability Transitions	Right of advice	2 July 2021
Student Charter	Right of consent	5 July 2021
Online BSc Programmes	Right of initiative	5 July 2021
Consent to the main elements of the Erasmus Perspectives 2022-2025	Right of consent	5 July 2021
New compensation for UC members	Right of initiative	8 July 2021

## Appendix III - Abbreviations

CC	Confidentiality Committee
CM	Consultation meeting between University Council and Executive Board
EB	Executive Board
EBUC	Employee Body of the University Council
EMC	Erasmus University Medical Centre
ESE	Erasmus School of Economics
ESHCC	Erasmus School of History, Culture and Communication
ESHPM	Erasmus School of Health Policy & Management
ESL	Erasmus School of Law
ESPhil	Erasmus School of Philosophy
ESSB	Erasmus School of Social and Behavioural Sciences
EUC	Erasmus University College
EUR	Erasmus University Rotterdam
HEQA	Higher Education Quality Agreements
ISS	International Institute of Social Studies
LDE	Leiden-Delft-Erasmus
PRO	Professional Services
SBUC	Student Body of the University Council
RSM	Rotterdam School of Management
TF	Task Force
UC	University Council