

UNIVERSITEIT TWENTE.

University Council

EXECUTIVE BOARD

HANDLED BY
V.J.M. VEENHOF

DATE
6 September 2018

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REFERENCE
CvB UIT - 3586

ATTACHMENT(S):
1

SUBJECT

Request for approval organizational change plan Strategy & Policy department

Dear members of the University Council,

Please find attached for your approval the Strategy & Policy Department's organizational change plan, which was approved by the Executive Board on 23 July 2018, and which is to be reviewed at the upcoming discussion-meeting scheduled for 3 October 2018. Previously, you assessed this proposed restructuring as a Category 2 organizational change (UR 18-116).

The current plan outlines the intended relocation of the S&P-UIM and S&P-A&DO teams to LISA and Marketing & Communication, respectively. In accordance with the regulations regarding organizational changes, a draft version of the organizational change plan (CvB-UIT 3497) was submitted for advice to the S&P/FEM/HR, LISA and M&C Service Councils. The councils were asked to advise on the following matters, respectively:

The S&P/FEM/HR Service Council:

Relocating the University Information Management (UIM) and Alumni & Development Office (A&DO) teams from the Strategy & Policy Department to LISA and Marketing & Communication, respectively.

The LISA Service Council:

The addition of UIM as a staff department to the LISA Service Department.

The M&C Service Council:

The addition of A&DO as a fourth department to the M&C Service Department.

The opinions of the service councils are included as an appendix to this request for approval. All service councils have issued a positive recommendation.

The S&P/FEM/HR Service Council's recommendation did raise a number of concerns, however. These were addressed by S&P's interim director, who met with the service council in order to assess the entire decision-making process from start to finish, to set out a new course of action, and to learn lessons for the future. Prior to the meeting, the service council's concerns were addressed in a written response. Please find this attached as well. The meeting with the service council took place on Thursday, 30 August 2018.

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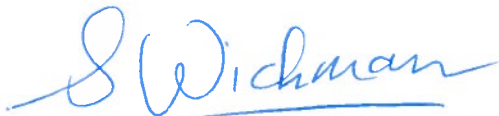
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We hope to receive your approval for the proposed organizational changes at the S&P Department.

Yours sincerely,
on behalf of the Executive Board,



S.C.P.A. Wichman
Secretary of the University of Twente