

What does the 2019-2020 University Council stand for?

❖ **A sustainable university**

The UR is committed to including sustainability among the core ambitions of the next Strategic Plan. The UR wants concrete and ambitious targets to be attached to this issue, for example in the area of housing, catering, business travel, waste management, biodiversity and SDG labelling.

❖ **A university with a good personnel policy**

The UR strives for a university that invests in sustainable employment contracts and reduces the work pressure. All members of staff deserve a clear career perspective and growth opportunities. Temporary contracts should be avoided as much as possible. 'Draaideurconstructies' (constructions for avoiding permanent contract) need to be investigated in detail and addressed. The UR is in favour of four-year teaching appointments and also considers it of crucial importance that education, research and management efforts are valued and rewarded equally in the future.

❖ **A socially safe university**

The UR wants the Executive Board to speed up the process of improving social safety within the University organisation. Too often, stories reach the UR from within the organisation about a poor working atmosphere, conflict situations or abuse of power. The UR is strongly in favour of the appointment of an Ombudsperson for staff. In this context, the Council also wants attention to be paid to a supportive role of P&O advisers and to reducing the relationship of dependency between junior and senior researchers.

❖ **A university where PhD candidates are given optimal support**

The University Council is pleased that the university has taken steps in recent years to develop a sound policy on PhD candidates. However, there is still some way to go. There are no clear frameworks when it comes to extending contracts or premature termination of a PhD track. The Council also strongly supports the appointment of a PhD psychological counsellor for PhD candidates and the opening up of the Basic Teaching Qualification to PhD candidates. In addition, the UR argues in favour of a support programme for external PhD candidates. The recently drawn up 'golden rules' for PhD supervision must be implemented and disseminated.

❖ **A university with healthy and active students**

The UR is committed to the well-being of Leiden students and their opportunities for self-development. It looks forward to the publication of the report of the Student Welfare Taskforce. The UR also draws attention to performance pressure and stress among students and therefore considers it important that the waiting times for appointments with student psychologists are reduced. The UR also believes it is important that proper attention is paid to the housing shortage. In addition, students should be facilitated in undertaking extra-curricular activities by means of, for example, the grants for taking on committee and administrative roles.

❖ **A university with a strong role for student and staff participation**

Well-organised and valued participation by staff and students is crucial for the quality of university decision-making. The University Council therefore calls for a critical reconsideration of how student and staff participation is facilitated, including making participation accessible for international students and staff. Student and staff participation must also be made sufficiently visible. The UR and the CvB are organising an afternoon symposium on employee participation on 3 February 2020 to further develop plans for strengthening participation.