



**Conceptsamenvatting van de 182<sup>e</sup> Overlegvergadering  
tussen de Centrale Studentenraad en het College van Bestuur  
gehouden op 3 maart 2020**

*Van de zijde van de CSR 2019-2020:* Pjotr van der Jagt, Alicja Kepka, Ömür Güven Kirli, Hahae Son, Anna de Koning, Daniëlle de Nobel, Maya Moreno, en Pelle Padmos;

*Afwezig:* Luca Babovic, Mariia Lisova, Saachi Samani, Roos Creyghton, Artem Gryshchenko, en June Ouwehand;  
*Gast:* -

*Van de zijde van het College van Bestuur:* Karen Maex (rector magnificus), Geert ten Dam (president CvB), Mariska Herweijer (bestuurssecretaris);

*Gast:* Anouk Tso (agendapunt EPICUR), Tiffany Boersma (agendapunt EPICUR);

*Technisch voorzitter:* Mees van Rees;

*Verslag:* Olav Abbring (ambtelijk secretaris CSR);

*Publieke tribune:* Dan Afrifa.

## Conceptagenda

1. **Opening en vaststellen agenda** // Opening and setting the agenda
2. **Vaststellen van de conceptverslagen** // Setting the concept minutes
3. **Doornemen actielijst** // Checking the action list
4. **Mededelingen** // Announcements
5. **Instellingsplan** // Strategic Plan
6. **Student Assessor update** // Student Assessor update
7. **EPICUR** // EPICUR
8. **Diversity Nota implementatie** // Diversity Nota implementation
9. **IPv6** // IPv6
10. **W.v.t.t.k.** // Any other business
11. **Rondvraag en sluiting** // Questions and closing the meeting

5 **1. Opening (14:32uur) and setting the agenda**

The technical chair opens the meeting and welcomes all participants.

**2. Setting the concept minutes**

The minutes of OV200114 are set based on textual changes provided by the CvB.

**3. Checking the action list**

10 200224-02 - The CSR proposes to close this action point for now because it is unclear when a follow-up can be expected. Any relevant progress on this working group will be mentioned by the CSR.

190903-01 - Several CSR-members have spoken to Anouk Tso on internationalisation. When they feel the need to set up a meeting with Tso they can do so.

**4. Announcements**



15      **Announcements from the CvB:**

- The President announces that steps have been taken to follow the guidelines of the RIVM on corona. This can also be found on the website. When an infection happens, the GGD will take over the case and their guidelines will also be followed. A question about discrimination in relation to the coronavirus has been added to a list of Q&A on the coronavirus.

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**Announcements from the CSR:**

- Padmos will join this meeting later.
- Olsen joins this meeting as interim delegate from FdR.

**5. Instellingsplan**

25      The CSR presents the CvB with overarching critiques which will be discussed during this OV and a document with clarifying questions has been added due to not fully understanding the content of certain phrases. These questions can be answered after this meeting. CvB states that they didn't fully read the questions and overarching critiques because they were sent late on Friday evening.

30      On the subject of point one, the CSR wants to add a 7<sup>th</sup> chapter (another ambition) to the instellingsplan, highlighting the UvA's ambitions devoted to diversity, decolonization, equitability, social justice and safety on the UvA. The CvB states that diversity is very important, but it has relations with some of the other ambitions. The Board will look into the best way of integrating diversity in the instellingsplan, either by giving diversity more emphasis in the existing chapters or by taking up an extra chapter/formulating an extra ambition. The CSR in response states that diversity is an intersectional matter and can be mentioned in both the existing ambitions and in a separate ambition. Son states that the subject of diversity in this document is only mentioned for five sentences in the eleven page document and stresses the need of taking up an extra chapter on this important subject. She also adds that the 6 existing chapters are thematic and therefore it would be logical for the theme of diversity to also have its own chapter. Kirli asks how the CSR will be included in the discussion on the instellingsplan. The CvB states that the input by the CSR on the Outlines will be used in writing the Strategic plan, as will all input by students and employees of the UvA. So the CSR is involved in the process and in the end the GV has a right of consent on the final plan. Son states that, because the CSR has right of consent and because the discussion is going on now, she would like to have the discussion on the entails of the instellingsplan held now, because the subject of diversity is very important to the CSR. The CvB states, again, that these suggestions will be considered and that they will try to incorporate as many suggestions from students and employees as possible in the final draft of the strategic plan.

50      On the subject of point two, consideration of students in the instellingsplan, Kirli states that the CSR thinks students don't get mentioned enough in the instellingsplan and that there should be more emphasis on students in the instellingsplan. The CSR reads the first chapter as an emphasis on both students and employees, the CSR would like to see a more elaborate chapter on the future of the position of students, both international and native. The CSR has examples and will send these **[action]**.

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On the subject of point three, the CSR would like to see a better translation and wording in the English version. The CvB clarifies that the English version is a working document. More attention will be paid to the translation of the final plan.

60 On the subject of point four, in the document there are plans on sustainability, the CSR would like to see a greater focus in the instellingsplan on this subject, especially because of the publishing of the Green Paper. The CvB is looking for a way of incorporating solutions and an implementation agenda in the instellingsplan without making the instellingsplan too elaborate. The CSR is happy to see that the CvB would like to add several measures on sustainability.

65 On the subject of point five, on the ambitious student culture, the CSR misses the mental health part and would like to see specific plans on mental health. The CvB will pay attention to the well-being of students in the instellingsplan. The ambitious student culture should not be at the expense of mental health.

70 On the subject of point six, the CSR misses the attention on improving existing structures. The CSR would like, for instance see how recurring problems will be solved before future innovations are started. The CvB will look in how this can be improved.

75 On the subject of point seven, the CSR would like to see an independence of the UvA from external Institutions. The CSR wants the CvB to take the independency of the UvA in account when cooperating with other institutions. This subject will be looked into by the CvB; academic integrity is always key. The CSR will forward their concrete points on this subject to the CvB **[action]**.

80 8. The CSR is worried that the emphasis on Data sciences and AI will create an imbalance between the different faculties, where certain faculties, because of their content are emphasized more. The CvB states that AI is a subject in which all faculties have a valuable contribution to help us understand all aspects of it including philosophical, societal and legal aspects. This intention will be clarified in the instellingsplan.

Son closes with the question that the CvB reads the meelesmemo and the questions from the CSR. The CSR would like to see these questions answered. A lunch meeting will be organized by the CvB to answer the questions from the CSR **[action]**.

## 6. Student Assessor update

85 This week the recruitment process for a new Student Assessor will start. The new assessor will start at the beginning of the next academic year. This week the vacancy will be published on the website and reactions are welcome until April 5<sup>th</sup>. The text of the advertisement has been send to the CSR for a final review. The advertisement will be promoted by way of newsletters, social media and tv screens.

## 90 7. Diversity Nota implementation (changed with EPICUR)

95 The CSR stresses that this document was send quite late. The CSR states as a first general comment that diversity seems to be taken serious only when it is about the male/female ratio and the CSR would like to see a broader approach of diversity. As a second general comment, the CSR states that mentorship programs, which aren't organized equally across the university and have low participation numbers will not solve an issue in a university of thousands of students. The CvB states that they have given an update on the different policy measures included in the diversity nota, that was finalized in May 2019. This document is not only about the two genders, but about different aspects of diversity. The CvB states that although they agree with the argumentation on the mentorship program, they think that the mentor programs

100 should be on a voluntary basis. The CvB has been in contact with the 'Get Ready' group that followed the program and received positive feedback on this. In a couple of years this program will be available for the whole university. The CSR questions why the CvB has stated a target percentage for the male/female ratio of full professors but hasn't formulated a target for professors from a migrant background. The CvB states that these processes are in different  
105 phases, therefore they choose to stimulate the talent from a migrant background via tenure track programs. These different measures have been outlined in the diversity document. The CSR states that they would like to see a similar kind of measure for people of different backgrounds as there is for the male/female ratio. The CvB states that the diversity document is now current policy and therefore new ideas will not be included. The academic diversity  
110 program is owned by Amsterdam United in cooperation with the CDO. The CvB states that the initiative to join the program should come from the students. The objective of making it attractive is the responsibility of Amsterdam United and the CDO. If the CvB can help them in any way, they will. The CSR thinks that it takes more than mentorship programs to change the way of thinking. The CvB stresses that this measure is not the only step taken to achieve this  
115 goal.

#### **Five questions on concrete subjects of the Nota**

The first point is on the meet your mentor program: this is one of the components of the plan, this plan is developed by the VU and the UvA would like to cooperate with them to implement this program. Judging by the existing mentorship program the CSR asks if the CvB  
120 thinks this will succeed here. The CvB believes that all the measures taken together will reach the goal.

The second point, on the list of recruiters focused on women and minority groups, why is there only one recruiter focussed on this? The CvB states there is a whole list available via a link on the website and those recruiters underline the importance of diversity. The CSR will, before  
125 the summer be provided with an update on the subject of diversity in the recruitment of employees **[action]**.

On point three, the BAC for full professors should include at least two women, but there isn't any attention payed to other forms of identities. The CDO is working on bias trainings for committee members, this is done in addition to these measures. The CSR is disappointed by the  
130 lack of emphasis on the different forms of diversity when the subject of male/female ratio is repeatedly mentioned . The CvB stresses that at this moment there are enough women to choose to enter a BAC. For different backgrounds this balance is not yet achievable, because they are not available in the same quantity. The CSR states that it is quite disappointing that the phases of diversity are as they are. The CvB is strongly opposed to the proposition of the CSR  
135 that they attach less value to the careers of minorities.

On point four, the CSR is happy to hear that the UvA has taken part in national research. But why is only the research on the wage gap of male/female stated. The CvB states that this study is named, because the UvA has participated in it as an institution. The CSR asks if the CvB  
140 can also focus on the research of diversity of a specific professor. The CvB answers that this will not be done as the data needed for such inquiry are lacking , but they will focus on the subject of broader diversity if possible.

On point five, the CSR asks how the theme of Education Day is helping diversity. The CvB states that the theme 'engagement' is a little step in creating diversity at the UvA by creating more engagement of all students. The CvB states that engagement is participation of all different groups and thereby helps diversity. The CSR states, in the broader context of things, that there is a lack of visibility and transparency when it comes to the work done by the CDO, it should be promoted more by the University. The CvB states that, on this subject, the faculties are doing their part in promoting, there are different means of promotion and these are used. The CSR thinks that the existence of the CDO is not well known by the students.

#### 150 **7 questions on the whole overview**

Will diversity training become mandatory, just like the BKO, SKO and BO+? All teaching staff has to take a BKO. Diversity is also part of the leadership program. Furthermore, regular training programs are offered for other staff members.

In the section curriculum a toolkit is named to broaden the curriculum at the FMG, AUC and PPLE. Can the CSR be involved? The CvB states that the curriculum is developed within the faculties. The FSR's would be more appropriate to involve than the CSR, because this subject is on a decentral level. The CvB asks the CSR to contact the working group, so they can ask the working group if they prefer to involve the participation bodies.

The CSR would like to highlight that the language courses are not free. The CvB states that SPOC is free online. The CvB states that the SPOC teaches the first 500 words. This is available for students to get into contact with the Dutch language. The CvB states that it is the responsibility of the international students to further progress in Dutch when they choose to study at the UvA. The CSR again states that it is hard to get into the Dutch language further after the SPOC.

The CSR asks if they can be involved in updating the guide of recruitment and selection, which will be reviewed during the next academic year. The CSR does not have a role in developing policy on HR issues. However, the president will ask bring this to the attention of the writer of the guide.

Will there be policy for marginalized student groups other than females as a scouting talent. The CvB states that scouting on the faculty level is done by the faculty, for scouting on the university broad level there is already policy. The CSR asks if the UvA will move past diversity of male and female and enter from an intersectional approach. The CvB states that this is stated in the policy. There are different policies and they are not only about gender.

The CSR proposes that they can sit down, similar to what is done with taalcursus, and get in contact with the CvB on the subject of intersectional feminism. The CvB again states that no new policy will be made, because the focus is now on implementing the diversity nota. The CSR stresses that they understand that the implementation process is hard work, but that it is also hard work to get into the position of power and therefore want to push this subject.

The vacancy on the diversity officer for the staff and services is published. The composition of the appointment committee is not known at this point but the CSR does not have a role in this. A member of the GOR may be asked for this committee.

The CDO and FDO can invite the CSR and FSRs for the monthly meetings, the CvB won't make this mandatory. The CSR will ask them if they can join them.

185 The CSR would like to stress that diversity is more than just white women getting into a position of power.

The CSR thanks the CvB on their hard work, they are looking forward to cooperating with the CvB.

## 8. EPICUR (changed with Diversity Nota implementation)

If there are any questions in the future contact Anouk Tso or Tiffany Boersma.

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A presentation is held

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Tso and Boersma are looking forward to getting in contact with the members of the CSR, FSR or anyone else to hear what students are missing in teaching and learning. The way the contact proceeds is up to the CSR and the FSRs. At this moment there is a pilot of three years so there is enough time.

## 195 9. IPv6

Van der Jagt explains that the university should migrate to IPv6 for its network connections. IPv6 offers more internet addresses and furthermore there might be a legal obligation to offer IPv6. The CvB will set this up a technical meeting for the CSR and ICTS to discuss this topic [action].

## 200 10. Any other business

Documents need to be send before the weekend so they can be read and prepared.

## 11. Questions

*None.*

## 12. End of the meeting (16.31 hour)

205 The technical chair closes the meeting and thanks all participants for their contribution.



### Actielijst OV

- 200303-01 The CSR will send examples of the imbalance of mentioning students and employees in the IP to the CvB.
- 210 200303-02 The CSR will send examples in the IP of cooperation with other institutions in regard to the independence of the UvA.
- 200303-03 The CvB will organize a lunch meeting where the specific questions from the CSR on the IP can be answered.
- 200303-04 The CvB will set up a meeting for the CSR with ICTS on the subject of IPv6.
- 215 200114-04 The CvB will provide the CSR with an overview of recruiters (not complete) that can be used for finding diverse candidates to fill vacancies.
- 200114-05 The CvB will send the Kohnstam report about first generation students to the council when it is published.

### Pro memorie

- 220 190619-01 The CvB pays close attention to the involvement of PhD's when getting input from the academic community.
- 181127-02 The CvB keeps the CSR updated about the steps that are taken with regard to (alternatives to) the NSE.
- 180904-01 The CvB emphasizes the importance of incorporating the input of the *medezeggenschap* while preparing for the annual talks with the deans.
- 225 140604-01 *Het College geeft indien van toepassing de CSR een update ten aanzien van de samenwerkingsplannen met andere instellingen of instituten.*
- 100907-02 *Het CvB zal de capaciteit van fietsenplekken, studieplekken en ruimtes voor studieverenigingen tijdens het realiseren van de nieuwbouw en verhuizingen scherp in de gaten houden en ingrijpen wanneer een tekort ontstaat.*

- 230 **Voor het komende artikel24-overleg:**