

# NEWSLETTER

# UNIVERSITY COUNCIL

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This was the first meeting between the Executive Board and the University Council in its new setup\*. The focus was primarily on whether the changes of the changes in Operational Audit should be considered a reorganization and be processed as such. The report of this discussion can be found in this newsletter.

The same counts for the plans of changing the educational structure, although only discussed to receive information, many questions surfaced. The council has a meeting planned on the 9th of October with the Faculty-councils and Educational Committees to discuss these plans, also concerning the clustering of studies.

Lastly the semi-annual Management Report 2012 gave reasons to ask the Board several questions.

## [Is it or isn't it an reorganization?](#)

### [The Cause](#)

Like many other universities the UT often has to react to budget cuts. This is often due to changing regulations from the national government and currently the total budget has to be reduced by an additional M€ 5. Previous year the Board already anticipated to these cuts by strengthening their strategy and plan a corresponding reorganization. In this new proposal the Board want the supporting services of the UT to be less affected, because the services had been reorganized five years ago. An analysis done at Berenschot on support at other universities however showed that the services at the UT are relatively large, especially the Financial Services. This is reason for the Board to look at the amount of tasks the supporting services have ones again. The first reduction of tasks that is proposed is a reduction of 4fte of Operational Audit, the UTs own accountancy service. The Board asks the Council advice whether this should be considered a reorganization.

### [The question](#)

The reduction of 4 fte at Operational Audit means that these employees will no longer work for this part of the university. If there is no other place for them to work within the UT this would result in dismissing these employees. Since the number of financial employees is currently too large, dismissal can be considered very likely. When changes are made in work divisions it could normally be considered a reorganization and the CAO stated when this is the case. It however leaves room for interpretation and the Board thinks that this is not a reorganization because of the limited amount of people involved.

During the consultative meeting they also defended this with the reasoning that a reorganizational procedure costs a great amount of time.

## [The differences](#)

The University Council does not agree with this position of the Board and has several reasons for this, these are the most important: 1) A reorganizational procedure shows to which level changes in work can be discussed transparently, this provides a better base for assessment the need and usefulness of the changes by the Council. 2) The root for fte-reduction is the central policy, namely the reorientation of the central services scale. 3) Whether it is processed as a reorganization is important for the employees. In a reorganization there will be a better social plan that includes (amongst others) the rights, financing, education and support towards a new job outside the UT. 4) With the current reasoning of the board it is very easy for the Board to implement a reorganization by making smaller organizational changes instead of large ones.

## [Why this matters to you](#)

If the Board keeps this current standpoint and remains saying it isn't a reorganization at Operational Audit, they could use this reasoning for future organizational changes. According to the council changes in policy could then more often result in too fast resignations without looking at the functioning of the employees and the policy logic. The Board will respond with a written response.



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### State of affairs reorganization of education

In this cycle the UCouncil receives for the first time an informational piece on the new organization of education. This piece contained more than only the clustering of courses or complete studies.

Some notes in this piece proposed a different structure of control in education. Where we currently have the Deans and Study Directors(SD), now also the Educational Directors (ED) would be involved which would result in a Dean - ED - SD structure.

In the consultative meeting the Council made clear that this proposal looks like it will make the current faculty structure needlessly complex and heavy, furthermore these is little explanation what this should improve or solve. Only when scaling the organization to for instance 2 or 3 faculties this looks like a logical step. The board didn't confess that it has plans for changes in the number of faculties during the meeting. They did however state that they didn't think the ED would hierarchically be between the Dean and the SD, because they would be equal except for differing responsibilities.

The council does not agree to the last point, since it divides the persons from the content(SD), shape and evaluation(ED) and governmental responsibilities(Dean) they have in their functions. The council thinks these subjects should be discussed integrally, so this discussion will be continued at a later moment.



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### **About the University Council**

The University Council is the central participation body of the UT and discusses regularly with the Executive Board. The University Council contains of 18 members; nine staff-members and nine students. The University Council has a say in the policy of the UT at the central level.

In the council currently three parties are present: Campus Coalitie, UReka and PvdUT.

The current members in council are::

\* Gert Brinkman, Frank van den Berg, Herbert Wormeester, Victor de Graaff, Jörgen Svensson, Winnie Gerbens-Leenes, Jeroen Tijhuis, Anton Stoorvogel, Rose Rorije, Abdul-Rahim Abdulai, Jelmer Boter, Kim van Noort, Barend Köbben, Robin Buijs, Rien Lagerwerf, Henno Wolswinkel, Luuk de Vries and Geert Olthuis.

### Management report

#### *Derivatives*

The previous months the risks of derivative-investment has been on the news regularly. This was a reason to ask whether the UT is also affected and to which extent. According to the Board their total investment was M€95, but this was not invested in risky segments because it is not used for paying debts. They have invested it less risky because they did not need high interests.

#### *BTW-increase(VAT)*

The Dutch cabinet has decided to raise the BTW(VAT) from 19% to 21%. According to the Management Report this amounts to M €1,8 additional yearly costs. The board explained that this means M €0,4 for the current year on top of the additional M€ 2,1 budget cuts and 2% ABP-premium raise (which for 2/3rd have to be paid by employers)

In total these changes mean an additional M€4 to M€ 5 of cuts are needed that have not yet been budgeted. It is not to be expected that the UT will be compensated for these higher costs by the government.



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