

Integrity code

Erasmus University Rotterdam. Main port of knowledge.

Mission

The primary tasks of Erasmus University Rotterdam (EUR) are the generation and transfer of knowledge based on a high degree of social involvement. To this end the university educates and researches. It is inquisitive, investigative and flexible, with a strong international orientation. Professionalism, teamwork and fair play are values which EUR applies in this context.

Core responsibilities

EUR believes it holds a serious responsibility towards the following groups in particular:

Students

EUR educates its students to become scholars, with the emphasis on academic training at the interface between knowledge development and knowledge application. An interdisciplinary approach is an explicit focus. A wide range of high-quality and challenging educational opportunities are offered with the individual student taking centre stage. Studying at EUR is intended to lay a foundation for interesting opportunities on the employment market.

Staff

EUR offers its staff challenging and varied work which is oriented around the personal and professional development and flexible employability of each member of staff.

Employees are given considerable independence when it comes to performing their work. They are entitled to good employment and working conditions. Working at EUR means building an attractive career.

Scientific community

As far as the (international) scientific community is concerned, EUR is a centre for top quality research and a partner in knowledge development. EUR maintains intensive relationships with other academic institutions and is open to knowledge exchanges. Research at EUR is both fundamental in nature and application-oriented. It is based on observance of the ethical standards laid down by the academic community and internationally recognised criteria.

Society

EUR contributes to societal progress. That is why we focus on current social developments and issues. EUR cooperates with its immediate environment in areas of mutual interest and importance. Contract research and education are carried out insofar as they generate synergy with the primary tasks. EUR takes account of environmental sustainability in all its activities.

Core values

With a view to realising the core responsibilities, the behaviour of staff and students is characterised by the following values:

- Professionalism
- Teamwork
- Fair play

Professionalism

Professionalism: high-quality education, research and support services

EUR is an extremely professional organisation. A professional attitude is expected from both staff and students.

Professionalism is expressed in expertise, a focus on results, flexibility, assertiveness, representation and involvement. The main focus is on academic quality as regards scientific research and education. On the one hand the staff and students are themselves responsible for their professionalism and the development thereof. The students are independent studying professionals in the making, while the employees are independently working professionals. On the other hand EUR stimulates, facilitates and safeguards professionalism and the development of staff and students. Continuous care and monitoring of performance, coupled with an adequate assessment and remuneration system are inextricably linked to this. Existing rules, procedures and regulations are served to the letter and in spirit. Any dilemmas are dealt with professionally and with integrity. For example, the students' selection and prioritising of subjects is based on careful considerations. Staff approach their tasks in the field of education, research, management and external services with careful consideration.

Teamwork

Teamwork: cooperation based on mutual respect, shared responsibility and the careful use of resources

The university derives its raison d'être from individual professionalism which thrives on teamwork. This means teamwork between staff and subject groups, faculties and other universities, between students themselves and between staff and students. After all, scientific research and education are interactive processes of mutual learning.

Students and lecturers bear a joint responsibility for providing good quality education.

Teamwork is expressed in respect and attention for each other, the prevention of any kind of intimidation and appreciation of each other's contributions and responsibilities. Teamwork does not mean simply sharing knowledge but also sharing success. It also means fulfilling agreements, doing what is expected of you and helping and inspiring each other. Teamwork is about communicating openly and clearly with each other, being literally and figuratively contactable, calling each other to account and giving account to each other.

The careful use of university resources such as money, equipment and furniture prevents any adverse effects for other members of the university community. What is more this promotes an efficient and effective use of government resources and tuition fees.

Fair play

Fair play: clarity as regards assessment and of what is being assessed

Besides the transfer of knowledge, the assessment of the quality of the work and capacities of staff and students is a core EUR activity. Such assessments are used for example in connection with tests and exams, papers, the selection and assessment of staff and business contacts, the allocation of budgets and the admission of students to certain subjects.

The success or failure of the quality of the assessment depends on fair play. For that reason the assessment takes place on just, clear and independent grounds. With a view to safeguarding staff independence, at EUR we are reticent about taking receipt of gifts and of mixing private and job-related relationships. (Other) positions, which are incompatible with the interest of EUR, or that could have an adverse effect on the objectivity and independence of staff, are avoided.

With a view to facilitating a fair assessment, the assessed party is required to give a fair presentation of what is being assessed. Cheating and plagiarism are unacceptable. The same applies to the falsification of data, falsely pretending to be an author, the deliberate exclusion of other authors and the deliberate erroneous interpretation of results, conclusions and recommendations. The assessor must limit the possibilities and incentives for such reprehensible conduct to a minimum. Similarly the assessor must provide clarity regarding the grounds on which the assessment is carried out.

Embedding

Everyone who is a member of the EUR community is not only personally responsible for acting in an upstanding manner, but also for conveying these values to the people around him/her. If mutual correction does not have the intended effect, staff will inform the responsible manager and students will inform the responsible lecturer to this effect. However, adequate embedding of this code in the university's culture will go a long way to preventing such reprehensible conduct having to be reported.

A university at which there is broad support for the values and responsibilities described in this code can rightly call itself a viable organisation.

Publication information

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More information is available at www.eur.nl/integriteitscode

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