

## AGENDA

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GOV OR – FSR – Board, Monday 13<sup>th</sup> of October 2025 11:00-12:30 in REC A7.23

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### **1. Opening meeting and announcements**

11:03

### **2. Setting agenda**

Too early to respond to the attendance policy as it was only sent this morning.

### **3. Round of updates:**

- UvA Central
  - Bachelor → Finding a lead for the redesign of the Amsterdam Law Firm (ALF) and possible introduction of new minors requiring close attention
  - Pim reported that discussions are ongoing at faculty level about reforming the reassessment procedure.
    - The goal is to develop a more sustainable and balanced system that accommodates both student needs and staff workload.
    - Currently, some lecturers face as many as 10 reassessments per 100 students, which places a disproportionate administrative and teaching burden on staff.
    - Pim emphasized that the reassessment culture has evolved into a situation where it is perceived as “harmless” or routine for students to request reassessments. This development increases workload considerably, especially in light of budget cuts and limited teaching capacity.
    - The working group will review the procedure in close consultation with both teaching staff and student representatives.
- General organisation
- College of Law
- PPLE

- The evaluation of the attendance policy continues. It is noted that consistency in enforcement across tutors is needed, tutors should not make exceptions independently.
- Search for new dean is ongoing; internal candidates are preferred due to budget constraints.
- Informal feedback of the first-year weekend was positive, however, annual evaluation should still follow.
- Graduate School of Law
  - Yvonne was absent; therefore, no update was presented
- OR
  - Radbout explained that the issue of tutors' career perspectives is being discussed at both PPLE and faculty level.
  - Early-career tutors on temporary contracts often leave for better opportunities before their contracts end, which creates turnover and limits continuity.
  - The faculty is exploring how to offer larger or more stable contracts, but internal HR rules complicate matters.
  - For example, if a tutor works in another faculty, that faculty may be required to guarantee a larger contract, which PPLE would then have to absorb if the other position ends.
  - HR and TLC are currently developing possible frameworks to improve long-term perspectives and reduce precarious employment.FSR

Topics discussed by FSR include:

- Attendance policy PPLE was brought up by the FSR
  - Attendance survey (88 responses): 37 expressed negative experiences, citing stress, unclear rules, and inconsistent application.
  - Recommendation: clearer guidelines, consistent standards for valid absences, and better communication from the Examination Board.
  - Carla observed that while many students accept the importance of attendance, they desire a fairer and more predictable system, particularly for international students facing personal or family difficulties.
- Knowledge clips
- Social safety on campus

#### **4. Housing 10<sup>th</sup> floor REC.A**

Timeline: The 10th floor is expected to be released in 2028.

Context:

- Due to budget cuts, the UvA is reconsidering office space, plan is to move more staff to REC

- The Faculty has proposed giving up one floor (the 10<sup>th</sup>), already accepted by UvA Student Housing.
- Plans will be finalized after New Year.
- The faculty itself will not determine who will use the floor afterward; that decision lies with the university's central administration.
- Other floors:
  - 7th floor: Will be made more flexible for meetings and social interaction (pilot project for the other floors).
  - 3rd floor: Will undergo simple improvements (smaller furniture, greener environment, remain multi-functional).
- Regarding study spaces:
  - Noor asked whether the redesign might create more study spaces for students.
  - Mireille replied that decisions about study space are made centrally, and based on the current data there is no recorded shortage.
  - Johannes noted that while space is sufficient during regular weeks, pressure rises significantly during exam periods.
  - Mireille mentioned that discussions are ongoing about using tutorial rooms during weeks 7 and 8 to accommodate high demand.
  - Otto noted that this might apply primarily to JK courses, while Candida mentioned that last year some tutorial rooms had already been temporarily repurposed for study use.

## 5. Update budget cuts

General: Nine budget reduction measures are currently in different stages of implementation.

Main Items include:

- Reduction of 10th floor office space.
- Cutting down on course materials.
- Decreasing external lecture room rentals (was €0.5 million last year).
- Adjustments in ALF and "Vaardighedenonderwijs."
- Education Services Centre restructuring (fewer staff, flexible role descriptions).
- ALP (Master's) courses to run more efficiently, no major budget cuts.

Candida inquired which budget cuts will be visible to students. Mireille explained that the impact should remain limited:

- Student services should continue functioning smoothly.
- The recent tuition fee adjustment already compensates for financial balancing.
- Further tuition increases will only follow normal inflation.
- There should be no impact on teaching quality or core course delivery.

Amsterdam Law Firm (ALF) Adjustments:

- Fabian inquired about how the ALF will change in practice.
- Mireille explained that plans are still under discussion but that contact hours will likely be reduced from four to two per week.
- The emphasis will shift to essential components and better integration with parallel courses.
- The redesign will also aim to balance study load, as students currently report it as too heavy.
- Fabianne noted that clearer linkage between ECTS credits and course components would improve motivation.

Mireille asked if there currently is something being noticed by students regarding budget cuts.

- Fabian shared that students currently do not perceive major impacts from budget cuts but fear that smaller elective courses may eventually be cancelled or tuition might rise.
- Mireille reassured that no such plans exist. Current tuition adjustments already account for financial corrections.

## **6. Social safety (on campus)**

### Overview

- Candida introduced the topic as raised by FSR.
- Carla explained that she recently met with Pim. Nanda and Yvonne met with study associations to discuss social safety, however, they are not here at the moment.
- The focus is on strengthening the independence and visibility of trust persons within associations.

### Developments

- Pim noted that most associations already have some structures in place, but independence of trust persons and clear procedures remain points of attention.
- The expectation is to have concrete policy updates and minimum standards finalized before Christmas.

### Workshops and Training

- Carla reported on talks with Ian. Meeting our now being held with student psychologists and PPLE focus groups about extending mandatory workshops on social safety to the Faculty of Law.
- Livni added that these workshops could become a requirement for associations that organize study trips, as participation could be linked to grant eligibility.
- Carla emphasized that voluntary workshops often attract only motivated students; making them mandatory would ensure broader reach.
- Elke suggested integrating the workshops into Intreeweek, as attendance rates there are high.

- Mireille cautioned that the scale is considerable (the faculty has over 5,000 students), so practical implementation must be planned carefully.
- Carla noted that workshops last around 45 minutes and could easily be scaled up using existing UvA resources.
- Candida highlighted that since 1 October, there is a central contact point for social safety, part of the Ombudsperson's Office.
- This platform allows students and staff to submit complaints, which are then directed to the appropriate department.
- Candida expressed that many students are unaware of this development and suggested increased visibility through newsletters or interviews.
- Mireille confirmed it has been mentioned in staff communications but is unsure whether it has reached students.
- Carla proposed bundling information from PPLE's ongoing field study on social safety to form a comprehensive overview for future communication

## **7. Questions and closing**

### Reassessment Process

- Pim announced his intention to create a working group with FSR members to review the reassessment policy.
- Elke suggested including participants from outside FSR to broaden perspectives.
- Candida observed that nabesprekingen (post-assessment discussions) are often scheduled only a few days in advance, making it difficult for both students and staff to plan.
- She proposed integrating these sessions into the regular timetable from the semester start.
- Vince added that early scheduling could help distribute workload more evenly.
- Mireille explained that reassessments have become more frequent partly due to the rise of generative AI, with students perceiving reassessment as harmless, leading to increased workload.
- Candida emphasized the importance of setting a firm deadline and consistent enforcement, as current practice leaves too much flexibility.
- Anouchka asked whether the heavy reassessment culture is specific to Law.
- Possibility is informing students about budget cuts and the work pressure of teachers

### Exchange Programme

- Fabian mentioned that second-year students are unclear about which mandatory subjects affect eligibility for exchange.
- Mireille clarified that exchanges remain possible and alternative pathways are being developed.
- Candida suggested revising the Studiegids to make these options more transparent.

## Staff Updates

- Pim reported that Director José is gradually returning to work but not as director. Cornelis will remain as Director of Operations in the meantime.
- The results of the *Medewerkers Tevredenheids Onderzoek* (Employee Satisfaction Survey) will be discussed with department chairs and shared with staff afterward.
- The *Arbeidsinspectie* (Labour Inspectorate) will announce in December which faculty will be inspected; the Works Council (OR) will assist in preparation.
- Elke asked Cornelis for data on teaching coverage to assess how many teaching hours remain unfilled; this will be discussed in a separate follow-up meeting.

## Oral Examinations and Recordings

- Noor raised concerns about recording oral examinations and whether students have the right to object.
- Mireille confirmed that this is being reviewed at central level, focusing on the principle of proportionality and the legal basis for recording.
- The aim is to ensure that recordings serve as protection for both students and lecturers and comply with privacy regulations.

## AI in Education

- A working group will be launched with Heads of Studies to review how AI affects teaching and learning.
- The initiative will consider both the risks (e.g. academic misconduct, authenticity of assessment) and opportunities (e.g. improving efficiency, enhancing learning methods).

## **Action list**

1. Appoint lead for the redesign of the Amsterdam Law Firm (ALF)
2. Establish working group on reassessment (herbeoordeling)
3. Include *nabespreking* sessions in timetables at semester start
4. Finalize plan for relinquishing 10th floor REC A
5. Continue discussion on use of tutorial rooms during exam weeks
6. Communicate ALF redesign and link to ECTS credits
7. Standardize attendance policy enforcement and define accepted absence criteria
8. Launch AI in Education working group
9. Explore improved contract models for D3/D4 tutors with HR
10. Expand social safety workshops and consider integration into Intreeweek
11. Increase visibility of new social safety reporting point
12. Update *Studiegids* to clarify exchange eligibility
13. Discuss Employee Satisfaction Survey results with departments
14. Prepare for potential *Arbeidsinspectie* visit
15. Clarify legal basis for recording oral examinations