

NEWSLETTER

UNIVERSITY COUNCIL

[All documents can be downloaded by clicking here](#)

In the last consultative meeting of 2012 with the Executive Board the most notable item was the provisional budgeting 2013-2017. The UCouncil did not have a concept-consent prior to the meeting, because there were still too many questions that needed to be answered. A report on this meeting can be found in this newsletter. The UCouncil furthermore drew seriously attention to the communication with the employees of the UT (See: "A listening ear at the workplace") and discussed the (under)-appreciation of educational performance (See: "An education AND career-perspective?")

Budgeting

Discussing the budgeting for the coming year in general is the most time-consuming subject in December. This year was no different. The most essential debate was on the budgeting for 2013 and the cuts for the faculty EWI of a couple million euro and the faculty CTW of over 1 million. Because of these budget cuts, EWI announced a severe reorganization. The dean will develop a reorganizational-plan with the scientific directors in the start of 2013 and send this proposal to the EWI-Faculty Council. The Board mentioned that for CTW the timetable is more flexible. A budget cut like this will not only affect these faculties. The performance-arrangements that have been made with the government also affects the division between primary process and support services. The reductions in scientific personnel will thus most likely also have an effect on supporting services. The Board consented to provide the expected consequences in February and how it wants to guide the process.

Next to the consequences of these savings, also ways to improve the financial overview has been discussed, to reduce the need of comparable cuts in the future and get better insight in how to steer the UT. These are relatively technical matters, but nevertheless crucial for a healthy university.

During the extensive and in-depth meeting, the UCouncil - next to assuring a time-path and controlling unavoidable reorganizations - also clearly asked the board to show they had grip on the financial situation of the UT and that they started the needed changes to keep this in check in 2013. After this promise the UCouncil advised in favor on the budgeting 2013.

To respond, send an email to:
h.wormeester@utwente.nl



Reorganization Internationalization-column

The Board informed the UCouncil that she was planning on reorganizing their internationalization activities. Informing is a starting point, in this case for changing the organization of the supporting column. The UCouncil remarked that it supports these changes. Next to the support of the policy it should be noted that there are also people working on internationalization within the faculties. This is especially for topics like attracting foreign students and arranging internships abroad.

The University Council mentioned to the Board that the expertise within the faculties should be considered when creating the reorganizational plan. Furthermore in this new organization this faculty expertise should continue providing direction of which support is needed.

To respond, send an email to:
h.wormeester@utwente.nl

A listening ear at the workplace

It sounds like a strange paradox: never before did the directors at this university have so many managers and communication employees, and never before did they have so much communication technology and information systems. But still, from the employee satisfaction research of last year it became clear they experienced a lack of communication at the workplace. They had the feeling that the Board as well as the UCouncil do not know what is happening at the lower levels. This was reason for the UCouncil to ask the Board to give additional serious attention to this topic. No, not to get additional management or systems, but to get a fundamental different approach to communicate with employees. These for the greater part highly educated employees deserve to be heard more often and be appreciated more. The directors of the UT can profit from this as well.

Following the first advice of the UCouncil concerning this topic, within the meeting a discussion was started. This led to the arrangement to discuss this further the coming year and to come to clear steps to improve this bottom-up communication at the UT.

To respond, send an email to:
j.s.svensson@utwente.nl



An education AND career-perspective?

Publish or perish: scientists who want to make a career prioritize research. These results are consistently monitored by publication-lists, citation-scores and H-indexes. These are measurements that increasingly improve their chances for keeping their job and be able to promote, as well within as outside this university. Educational performance has always had less priority and the resulting problem is that the education suffers from this.

In a recent note the Board showed concern on this lack of balance. Good education is essential for a educational institute and the Board thus wants to find a way to give this more focus. So for education also good ways to measure performance need to be developed. This

education performance would become more important in yearly meetings with employees.

In the meeting with the board the UCouncil noted that they share the same concerns, but do not support the proposed solution. Meetings about more focus on education have been made in the past, but till now have sorted little to no success. It looks like the development of decent measurements is only partially feasible and could have unwanted side-effects (comparable to research).

An important problem is that the UT for the greater part has temporary contracts, which means that careers are increasingly dependent on what is expected in the outside-world: which is research performance.

Concluding, the UCouncil asks the Board to come to a more in-depth analysis on this topic and furthermore raises the question whether this can be solved locally.

To respond, send an email to:
j.s.svensson@utwente.nl

FOBOS

In the meeting also the regulation Financial Support Special Circumstances Students (FOBOS) were discussed. After last college year much work has been done to arrange this, which became effective in September. It looked like there were still a couple of small faults in this regulation which has been solved by the Workgroup Graduation Support (WAR). The UCouncil has improved this further with some remarks. The UCouncil consented with this changed regulation. There are still points open for discussion, but firstly some experience has to be gained with this changed regulation. The students will be asked for feedback, it is already possible to note inconsistencies to the WAR:

<http://www.utwente.nl/so/studentenbegeleiding/begeleiding/war/meldingfobos/>.

Lastly the UCouncil stressed the fact that FOBOS should soon be adapted to the new educational model (TOM). It is not the goal that the negative effects of TOM will be solved via the regulation for "insufficiently studyable education", but it should still be accessible to students.

To respond, send an email to:
jelmer@ureka.utwente.nl



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.

At the moment the UCouncil has the following members:

Herbert Wormeester (voorzitter), Gert Brinkman, Frank van den Berg, Victor de Graaff, Jörgen Svensson, Winnie Gerbens-Leenes, Jeroen Tjhuis, Anton Stoorvogel, Niek Tax, Abdul-Rahim Abdulai, Jelmer Boter, (vacature), Barend Köbben, Robin Buijs, Rien Lagerwerf, Henno Wolswinkel, Luuk de Vries and Geert Olthuis.

Visit our website for more information:
<http://www.utwente.nl/uraad/>

To receive or cancel this newsletter, send an email to:
info@uraad.utwente.nl