

## Action plan Erasmus University Rotterdam

We wish to achieve is that the improvement points of the internal analysis become embedded or have connections with developments already put in motion, or with future projects, so that cohesion is maintained. We also want to ensure that the focus is put on the points which we wish to focus on as an organisation, including through connection with the new strategy (2014-2018 – and the programmes and projects which arise from this).

Based on the pressure point analysis we have formulated the following improvement points; these are shown per attention area (where the comments are added that some improvement points affect multiple attention areas, and that improvement points have not been formulated for all pressure points).

### Career policy

1. Attention to the development of young researchers (in collaboration with Graduate Schools = GS) through:
  - Offering facilities in support of the employment market orientation: charting what facilities are offered in terms of career services, and the extent to which there can be a linkage with the facilities (to be developed) in this respect for students;
  - Offering facilities for the development of 'transferable skills' (to supplement the research skills, so that they are better-equipped for a career 'outside' science.
2. Reconsideration of the allocation of the stimulation resources for excellent research groups, with the intention of being able to deploy these for young talented researchers;
3. Research into updating the career policy for academic staff, including the Tenure Track system and the teaching career, and implementing the improvement possibilities arising from this.

### Teaching

4. Research into the effectiveness of the University Teaching Qualification (BKO) and the degree to which this is appropriate to the new teaching systems;
5. In the evaluation of the performance & development interview and the improvement points arising from it, ensuring a better balance in assessing the following facets: teaching, research, management and valorisation.

### Professional development

6. In collaboration with the Graduate Schools, investigating the possibilities for further roll-outs of good practices (e.g. ESL) in terms of supervision/monitoring graduates; where alongside the supervisor, a mentor is also assigned to the graduate;
7. In assigning the academic leadership course, devote explicit attention to securing quality in the practical application of that which has been learned.

### Mobility

8. Encouraging and facilitating (international) staff mobility by:

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- Supporting the subsidy application;
- Facilitating in the practical execution of rules concerning visas, employment conditions and social security etc.;
- Exploring best practices in terms of staff mobility at other universities;
- Investigating the possibilities for setting up and using an international network of (ex) employees of the EUR (similar to the Alumni network of students) to encourage international staff mobility;
- In the evaluation of the performance & development interview and the improvement points arising from it, ensuring that (international) mobility is accorded greater value.

## Diversity

9. Integrate awareness of male/female diversity in the 'Academic Leadership' methodology;
10. Linking diversity policy to Talent Management

## Planning

The table below shows how the improvement points mentioned above link to the attention areas. This table also shows whether an improvement point can be linked to ongoing (or future) projects, who the owner is of the improvement point, and the planning.

	Teaching	Career policy	Mobility	Professional development	Diversity	link projects	Who?	Planning
1a Career services yo		x				Career services students	EPB + HR+GS + OOS	Q1 + Q2 2015
1b algemene vaardigheden yo		x	x	x		TOP/LDE-aanbod progr. Mobiliteit	TOP+GS HR	Q4 2014 + Q1 2015 Q2 + Q3 2015
2 stimulation resources		x					AZ	Q1 + Q2 2015
3 career policy AS		x				Programme ITM	HR + EPB	Q3 + Q4 2015
4 BKO	x						AZ (teaching)/HR	Q1 + Q2 2015
5 R&O	x			x		evaluation R&O	HR	Q2 + Q3 2014
6 best practice supervison				x			AZ + HR + GS	Q1 + Q2 2016
7 course academic leadership				x		tender	HR/TOP	2015
8a subsidy application			x			Research Support Office	OOS	2015
8b practical assistance			x				HR + OOS	Q2 2015 + Q3 2015
8c best practices staff mobility			x			prog. Mobility	HR	Q3 2015 + Q4 2015
8d international network			x			prog. Mobility	HR	Q4 2015 + Q1 2016
8e R&O (international) mobility			x			prog. Mobility	HR	Q2 + Q3 2014
9 diversity course ac. Leadership				x	x	diversity	HR/TOP	2015
10 diversity and talentmanagement				x	x	talentmanagement	EPB/HR	Q2 + Q3 2015

Explanation of abbreviations used:

AS= academic staff	TOP = training and developmentplatform of the EUR
EPB = Erasmus Programma Bureau	AZ - department academic affairs
HR = SSC HR & Finance	BKO = Basiskwalificatie Onderwijs = the University Teaching Qualification
GS = Graduate Schools	R&O = Resultaat & Ontwikkelingscyclus = performance & development interview
OOS = SSC Onderwijs & Onderzoek	ITM = integral talent management