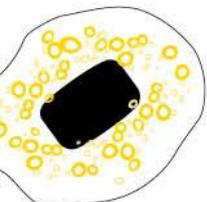


UNIVERSITY OF TWENTE.



University of Twente
Universiteitsraad
t.a.v. Dr. H. Wormeester
Spiegel, kamer 3.14 en 3.16

FACULTY OF BEHAVIOURAL, MANAGEMENT AND SOCIAL SCIENCES

FROM	DATE	PAGE
Dr. H. van der Kolk	16 October 2017	1 of 2
T +31 53 489 3281	OUR REFERENCE	
h.vanderkolk@utwente.nl	BMS-FC/2017.013	

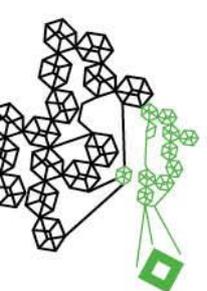
SUBJECT
Leidraad organisatiewijzigingen

Dear Herbert Wormeester,

On the 14th of September, you asked the FC of BMS for input about the “Leidraad organisatiewijzigingen Universiteit Twente (conceptversie 19 juli 2017)”. The document - formulated in Dutch, which is a bit strange given the earlier decision to switch to English at this university to facilitate non-Dutch speakers – is about how we will handle future reorganizations at the UT. The FC discussed this issue and came up with several issues we would like to see clarified.

The first issue relates to the contents of Category 1 topics. The “leidraad” seems to conceptualize organizational changes using two criteria: the consequences for the functioning of an organization and the consequences for individual employees. Category 3 is now defined as a change which has consequences for both the organization and employees, Category 2 as a change which only (almost exclusively) has consequences for the functioning of an organization, Category 1 (mainly) as having no consequences at all. However, by adding some sentences about potential consequences for individuals (not clearly in the headers though), this category is broadened substantially. The faculty council likes to have some clarifications about this combination of relatively unimportant organizational changes with substantial changes in individual positions. One possible solution would be to create four categories and to discuss procedures related to all four categories separately. The current conceptualization of category 1 is not supported by the FC-BMS.

The second issue relates to the procedures of categorization. According to the Leidraad, the FC will be allowed to give an advice on changes in all three categories, but will be explicitly asked to give an advice in Category 2 and 3 only. We think it would be clearer to state that ANY relevant change suggested by the “beheerder” will be communicated to the Faculty Council (or more generally “medezeggenschap”) immediately, with a suggested categorization (1, 2, 3, (4)). If the “beheerder” suggests that the change falls in category 1, the FC is not required to give an advice (which will save time with minor organizational changes). If the FC disagrees, they can say so, and give an advice on the planned change. The position of the FC is thus more clearly described in the context of all organizational changes.



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16 October 2017

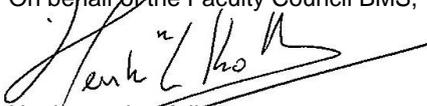
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A third issue relates to the issue of "not following procedures". What happens if the "beheerder" is not immediately informing the FC about a planned organizational change. What happens if the dean ignores the advice of the FC without proper clarification of the considerations in this context? We think that a next version of the document should pay clearer attention to this aspect of reorganization.

This advice will be communicated to the UR in an official letter later this week,

Kind regards,
On behalf of the Faculty Council BMS,



Henk van der Kolk
Chair Faculty Council BMS

