Minutes of the *Plenaire vergadering* of the CSR on the 10th of April, 2019

Jamie van den Berg (11:48), Sofie ten Brink, Casper Colenbrander (11:04), Omar Seleim (11:07-12:56), Sujet Hashemi Shams, Ivanna Slipets (11:34), Malou Sprinkhuizen (11:04), Blink Ujjin (11:07-12:56), Liesanne van Veen, Roeland Voorbergen;

Absent
Ksenia Golub, Alex Gritsay, Michele Murgia;

Guest(s)
Iris Kingma *Central student assessor*

Minutes
Tamara van den Berg *ambtelijk secretaris*

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**Concept agenda**

1. Opening
2. Mail
3. Adapting the concept minutes
4. Checking the action list
5. Announcements
6. Updates DB & taskforces, delegates, central student assessor
7. Setting the agenda
8. Social Safety at events
9. Framework Diversity Policy
10. Advisory Council
11. Profiling Fund
12. CSR Regulations
13. Sustainability: travel policy
14. W.v.t.t.k. / Any other business
15. Input requests: FSR’s / Media
16. Evaluating the PV
17. Questions + closing the meeting

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1. **Opening**
   *Roeland opens the meeting at 11:01h and welcomes the participants.*

   The CSR is today meeting at the AUMC and will have a lunch together with the FSR-FdG.

2. **Mail**
   *The council discusses the in- and outgoing mail.*

3. **Adapting the concept minutes**
   Setting the concept minutes is postponed until next week.
4. Checking the action list
The action list gets updated. The CSR goes over the Pro Memorie list.

5. Announcements
- Roeland says that OCW minister Van Engelshoven will visit the UvA upcoming Monday. Roeland was invited, as chair of the CSR, to meet with the minister.
- Upcoming Friday will be the 100th GV for which lunch will be organized. The GV-secretary needs to be informed of any cancellations before the end of today, April 10.

6. Updates DB & taskforces, delegates, central student assessor
The written updates are discussed briefly.
- Sofie asked whether the FSR-FMG addressed the upcoming internationalization of the council with the dean. This happened and will be further discussed the upcoming OV of the FSR-FMG. Roeland adds that the FSR-FGw will probably also become international.
- Blink asks what follow up the FMG will give to the rejected plans for setting a new bachelor Humans, Society & Technology. Casper explains that the dean retracted the request for consent. Another attempt with updated information might follow.
- Roeland explains that the FGw is considering other ways of offering Life Long Learning. Part-time education should be offered in the evening hours, which is considered to be too expensive.
- Following Casper’s update on GALOP, Sofie stresses that ACTA was not included in the summary of faculty evaluations. Sofie asks how the FSR’s considered the shorter registration term; this still needs to be researched and then decided upon. Casper explains that GALPO saw that currently, no positive incentive exists to de-enroll from courses; possible incentives will be considered.

7. Setting the agenda
The agenda is set with changes. The order of agenda points Advisory Council and Social Safety is changed.

8. Advisory council [confidential]
The CSR decides to appoint Naomi Appelman as the chair of the Advisory Council (Raad van Advies). (decision)

9. Framework Diversity Policy
Summer courses – During the IO, the rector indicated that the distribution of costs was not yet worked out. This would be part of the execution plan and the CSR can make recommendations. The council discusses whether the courses would be too expensive for students and/or the UvA. The council agrees to state that the CSR in favour of offering these summer courses and that they should be free for students who follow these courses.

Diversity courses for (teaching) staff – During the IO, the rector indicated that the content and setup of these courses was not yet decided upon. This would be part of the execution plan and the CSR can make recommendations. The council agrees to ask the CvB how they will make sure that setup of the courses is in a way that it reaches those who would not be interested in signing up.
--- Jamie van den Berg enters the meeting. ---

**BAC** – During the IO, the rector indicated that the diversity of BAC’s is already part of the HR policy; gender balance is already incorporated in here. Other aspects of diversity are lacking and the council wants to see a broader view diversity incorporated in HR-policy on the composition of a BAC.

**Parental leave** – During the IO, the rector indicated that the UvA pays attention to equal chances for women in their career, not only in a legal but practical sense as well, to help them counter common obstacles. Malou says that additional paternity leave also helps women; it should not be standard that women have to take a long leave period and paternity could also support the career of women. Liesanne says that the FSR-FdG is also opposed to pressure against the man to not stay at home. Sofie suggests checking the stances of the COR on this matter. Sujet suggests asking the CDO for an update on the diversity policy. The council agrees to mentioning the importance of parental (thus also paternity) leave.

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**Student Disability Platform** – The SDP was not involved in the plans despite the suggested improvements mentioned in the Kaderbrief. The council agrees only to bring this up to the CvB if the SDP requests them to do so.

**Ombudsperson** – Malou suggests asking for setting up a meldpunt discriminatie for (structural) issues. Sujet says that this already legally exists but Malou says that it would help if there is an independent person to approach or a support group of councilors. The council agrees to ask for installing an independent ombudsperson.

**Cooperation with other universities** – The council suggests investigating collaboration in this regard.

**Exit interviews with managers** – Liesanne says that the current setup of exit interviews can be a problem if the issues were between an employee and the manager. Suggested is to consider other forms than an exit interview or changing the composition of conversation partners. The council agrees to address concerns regarding the exit interview and relation to the manager.

**HRM support available (coaching)** – Liesanne urges that this support should not only be available for women. The council agrees to express their concern about the current support.

**Statistics per faculty** – David mentioned in O&O that the diversity goals of the UvA should be investigated per faculty. The council agrees to ask the CvB to check if these goals are also based on faculty statistics.

Sujet will contact Jaap Overbeek with the CSR’s questions. (action) Sujet writes the CSR’s input on the Framework Diversity Policy, based on the PV190410 and with input from Malou and Liesanne, and sends this for an editorial round from Thursday until Monday. (action)

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**10. Social Safety at events**

Jamie says that the organization of an event is in charge of making an impact analysis. Liesanne says this happens only for extreme cases. Casper suggests discussing safety with Peter Buurs, who is responsible for the security at UvA events.

The council agrees not to come to a CSR stance on social safety at events. The CvB was informed about the concerns of CSR and their different stances. Malou will contact Jan Rath and Arne Brentjes to see whether a discussion about social safety at events would be suitable for discussion in the University Forum. (action) Roeland suggests stating that the UvA’s policy regarding freedom of speech should not be framed as a measure to secure social safety. This would entail removing the paragraph from the social safety overview relating to this topic. Jamie and Sujet don’t see problems with the paragraph. Sofie thinks this should be addressed broader than in a social safety overview. Malou says that a broad view on safety wouldn’t fit in social safety overview note. Jamie suggests developing a protocol for organizing save events in order to make it more concrete. The council agrees not to remove the paragraph or to change the text.

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-- Blink Ujjin & Omar Seleim leave the meeting. --
11. Profiling Fund
Sofie gives an update on the difference between the stance of the CvB during the last OV and the plans of JZ. JZ will await the new CHBO ruling which is expected to be at the benefit of universities with regard to procedural grounds. A meeting with Miek Krol and the rector will be organized on the short term. Based on the outcome of this meeting, follow up steps will be decided. Sofie says that the rights of students should be incorporated in Student Charter and suggests bringing this up in the meeting with Miek Krol. (action)

12. CSR Regulations
The FSR’s of the FNWI and FdG gave input, while the FdR and FMG want to have further discussions. Malou suggests waiting with the CSR’s decision until all information is available. Roeland says this procedure also creates complicated legal work for all FSR’s. Roeland suggests urging the CvB to investigate the rights at all faculties and to guarantee that no rights of the medezeggenschap will be lost. The council realizes the current differences in rights of consent and/or advice per faculty. Sofie is worried about the right to consent for setting up program abroad. Sofie says this concerns a CvB issue. Liesanne and Sofie stress that the rights for students should be very clear and presented to them in an easily accessible manner. Roeland suggests asking for an overview of all the rights to support that no rights are lost to decide upon program specific rights afterward. Sofie questions whether this is useful. Roeland says this won’t be the case for the CSR regulations but the investigation could practically benefit the FSR’s. Creating a program specific part of the Student Charter could strengthen the FSR’s.

Article 12 – Sofie says that the rights taken from the WHW should not be directly scrapped from the UvA medezeggenschap rights. Jamie says that diminishing rights should be discussed and accepted as formal changes to the regulations. A reference to the WHW could be included while requesting for formal input in case of a change. Malou says that a removed right from the WHW should then lead to revising the CSR regulations. The council generally is in favour to have, in case of a change in the law, have this change in CSR Regulations up for a formal request for consent.

13. Sustainable Travel Policy
David gave input to the FSR-FMG for writing the letter. Jamie compliments the letter. Casper will inquire whether the letter is sent by the FSR-FMG of CSR. Sofie asks whether all sources confirm that direct flights are more efficient than flights with an extra stop (i.e. with regard to long-distance flights carrying fuel). Sofie asks whether non-commercial alternatives besides Skype and Facebook calls are considered.

14. W.V.T.T.K. / Any other business
- Smoking Policy – Jamie gives an update. From August 1, 2020, smoking will be banned at UvA campuses. FS does not want to change the current plans due to the timing but will place no-smoking tiles in public areas and put signs about smoke-free campus – in collaboration with the municipality. Jamie will update O&F. (action)

15. Input requests for the FSR’s
Nothing.

16. To the media
- Visit to the UAMC.

17. Evaluating the PV
The CSR evaluates the course of the PV and the quality of the meeting pieces.
18. Questions + closing the meeting

- Iris asks which points of the PCH-occupation the CSR agrees to, as listed in the UvA’s 2018 annual report 2018. Roeland will inform Iris about this. (action)

Roeland closes the meeting at 13:26h.

Decisions

D190410-01 The CSR decides to appoint Naomi Appelman as the chair of the Advisory Council (Raad van Advies).

Action list

190410-01 Sofie writes a meeting piece for PV190417 about the costs of a cleaning contract for CREA 1.14.
190410-02 Sujet sends the CSR’s questions about the Framework Diversity Policy to Jaap Oosterbeek.
190410-03 Sujet writes the CSR’s input on the Framework Diversity Policy, based on the PV190410 and with input from Malou and Liesanne, and sends this for an editorial round from Thursday until Monday.
190410-04 Malou contacts Jan Rath & Arne Brenije with the suggestion to agendize ‘social safety at social events’ as a discussion topic for the University Forum.
190410-05 Sofie addresses including the rights of students mentioned in the student charter during the meeting about the Profiling Fund with Miek Krol.
190410-06 Jamie informs O&F about the plans for creating a smoke free campus and the way in which the CSR’s earlier advice will (not) be followed.
190410-07 Roeland informs Iris (student assessor) about the CSR’s stances regarding the PCH-occupation.
190403-01 Tamara gathers the PV concept minutes and makes them available via SurfDrive.
190403-02 Tamara forwards Kseniia’s updated version of the CSR budget to the PV.
190403-03 PR discusses what to do about the use of screens by different student parties for promotional purposes.
190403-04 O&F discusses the organization of the Office 365 Student Mail and privacy concerns.
190403-05 The DB considers changing the PV-time that was set for the second semester.
190403-06 Iris forwards information about the effectiveness and effects of (mandatory) bias trainings.
190403-07 During the IO, the DB asks the CvB for their plans to reach staff members who do not voluntarily sign up for bias trainings.
190403-08 O&O discusses social safety with regard to free speech and social events.
190403-09 Blink writes an updated meeting piece on the organization of a coaching programme for the CSR 2019-2020.
190327-01 Sofie gathers input from the OC-Informatics about the Elections Regulations.
190327-07 The delegates inform their FSR’s about the possibility of giving input on the Framework Policy Diversity via denkmee.uva.nl.
190320-05 Malou checks the planning for revising the GV-Regulations in order to avoid removing rights from the CSR Regulations before embedding these in the GV-Regulations.
190320-08 Blink contacts the RvA-members about the position of RvA-chair.
190313-10 Blink makes a plan for gender-inclusive bathrooms around the central facilities.
190227-03 O&O discusses a follow up to the CSR’s advice on Education & Selection.
190227-07 Sofie investigates the possibilities for hiring a cleaner for the CSR office.
190206-05 Tamara checks when the regulations ‘Regeling Selectie en Plaatsing Fixusopleidingen UvA 2017-2018’ will be updated to include the central policy.
190130-02 Malou requests input from the FSRs towards the end of the OER cycles regarding the M-OER to pass on to the CSR 2019-2020.
**Pro memorie**

140908-04  The DB keeps an eye on late meeting pieces and is strict about *nazendingen* and being present in time.

140908-05  A double check on the spelling and grammar should be done for all communication. Committee chairs have the final responsibility in this.

141208-04  The committee chairs notify the PR-committee after their meetings which files, that the CSR is working on, should be raised in the media.

150420-01  All DB-members send their updates before Sunday 20.00h. Delegates send their updates before Wednesday 09.00h.

160502-01  Alex and Sujet take good care of the plants.

161017-04  The committee chairs make sure that everyone gives proper feedback in their committees about the work, steering and soundboard groups, and they make sure the documents are saved on the P-drive. Council members archive all their documents in the P-drive.

161017-05  The committee chairs oversee the diverse division of speakers for the OV.

170201-04  The DB oversees a proper balance between small and large files in the PV.

171108-04  The delegates check whether the agendas, minutes and letters of the FSR’s are being published online.

180207-01  Council members try to take care of expressing their opinions and give arguments for their standpoints.

180917-06  Blink organizes individual coffee moments with all council members to discuss the council work and input on the evaluation weeks.

181203-01  The committee chairs keep their OV-planning up to date and fill their OV-planning in the printed calendar in CREA 1.16.

190213-11  Sujet and Malou prepare the files that will be discussed in the UCO in advance with the CSR PV.