

### URNews March 2010

[All documents discussed can be downloaded here](#)

The response of the Executive Board to the Berger Committee and the transfer of the WD IMPACT were major points during the University Council (UC) discussion meeting with the Executive Board of 3 March 2010. In addition, the evaluation of the *Onderwijsnota* (education policy document), the official languages code of conduct, the evaluation of the Honours programme, the evaluation plan of the Second Graduate School, the Tuition Fees 2010-2011, the guideline for joint Education and Examination Regulations bachelor programmes and the Executive Board memorandum Internationalisation were discussed. Written questions before closure included items on the building costs overspending for Nanolab and Carré, about the position and measures of the Executive Board in the event the quality of the training programmes was not yet up to standard and about the procedure followed by the Executive Board in policy preparations regarding the fund for optional extension courses (*Profileringfondsen*).

#### Announcements

Bouke de Loos has terminated his membership of the UC. As from 1 March he will be succeeded by Nikolai Oudalov, a familiar face for the UC.

The Executive Board has presented the "Target figures women at the top" to the UC. This memorandum was discussed during the internal meeting and the UC will first present the target figures included in the memorandum to the faculty councils, together with the question how these councils expect to meet the figures/how realistic these are. The Executive Board also announced a review of the communication function. The expectation is that the UC will be able to take a final decision on this in the June meeting of this year.

On Wednesday 24 March the UC will organise a meeting explaining the research policy of the UT. The meeting is intended for the current UC – and for IR members as well as for staff members and students considering putting themselves forward as a candidate for membership of the UC. The meeting will take place from 12.30 pm to about 2.00 pm, room 301 Spiegel. Lunch will be provided. Please sign up as soon as possible, but before Friday 19 March at the latest; you will receive a folder containing documentation in advance.

The UC was astonished and annoyed about the way in which the academic director of the research institute IMPACT and several members of his research group took on a new job with Eindhoven University of Technology. In particular the outright disregard of the "code of conduct" (signed by the three chairpersons) which reads that: "*federation members only recruit actively (apart from via open procedures) among one another's top-ranking staff (deans, professors, academic and other directors) after mutual consultation*" did not go down very well with the UC and in response to this incident questions were raised about the actual relevance and administrative intentions of the 3TU.Federatie. In a [letter](#) the UC has asked the daily executive committee of 3TU for an explanation.

#### Tuition fees and Official Languages Code of Conduct

Two subjects combined in 1 newsletter item. Ordinarily these subjects would not seem to merit much interest for a newsletter, but for both subjects there is something interesting to report. The Executive Board has stated that for the

academic year 2011-2012 'changes are expected' regarding the tuition fees, specifically for foreign (non-EEA) students. This means, of course, higher fees. The process is protracted because partly it has to take place via 3TU con-

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#### About the University Council

The University Council (URaad) is the central representative body of the UT and regularly consults with the Executive Board. The council has 18 members, nine staff members and nine students. The council has a say in UT policy at the central level. Five parties are represented on the council: Campus Coalitie and UReka, Pro-UT, Lijst Chairman and PvdUT.

At the moment the University Council has the following members:

Oscar Bloemen, Nikolai Oudalov, David Smits, André Veenendaal, Jan van Alsté, Frits Lagendijk, Laura Franco Garcia, Sandra Hackertz, Mark Franken, Dick Meijer, Stas Verberkt, Silke Kücking, Jann van Benthem, Peter Prins, Marije Telgenkamp, Herman Poorthuis, Jan de Goeijen and Nick Leoné.

sultation. The UC presses for a decision in or before September 2010, the Executive Board indeed aims to do this but also draws attention to the protracted process and already asks for understanding in the event of a delay. The Official Languages Code of Conduct UT is an adjustment of the present code of conduct. Because in principle training programmes have to be offered in Dutch, provision has to be made for exceptions (English) via a code of conduct. This had already be provided for for our MSc programmes, but not yet for the

BSc programmes. This has now been laid down in the new code of conduct.

To respond, send an e-mail to:  
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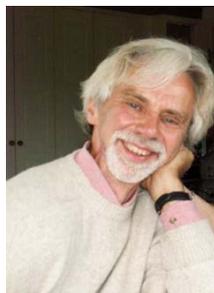


### **Outcome Berger Committee report: Executive Board does things in the wrong order.**

In November 2009 the [final report of the Berger Committee](#), instituted by the Executive Board, was presented. The committee had been instructed to examine whether, and if so, how the quality and efficiency of the support processes can be further improved. In December 2009 the [Executive Board took up a position](#) in which ten recommendations were adopted and savings of 6.3 million euros were planned for the budget 2010-2014. The circumstance that the organisation of the support by definition follows that of the primary process, is a foregone conclusion. But precisely regarding the organisation of the primary process the Berger Committee raises some serious doubts: the lack of a culture of doing things together, "accumulation" of organisational reforms (new things added, old things staying in place), differences in the structure of the faculty organisations, differences in the way, and the extent to which the matrix organisation is being rolled out, lack of harmonisation of the support processes between the faculties and institutes. And the concern that this situation will be considerably aggravated by the introduction of "virtual" schools. In addition, the UC signals certain areas of tension between the powers and responsibilities of the deans and academic directors.

Therefore the UC is of the opinion that the Executive Board should make more haste and should act more decisively in putting the organisation of the primary process in order than now appears to be the case and expects a comprehensive overview of the concrete plans in this context by this summer. After that, the UC will be able to give a more realistic opinion about the "necessary and fitting content and organisation of efficient and high-quality support" as the Berger Committee's principal assignment is formulated. In other words: only then will we know what Jack is to look like in order to have his Jill.

To respond, send an e-mail to:  
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### PRO-UT (door Jann van Benthem)

Two matters caught my attention in the past week. 1 Heino van Essen, the chairman of our Supervisory Board, in the UTnews about his role: "We are closely monitoring it but from a safe distance," only to go on to defend in detail the response of the Executive Board to the conclusions of the Berger Committee and to praise the invisible role of Anne Flierman in the setting up of the 3TU federation. Is he afraid that the Executive Board is incapable of defending its policy choices? Not entirely without reason. The Executive Board is avoiding discussions if this means critical questions from the UC about the use of a federation if we are simultaneously losing out substantial market share to Delft and on top of that promising departments can be pilfered by the other federation partner in something which resembles a raid. Even if no federation was involved, you would have expected at least informal contact between the Rectors. What are our executive directors discussing in the 3TU context? Wouldn't it be better if they directed their attention towards the UT organisation and play a visible role in this context? 2 The lukewarm response of the Executive Board to the conclusions of the Berger Committee. For many of the bottlenecks established, the Executive Board suggests setting up committees that are to present recommendations that are widely supported. I have been a member of the UC for the Pro-UT for two years now and I have put many questions to the Executive Board about the way in which the agreements we make with

### Target figures “Women at the top”

In the discussion meeting of October 2009 the policy memorandum “Inflow and promotion of women” was discussed and the UC gave a positive advice. However, only after the Executive Board had promised to ensure more realistic target figures and to send these to the UC in January 2010, for the present memorandum began by stating that previous targets formulated in 2005 had not been met! At the time the targets had been adopted by the Executive Board and as early as in 2005 the UC pointed to the danger of “demonstrably unrealistic targets” as far as the number of women at the UT in higher positions were concerned. Therefore the memorandum expressly stated that the new target figures would be derived from the separate targets of faculties and units within the UT. Well then, we have received the target figures from the faculties and wonder how they can realise these numbers. The memorandum describes a large number of instruments that may help to promote women, but it is not entirely clear to us which instruments will be used by the faculties. Besides, we got the impression that these figures have not been submitted after extensive consultation within the faculties. Therefore, the UC will now contact the various faculty councils (also the ITC

faculty, which is not mentioned in the overview at all) and request them to ask their deans how the target figures submitted have been arrived at and how the targets are to be realised. Hopefully the figures will be more realistic after this round of consultations.

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### Elections University Council 2010

The elections for the University Council are approaching again, this year both for students and staff members. The nomination of candidates is on 21 April 2010 and voting will take place in the week of 31 May up to and including 4 June 2010. For further information on the nomination of candidates and the elections, see our website:

[www.utwente.nl/uraad/verkiezingen2010](http://www.utwente.nl/uraad/verkiezingen2010)

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one another are met by the various organisational units and the way in which the Executive Board is on top of this (which indeed it isn't). Each time the answer is that this fails because we have an organisation consisting of professionals, which makes it difficult to steer. A straightforward conclusion which is difficult to refute as a business consultant. This is also the conclusion of the Berger Committee which says that there are too many units. Sometimes it resembles a juggler who is keeping too many balls in the air. So, I think, this is something they are going to do something about. But not so: 'the Executive Board wants a time-out as regards organisational changes in the coming year,' is the response of Anne Flierman to the urgent request from the complete UC to present proposals for doing something about this by the summer. This way the Executive Board resigns itself to its weak role at a time when decisiveness is called for. Previously, the Rector in this magazine openly doubted the intellectual capacities of those whose positions are different from those of the Executive Board. I really do hope that this time the Executive Board will make an effort to explain in a way that is clear to everyone why they now willingly refuse to take action as a result of which forced redundancies will be inevitable in the future. Is the Executive Board tired, does it need a rest itself or is it too busy with matters outside of the UT? It can't be an easy job and sometimes I can appreciate this, but I can't if it now fails to do what has to be done! Is it still fun to be a member of the UC? My answer is brief: it's great fun together with Jan van Alsté and Marije Telgenkamp, there are serious things at issue and it gives you an opportunity to make an effort for the future of our university. And there's room for a laugh now and then. For this reason I want to invite you, with the UC elections approaching, to join Pro-UT,  
[www.utwente.nl/Pro-Ut](http://www.utwente.nl/Pro-Ut)

Jann van Benthem,  
Fractie Voorzitter Pro-UT