

# Erasmus University Rotterdam Code

The university as a whole delivers good quality work that has a practical orientation. Its education, research and consultancy - as well as its policymaking and administration - reflect the down-to-earth approach that is typical of Rotterdam.

Good work requires a workable organisation. Within such an organisation, students and staff make good use of their talents, encouraged to excel as individuals and as members of a team.

A workable organisation demands clarity about the aims of the university, its foremost responsibilities and the core values that guide everyone's actions. A workable organisation also requires effort and commitment from its students and staff to give expression to these objectives and core values.

This university code reflects the mission, core responsibilities and values of Erasmus University Rotterdam. The code does not define detailed guidelines for conduct. It merely serves as context for calling each other to account for the responsibilities in the daily endeavour of making the EUR a workable organisation. Moreover, this document provides a context and stimulus for a mutual exchange of ideas about what motivates us and binds us together and, irrespective of the positions we hold, to call us to account for our actions.

Executive Board / University Council

# Core Responsibilities

The EUR has a strong sense of responsibility, particularly for the following groups:

## **Students**

The EUR provides university training for its students, with the emphasis on academic education that interfaces with the development and application of knowledge. An interdisciplinary approach is a core element of this. There is a wide array of high-quality, challenging study programmes that focus on individual students. Studying at the EUR should provide the basis for excellent opportunities in the job market.

## **Staff**

The EUR offers its staff challenging and diversified work geared towards personal and professional growth and the flexible employability of each staff member. The staff enjoy a large measure of freedom in performing their duties. They are entitled to good terms of employment and good working conditions. Working at the EUR entails working towards an attractive career.

## **The Academic Community**

For the (international) academic community, the EUR is a centre of top research and a partner in the development of knowledge. The EUR maintains intense relations with other academic establishments and is open to exchanges of information. The research that takes place at the EUR is both fundamental in nature and practically orientated. The university is mindful of the ethical norms and international standards established by the academic community.

## **Society**

The EUR contributes to social progress. It is therefore orientated towards current social developments and issues. The EUR works closely with its immediate surroundings in areas of mutual interest and importance. Contract research and education is conducted in so far as it provides synergy with the primary tasks. In its activities, the EUR makes allowances for the sustainability of the environment.

# Core Values

To realise the foregoing responsibilities, the following values characterise conduct of staff and students.

## **Professionalism: high quality in education, research and in related support**

The EUR is a professional organisation par excellence. Both staff and students are expected to maintain professional attitudes. Professionalism expresses itself in expertise, results orientation, flexibility, assertiveness, representativeness and commitment. Academic quality is at the forefront of scientific research and education.

On the one hand, the staff and students are responsible for their own professionalism and its development. A student is an independent person studying to be a professional; a staff member is an independent, working professional. On the other hand, the EUR stimulates, facilitates and ensures the professionalism and development of staff and students. Continuous care and monitoring of performance, combined with adequate assessment and reward, are inseparably related in this process.

Existing rules, procedures and requirements are observed to the letter and in spirit. When dilemmas arise, they are dealt with in a professional, integer manner. For example, students carefully weigh the selection and prioritising of subjects. The staff carefully weigh their own tasks in the areas of education, research, administration and external service provision.

## **Teamwork: working together on the basis of mutual respect, joint responsibility and careful use of resources**

The university derives its raison d'être from the individual professionalism that thrives on teamwork. Teamwork exists between staff of departments, faculties and other universities, between students mutually and between staff and students. After all, scientific research and education are interactive processes in which the one learns from the other. Students and lecturers carry a joint responsibility for bringing about good education.

Teamwork expresses itself in respect and attention for each other, avoiding every type of intimidation and recognising each other's contributions and responsibilities. Not only does teamwork mean sharing knowledge, it also means sharing success. Keeping one's promises, doing what is expected of one, helping and inspiring one another is another form of teamwork. Teamwork also means communicating with each other openly and clearly, being literally and figuratively accessible, calling one another to account and being accountable to each other.

The careful use of university resources such as moneys, equipment and furniture will avoid other members of the university community being put at a disadvantage. Moreover, it enhances the efficient, effective use of public resources and tuition fees.

### **Fair play: integrity in assessment and of the object of assessment**

Besides the transfer of knowledge, one of the EUR's core activities is the assessment of the quality of the work and capacities of staff and students EUR. Such assessments take place during examinations, for example. Other types of assessment entail academic output, selections and evaluations of personnel and businesses, allocation of budgets and admission of students to specific courses of study.

The quality of assessments depends totally on fair play. That is why assessments take place on just, sound and independent grounds. To ensure the independence of the staff, they are reluctant to accept gifts or mix private relationships with those relating mainly to one's position. Additional jobs that conflict with the interests of the EUR or that could affect the objectivity and independence of staff members are avoided.

To make a fair assessment possible, the person being assessed should also give a true reflection of that which is being evaluated. Copying and plagiarism are inadmissible as is, for example, falsifying information, falsely pretending to be the author of a document, the deliberate omission of other authors and the intentional misinterpretation of results, conclusions and recommendations. The reviewer should reduce the possibilities and incentives for such reprehensible conduct to a minimum. Likewise, the reviewer should clearly state the grounds on which the assessment is based.

# Embedding

Those who are part of the EUR community are not only concerned about the set of values underlying their own actions, they are also responsible for conveying these values to their immediate surroundings.

If mutual correction does not have the intended effect, the staff will inform the supervisors – and students, the lecturer – responsible. The proper embedding of this code in the university's culture, however, will help to prevent the need for addressing reprehensible conduct.

A university where the values and responsibilities contained in this code are widely supported can justifiably call itself a workable organisation.