



P-NUT

PhD Network University of Twente

Annual report 2004

Policy Plan and Estimate 2004

Contents

1. Introduction: TAB becomes P-NUT.....	2
2. Goal of P-NUT.....	4
3. Organization.....	6
4. Past activities TAB.....	7
5. Ongoing and Future Activities P-NUT.....	8
6. Estimates 2004.....	9
7. About the new logo.....	10

1. Introduction: TAB becomes P-NUT

In 2003 the last of the Mohicans of the TAB (Twents Aio Beraad), Jonathan Barsema, decided to do his defense to get his PhD. From that moment on, the TAB lost its chairman who was at that time the driving force behind the TAB. This loss almost made the TAB disappear, and with that the PhD student's (from now on abbreviated as PhDs) participation in the policy making with regards to PhD-policy plans.

As a response to the resignation of Jonathan Barsema, Frans Tillema, Monique Roerdink and Jeroen Kraaijenbrink enthusiastically decided to revive the TAB. This policy plan is the result of this revival and as such it is the fundament of the new TAB. As can be seen on the front-page of this report, one of the first things we have done is changing the name of TAB. We had two main reasons for doing so. Firstly, a new start needs a good name, not because we want to break with the past, but because we want to prepare for the future. By choosing a new name, we wanted to illustrate that we are serious in our attempt to create a new organization that will outlive each of our individual PhD projects. Secondly, and more important, in September 2003, the minister of education decided that PhD's become full employees of the Universities with the same rights as normal university staff. This also involved a change of the Dutch name for PhDs, 'AIO' into 'promovendi'. As a result, we felt that the TAB should change its name in a corresponding way. We wanted a name that was similar in Dutch and in English, that reflected our objectives, and that would be easy to remember. Finally we have chosen for the name 'P-NUT', which stands for PhD Network of the University of Twente or (in Dutch) Promovendi Netwerk Universiteit Twente¹).

Does this name change involve new goals? No, P-NUT wants to continue the good work of the TAB; being a representative for all PhDs on the University of Twente. However, the focus will also be on the continuation of P-NUT in the future. As history shows, the life of the TAB was full of ups and downs and eventually the TAB nearly vanished. P-NUT wants to grow as an organization that will continue to exist. This will ask a lot of effort from enthusiastic PhDs.

This year, P-NUT is active in a number of ways. First of all, the contact with the management board of the UT on PhD employee conditions for now and the future is actively continued. Secondly, there will be a questionnaire to obtain a clear view on the employee conditions within different faculties. In addition the questionnaire has to reveal other remarks that PhDs have with regards to 'doing your PhD in Twente. Thirdly, an important milestone in the short P-NUT history will be new website (www.utwente.nl/P-NUT), which will be the most important portal for PhDs to come in contact with the P-NUT.

¹ The dash should be included, since PNUT without a dash already stands for 'Personen Niet in dienst van de UT' (Persons not employed at the UT).

Finally, the communications with all PhDs will be enhanced by regularly publishing of the P-News, a newsletter containing new facts worth knowing. Furthermore, P-NUT will increase its contacts with both organizations on the University of Twente and organizations in the rest of the Netherlands, e.g. the PhD network of the Netherlands (PNN).

Each of these activities is done in the light of P-NUT's mission: being a network *of* PhD students *for* PhD students. What we exactly mean by this mission becomes clear in this report. However, central in each of our activities is serving the interest of PhD students at the university of Twente.

As a board, we hope we will succeed in realizing our ambitions. Of course, we cannot do this on our own. We need support and backup of the many PhDs of our university. With respect to this, we are proud to announce that, at this moment, we have about 20 enthusiastic PhD students that are willing and capable to represent the PhDs of the University of Twente.

Frans Tillema (temporary board member)

Tineke Lantink (public relations)

Sebastiaan Morssinkhof (treasurer)

Monique Roerdink (secretary)

Jeroen Kraaijenbrink (chairman)

Enschede, June 2004

2. Goal of P-NUT

The goal of P-NUT is to inform all PhDs, TWAIOs and OIOs on the University of Twente, to serve their interests and to be a platform and spokesperson for them concerning UT-related issues.

Informing

A university is a large and complex organization in which information flows are scattered and incomplete. This applies also to information flows to PhD students. P-NUT aims to streamline this information flow towards PhD students by gathering all relevant information from the several departments and units at this university and by providing this information to the PhD students. Our main communication channel is our website, but other channels are used as well, like social events, meetings, and several reports.

Serving interests

P-NUT is not only there to provide information but also to be an active representative for PhD students. Currently, P-NUT represents approximately 575 AIOs, TWAIOs and OIOs on the UT, a sizable and important group. Although more and more regarded as 'normal' employees, PhD students remain to occupy a special position. Examples are their dependency on their promotor and their educational needs and obligations. As the only representative of PhD students, P-NUT tries to serve their interest as well as possible. Examples are negotiations with the university about working conditions and career development.

Being a platform

In addition to these intermediary roles between university and PhD students, P-NUT also wants to be a platform for PhD students. By organizing social events we also try to support communication between PhD students. Examples of past events are several lunch meetings and drinks. Moreover, if P-NUT is not able or not the most suitable organization to address certain issues, we try to redirect PhD students to the right organization. We do this for example by the link page within our website.

Background

Approximately 575 PhD's, TWAIOs and OIOs are employed at the UT (20% of all employees of the UT). The rights of all PhDs are now similar to those of regular employees since the PhDs are now full employees of the University, contrary to the different employment status of AIOs in the years before. Until now, PhDs are not always treated as full employees and there are big differences between faculties when it comes to the treatment of PhD's. P-NUT wants to get a clear view on the differences in employee conditions and in addition wants to solve or enlighten problems with employee conditions where possible. Moreover, we believe that although they are full employees, PhDs still have a special position within universities. Examples are their dependency on their promotors and their large study workload. Therefore, we believe that PhDs will always need specific attention – and specific representatives. However, where appropriate, we will target an equal treatment of PhD students and other UT employees.

3. Organization

As mentioned in the introduction, Jonathan Barsema was the last chairman/board member of the TAB. Therefore a complete new P-NUT organization was set up in the past months. The board of the P-NUT consists of a chairman, a secretary, a treasurer, a public relations manager, and a general board member. The general board member is a function specifically introduced to help set up the new P-NUT organization. This function will disappear once the new organization is up and running.

The board is accompanied by faculty representatives that will take care of the information that has to reach the PhDs in the different faculties. Furthermore, the faculty representatives will be the main spokespersons for PhDs in his or her faculty. As such, they are the first persons that should be contacted by PhD students. Each faculty will have its own representative. Their role is also to provide P-NUT with faculty specific information in order to detect differences in treatment of PhD students within and between faculties.

The board is also assisted and informed by a member of the central board of employees and students (Universiteits Raad) and one or two representatives of the international PhD students. These fulfill similar roles as the faculty representatives, be it for a different domain.

Besides representatives, the board is assisted by special committees that are responsible for clear-cut activities like the organization of P-News (newsletter), drinks, questionnaires and symposia. These committees are set up for each activity and terminated once activities are finished.

We have chosen to organize responsibilities in a decentralized way. That is, each of the groups will be responsible for its own tasks. The responsibility of the board is to make short and long term plans and to coordinate and initiate tasks in accordance with these plans.

The P-NUT board meets once every 6 weeks with the representatives and committee members. The main objective of these meetings is to inform the other P-NUT members about ongoing and future activities. These meetings will be held in English. In addition, the board, the representatives and the committees will have smaller meetings whenever necessary for the execution of their tasks.

4. Past activities TAB

To illustrate how TAB has interpreted and realized its mission in the past, we provide here an overview of past activities. In the previous years, TAB has organized several activities, like symposia, seminars and regular lunch meetings for PhD students. Besides these meetings, TAB also sent out newsletters and produced an information booklet called 'Doing your PhD at the University of Twente', which contains useful information for PhDs at the university of Twente. Every two years a survey was held amongst all PhDs to find out about their job satisfaction. Finally, a year report (like this) has been made every year about the activities of the TAB. Below we have a detailed list of a number of past activities:

- Involvement designing the PhD policy plan
- U-Thesis: a journal produced twice a year by the PhD network with information for PhD-students
- Seat in the University council / board
- Integration Foreign PhD-students, for instance by stimulating the use of English by communication to the PhD-students.
- Meetings with the university board (College van Bestuur)
- Delegation of one or two board members in the board of scientific directors
- Representation in the national PhD network
- Intense contact with Personnel & Organization department
- Website updates
- Playing an advisory role towards PhDs
- University council, the PhD network supports by a special team, the activities of PhD – students in the University council.
- Organizing meetings with printing offices
- Inform PhDs about scholarships and grants

Dependent upon our capacity and ambitions, the P-NUT board will decide which of these activities will be continued in the future.

5. Ongoing and Future Activities P-NUT

Although P-NUT has only been active for a limited amount of months, a number of activities have been continued and new activities have been initiated. In short P-NUT continues the work that has been initiated by the former TAB during the last years, as mentioned in section two. In addition P-NUT has explored and initiated new activities.

During the last months we have given priority to the starting up of a new and flexible organization with enthusiastic PhDs. We have created a new organization structure and have found such PhD students within each of the five faculties of our university (see Section 3). Our objective is to create a flexible – and lasting – organization that is able to address questions of the day.

In addition to starting up the new organization, we have started/continued a number of activities as well. These are listed below:

- Continuation of the contacts with the management board with the goal of both introduction of P-NUT and continuation conversation of ongoing PhD issues like career development, rights and obligations of both PhDs and management board.
- Starting up the involvement in shaping the future work environment for PhDs, by meetings with the central personnel & organization department (Personeel, Arbeid & Organisatie)
- Making an inventory of differences between first, second, and third money PhDs as well as differences between PhDs of different faculties.
- Re-organizing the P-NUT's financial situation
- Continuation of contact with the PhD Network Netherlands (PNN)
- Development of a new website (www.utwente.nl/p-nut) and newsletter
- Organization of a kick-off meeting for all PhDs of this university and for representatives of the various departments of the university that are relevant for PhDs (e.g. university board, deans, personnel department)

For the short term, our first priority is to re-establish visibility and communication of P-NUT towards both PhDs and the university. With this respect, an important activity is the introduction meeting in the fall of 2004. This meeting will be used to introduce the new board. PhDs, Management of the UT, UT-news and deans will be invited to meet the new board. Moreover, we want to gather as much information as possible from both PhD students and university to be able to adjust our activities to the needs. In order to do this, we will conduct a survey amongst all PhD students at the university. For 2005, the board has the task of writing a new, more detailed policy plan, based on this information.

6. Estimates 2004

The draft balance sheet for 2004 is printed below.

<i>Draft balance sheet</i>	<i>Debit</i>	<i>Credit</i>
Bank account	€ 240	
Assets		€ 240
Estimated budget 2004:		
Subscription PNN		€ 100
Travel costs		€ 390
Ph.D. communication meetings ¹		€ 450
P-NUT board meetings		€ 100
P-NUT website		€ 560
Representation costs		€ 200
Subsidy UT	€ 1,800	
	€ 2,040	€ 2,040

1, Meetings to inform Ph.D. students at the UT

7. About the new logo

A new name goes with a new logo, in particular when the old logo does not fit the new name. And this is evidently the case with the TAB logo (the old logo was a picture of a tab-key on the computer keyboard). When creating the new logo, we have had a number of considerations to select the logo as you can see it on the front page. Firstly, it should fit the new name better than the old logo. You can judge this yourself, but this part was not too difficult for us. Secondly, the logo should also show the link with the university. This was also not very difficult, as you can see in the logo.

Before we decided to use the university logo, we felt that if we would do so, the logo should also be in line with the philosophy behind the university logo. According to this philosophy, the double kernel stands for the two major – technical and societal – kernel areas of the University of Twente. The two arrows point both inwards and outwards, which reflects the interaction between the university and society.

We find this philosophy also back in the P-NUT logo. Correspondingly to the university logo, a peanut has two kernels as well. For P-NUT these stand for the dual fundament 'by PhDs and for PhDs'. The two arrows stand for the interaction between PhDs and the university. In this way the logo reflects both the organization and objective of P-NUT: being a bridge between university and PhDs.