

**MANAGEMENT AND ADMINISTRATION REGULATIONS**

**WAGENINGEN UNIVERSITY**

**2021**

Management and Administration Regulations for governing the administration, management, and structure of the university, including for further governing the administration and organisation of the faculty (Art. 9.4 and 9.14 paragraph 3 of the Higher Education Act (WHW)).

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## Chapter 1 General

### Article 1 Definitions

1. For the purposes of these regulations, the following terms are defined:

Law or WHW:	the Higher Education and Research Act (1992), Stb. 593;
Minister:	the Minister of Education, Culture and Science
Wageningen University & Research:	the partnership between Wageningen University (WU) and the foundation Stichting Wageningen Research (WR);
The university:	Wageningen University;
The faculty:	the Faculty of Agricultural and Environmental Sciences;
Board of Education:	the board of the degree programmes as specified in Article 9.17 of the WHW;
Choice of system:	a decision as specified in Article 9.30 paragraph 1 of the WHW;
WOR	Works Councils Act (WOR), 1971, Stb. 54;
Works Council:	the council as specified in Article 2 of the WOR;
WU Works Council:	the Works Council as defined in Article 9.30a paragraph 1 of the WHW;
Student Council	the body as specified in Article 9.30a paragraph 1 of the WHW;
Student Staff Council:	the assembly as specified in Article 9.30a paragraph 1 of the WHW;

2. Terms occurring in these regulations that also appear in the law have the same meaning as they do in the law.

### Article 2 Public university; names of the university (Art. 1.8 of the WHW and Appendix to the WHW)

1. The university is a public university located in Wageningen, which derives its status as a legal person under public law from the WHW.
2. The university uses the names "Wageningen University" and "Wageningen Universiteit".

## **Chapter 2      Management and structure of the university**

### Article 3            Executive Board (Art. 9.2, 9.6 of the WHW)

1. The Executive Board is responsible for the administration of the university in its entirety as well as its management, without prejudice to the authority of the Supervisory Board.
2. The Executive Board performs the tasks and exercises the authority that has been granted to the Institutional Board by or pursuant to the law. The Executive Board supervises compliance with all of the legislation and regulations that are relevant to the university and the handling of the Code for Good Governance in Dutch Universities as applied at Wageningen University & Research, a sector code as specified in Article 2.9 of the WHW.
3. The Executive Board can decide to divide work activities into portfolios and to distribute portfolios to the members of the Executive Board, in no way affecting the responsibility of the Executive Board in its entirety for the way in which it fulfils its task. Stakeholders will be informed of a decision as specified in the previous sentence, at the minimum this includes the Supervisory Board, the Academic Board, the Central Works Council, and the Student Council.
4. The President of the Executive Board represents the university in and out of court. Power of attorney to represent the university in legal and non-legal matters will be provided in writing by the President of the Executive Board.
5. The Executive Board will report directly to the Supervisory Board as well as provide any information requested by the Supervisory Board regarding decisions and actions.
6. The Executive Board provides the Minister with the necessary information about the university.
7. As soon as possible after every meeting, the Executive Board will present a summary of the decisions made in that meeting to the Central Works Council and the Student Council.

### Article 4            Composition of the Executive Board (Art. 9.3 of the WHW)

1. The Executive Board consists of three members, including the Rector Magnificus of the university.
2. The members of the Executive Board are appointed, suspended and dismissed by the Supervisory Board.
3. The President and Vice President of the Executive Board are selected from among its members and are appointed by the Supervisory Board. The Vice President replaces the President in the absence of the President.
4. Members of the Executive Board are appointed for a period of up to four years. A member of the Executive Board can be consecutively reappointed for up to four years upon careful assessment of that member's performance. In making an appointment, as much consideration as possible must be given to allocating the seats evenly amongst men and women.
5. Members of the Executive Board are appointed on the basis of a public nomination profile that has been made public beforehand. Before the nomination profile is established by the Supervisory Board, it will request a recommendation on the matter from the Student Council as well as the WU Works Council.
6. For the appointment of a member of the Executive Board, a selection committee will be created by the Supervisory Board, consisting of at least one member of the WU Works Council and a member of the Student Council.

7. Prior to deciding on the (re)appointment or dismissal of a member of the Executive Board, the Supervisory Board will hold a confidential hearing with the WU Works Council and the Student Council regarding the intended decision for (re)appointment or dismissal. The hearing will be held on a date that will enable it to substantially influence the decision-making.
8. Decisions regarding interim dismissal of a member of the Executive Board due to a breach of trust are not made by the Supervisory Board until after the other members of the Executive Board have been heard by the Supervisory Board.
9. The Rector Magnificus is appointed from among the professors at the university, at the recommendation of the Academic Board. Prior to this nomination, the Supervisory Board will consult with the Academic Board regarding the nomination profile created by the Supervisory Board for the position of Rector Magnificus. The Supervisory Board can only deviate from the nomination if it provides grounds for doing so.
10. A member of the Executive Board is not permitted to also be:
  - a member of the Supervisory Board of the university;
  - a member of the Supervisory Board or of the Executive Board of a different university;
  - a member of the Board of Education;
  - a director of a graduate school that has been set up within the faculty.

Article 5 Administrative cycle  
(Art. 2.2, 2.8, 2.9 of the WHW)

1. The Executive Board will establish a strategic (institutional) plan at least once every six years, as specified in Article 2.2 of the WHW.
2. Based on this strategic (institutional) plan, the Executive Board will establish an annual budget for the subsequent calendar year, as specified in Article 2.8 of the WHW.
3. The Executive Board will also create a yearly report as specified in Article 2.9 of the WHW and in the process, will also provide general insight into the implemented policy, the efficiency of its work methods, and the treasury activities.

Article 6 Supervisory Board  
(Art. 9.8, 9.9 of the WHW)

1. With a view to the university accomplishing its duties as set forth in Article 1.3 paragraph 1 of the WHW, the Supervisory Board supervises and advises the Executive Board with regard to the latter's performance of its work and the exercise of its authorities.
2. The Supervisory Board is always responsible for:
  - a. appointing, suspending, dismissing and establishing the remuneration of the members of the Executive Board;
  - b. approving the Management and Administration Regulations;
  - c. approving the budget, the institutional plan, and the annual report (consisting of the annual financial accounts, the management report, and other information);
  - d. providing approval for:
    1. investments that exceed an amount of EUR 5,000,000 (five million euros),
    2. divestments for which the book value or estimate sales value exceeds an amount of EUR 5,000,000 (five million euros);
    3. investments other than those into education, research, and knowledge valorisation; and
    4. investments that are not in line with the strategic plan.
  - e. approving a joint arrangement in the meaning of Article 8.1 of the WHW;

- f. monitoring the Executive Board's compliance with legal requirements and the handling of the Code for Good Governance in Dutch Universities as applied at Wageningen University & Research;
  - g. supervising the legal acquisition of funds and the effective, legal allocation and use of national funds received pursuant to Articles 2.5 and 2.6 of the WHW;
  - h. appointing an auditor as referred to in Article 2:393 paragraph 1 of the Dutch Civil Code (*Burgerlijk Wetboek*) who issues and auditor's report to the Executive Board;
  - i. supervising the structure of a quality assurance system in accordance with Article 1.18 of the WHW;
  - j. approving the document regarding the equal representation of women in senior management positions as meant in Article 4.2 paragraph 3 of the WHW;
  - k. mediating in the event of a participation dispute as meant in Article 9.40 paragraph 2 of the WHW; and
  - l. creating an annual account of the performance of its tasks and the exercise of its authority, as specified under a to j, in the annual report of the university.
3. The Supervisory Board will consult with a delegation from the Central Works Council and the Student Council at least two times per year.
  4. The Supervisory Board must provide accounts of its affairs to the Minister and provide the Minister with any information requested regarding its actions.

Article 7            Composition of the Supervisory Board  
(Art. 9.7, 9.33a paragraph 3 sub b, and 9.35 of the WHW)

1. The Supervisory Board of the university consists of no less than three and no more than six<sup>1</sup> members.
2. The chair and the other members of the Supervisory Board will be appointed, suspended and dismissed by the Minister.
  - a. Appointments last for a period of no more than four years and the members can be reappointed once;
  - b. In making an appointment, as much consideration as possible must be given to allocating the seats evenly amongst men and women;
  - c. When searching for suitable candidates, the Minister is requested to consider the nomination profile (see paragraph 3 below) as much as possible;
  - d. The Supervisory Board can suggest possible candidates to the Minister;
  - e. The Supervisory Board will ensure that a list is prepared of departing members and will inform the Minister of that list;
  - f. A member of the Supervisory Board can be dismissed early for good cause.
3. Well before an appointment or reappointment by the Minister, the Supervisory Board will consult the Executive Board in drafting a profile to be used as a reference for filling the vacancy in the Supervisory Board. The Supervisory Board requests a prior recommendation regarding the draft of the nomination profile from the Student Council and the WU Works Council, within such a time frame that the recommendation can have substantial impact on the decision-making process. The Supervisory Board gives these councils the opportunity to engage in the discussion before the recommendation is made and informs them as quickly as possible about the way in which the recommendation will be implemented. If the Supervisory Board does not want to adhere to the recommendation, whether in whole or in part, it will provide the Student Council and the WU Works Council with the opportunity to engage in further discussion with the Supervisory Board prior the nomination profile being definitively adopted. The Supervisory Board will make the established nomination profile available to the public.

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<sup>1</sup> By way of derogation from Article 9.7 section 1 of the WHW, the Supervisory Board of the university consists of six members. This has been coordinated with the Minister from an administrative standpoint.



4. One of the members of the Supervisory Board is appointed based on a joint nomination from the WU Works Council and the Student Council, with the existing personal union between the Supervisory Boards of Wageningen University and Stichting Wageningen Research being fully considered.  
The nomination must contain at least two names. If the Minister does not choose one of the nominated candidates, a new nomination will be made, and the Minister will have to provide grounds for rejecting that nomination.  
The Minister will in any case choose a member that has the confidence of the WU Works Council and the Student Council.
5. The composition, duties and authorities of the Supervisory Board are such that the Board can exercise its supervision properly and independently.  
The members of the Supervisory Board cannot have any direct interests in the university and cannot be employed by a ministry or be a member of the Upper or Lower House of the States General. They will sit in their capacity as private individuals and will fulfil their role without having to consult others.
6. The Executive Board will provide functionally independent administrative support to the Supervisory Board. The appointment and dismissal of the Supervisory Board's secretary is subject to the Supervisory Board's approval.
7. The members of the Executive Board will attend Supervisory Board meetings unless the Supervisory Board decides otherwise. The Executive Board will have an advisory role at such meetings.
8. The Supervisory Board meetings will not be public unless the Supervisory Board decides otherwise.

Article 8 Academic Board  
(Art. 7.18, 7.19 and 9.10 of the WHW)

1. The Academic Board comprises at least seven members and the Rector Magnificus as Chair.
2. The members of the Academic Board will be appointed, suspended and dismissed by the Executive Board. The members are appointed from among the professors at the university for a period of three years and can be reappointed once.
3. The Academic Board is authorised to grant the title of Doctor upon the successful achievement of a doctorate, in accordance with Articles 7.18 and 7.19 of the WHW and the Doctoral Degree Regulations Wageningen University.
4. At the recommendation of the Executive Board, the Academic Board is authorised to grant natural persons the title of Doctor honoris causa in recognition of their exceptional merits.
5. The Academic Board provides requested and unsolicited recommendations to the Executive Board regarding education and the performance of scientific research.
6. The Academic Board establishes doctoral degree regulations, which include handling the course of affairs with regard to granting a doctorate. The doctoral degree regulations must be approved by the Executive Board.
7. The Dean of Education, as referred to in Article 13 of these regulations, and the Dean of Research, as referred to in Article 14 of these regulations, will participate in the Academic Board meetings as advisors to the Academic Board.
8. The meetings of the Academic Board are not public unless the Board decides otherwise.
9. In the absence of the Rector Magnificus, the meeting of the Academic Board will be chaired by one of its members.
10. The Academic Board creates an annual report of its activities and sends this report to the Executive Board.

Article 9 Faculty  
(Art. 9.11 of the WHW)

Wageningen University comprises the Faculty of Agricultural and Environmental Sciences.

Article 10 Central support divisions

1. The following university services have been set up within the university:
  - the Corporate Staff, which consists of the following departments:
    - a. Corporate Communications & Marketing (CC&M)
    - b. Corporate Finance & Control (CFC)
    - c. Corporate Governance & Legal Services (CG&LS)
    - d. Corporate Human Resources (CHR)
    - e. Corporate Strategy & Accounts (CSA)
    - f. Corporate Value Creation (CVC)
    - g. Education & Student Affairs (ESA)
  - Facilities & Services, which consists of the following departments:
    - a. Wageningen University & Research Library
    - b. Information Technology (FB-IT)
    - c. Purchasing (FB-Purchasing)
    - d. Integrated Facility Management (FB-IFM)
    - e. Location Facilities (FB-LF)
    - f. Operational Services (FB-OS)
    - g. Real Estate & Housing (FB-V&H)
2. The Corporate Staff and Facilities & Services were created to provide services to the entire university and to provide support to:
  - a. the Executive Board;
  - b. the other administrative bodies at the university;
  - c. the participational bodies at the university;
  - d. the departments as specified in Article 15 of these regulations.
3. Facilities & Services as well as the various departments within Corporate Staff are headed by a director. The directors of Facilities & Services and of the departments in the Corporate Staff are appointed, suspended and dismissed by the Executive Board.
4. The Corporate Staff and Facilities & Services are centralised management units.

## Chapter 3      **The faculty and the organisation of education and research**

### Section 1      Management and structure of the faculty

#### Article 11      Faculty Board (Art. 9.12 paragraph 3 of the WHW)

1. The Executive Board is the head of the faculty.
2. The Rector Magnificus is also the Dean of the faculty.
3. Pursuant to the law, the tasks and competencies of the Dean are performed and exercised by the Executive Board.

#### Article 12      Tasks of the Faculty Board (Art. 9.14, 9.15 of the WHW)

1. Based on the provision in Article 11 paragraph 3, the Executive Board is responsible for the general direction of the faculty as well as the management and organisation of the faculty for providing education and conducting scientific research.
2. The tasks of the Dean, to be performed by the Executive Board in accordance with Article 11 paragraph 3, include the following:
  - a. establishing the Education and Examination Regulations and regularly assessing them;
  - b. establishing the general guidelines for conducting scientific research;
  - c. establishing the annual research programme of the faculty;
  - d. monitoring the implementation of the Education and Examination Regulations;
  - e. monitoring the implementation of the annual research programme;
  - f. setting up the Examining Boards;
  - g. establishing the committee which assesses the suitability to pursue education of persons who do not meet the prior education requirements as specified in Article 7.29 paragraph 1 of the WHW;
  - h. the appointment of the members of the committees stated in f and g; and
  - i. establishing further rules regarding the way in which exemptions for programme requirements can be obtained, as specified in Articles 7.25 paragraph 4, 7.28 paragraphs 2 to 4, and 7.29, paragraph 1 of the WHW.
3. Without prejudice to the responsibility of the Executive Board for its decisions and actions on the basis of this article, the Executive Board will be supported by a Dean of Education and a Dean of Research in the performance of specific tasks.

#### Article 13      Dean of Education

1. There is a Dean of Education who, in this capacity is also the director of the staff department of Education & Student Affairs (ESA) as specified in Article 10 of these regulations.
2. The Dean of Education is appointed, suspended, and dismissed by the Executive Board. Prior to appointing the Dean of Education, the Executive Board will hold a hearing with the Board of Education. The Dean of Education is unable to be a part of the Management Board of a department, a programme committee, or a central participation body.
3. The Dean of Education is ultimately responsible for preparing educational policies and, after these have been adopted by the Executive Board, for implementing these educational policies.

4. The Dean of Education acts as the technical chair of the Board of Education, without voting rights. In this capacity, the Dean of Education initiates the preparation of educational policies.
5. The Dean of Education is also responsible for:
  - a. stimulating the coordination of the educational supply and demand in consultation with the management councils;
  - b. making proposals to the relevant Management Boards regarding the staff which provide education;
  - c. making proposals to the relevant Management Boards on the spending of funds for the material facilitation of the education provided.
6. The Dean of Education, as Director of the ESA, is charged with the hierarchical management of the programme directors.
7. The Dean of Education can, in close collaboration with the Rector Magnificus, decide to partially or fully charge the Manager of Education & Student affairs with certain (management) tasks, which fall under his/her own responsibility.
8. The Dean of Education has a duty to report to the Executive Board. He/she provides the Rector Magnificus with any information requested.

#### Article 14          Dean of Research

1. There is a Dean of Research, who has executive, advisory, and facilitative tasks related to conducting research in the faculty and who, in this type of position, has a sort of pivotal function in relation to the Executive Board, the Academic Board, and the graduate schools — united under the Wageningen Graduation Schools (WGS) — and more generally, in relation to the faculty as a whole.
2. The Dean of Research is ultimately responsible for preparing the policy for PhD candidates and, after adoption by the Executive Board or the Academic Board, for the implementation of said policy.
3. The Dean of Research is also responsible for:
  - a. advising the Executive Board, particularly with regard to research strategy, and representing the Rector Magnificus in diverse organisational bodies in the fields of research and education;
  - b. stimulating the coordination of research programmes and the use of the graduate school resources, acting as chair during the periodic meeting of the Wageningen Graduate Schools, and representing the Wageningen Graduate Schools in their consultation with the Rector Magnificus or the Executive Board; and
  - c. stimulating and preserving the quality of the way in which scientific research is conducted within the faculty and in a broader sense, within the Wageningen University & Research partnership, including matters related to scientific integrity.
4. The Dean of Research is appointed, suspended and dismissed by the Executive Board. Before appointing the Dean of Research, the Executive Board will hear the Academic Board and Wageningen Graduate Schools. The Dean of Research is unable to be a part of the management council of a department, a graduate school, or a central participational body.
5. The Dean of Research has a duty to report to the Executive Board and provides the Rector Magnificus with any information requested.

#### Article 15          Departments and chair groups

1. The faculty consists of the following departments:
  - a. the Department of Agrotechnology and Food Sciences
  - b. the Department of Animal Sciences
  - c. the Department of Social Sciences
  - d. the Department of Environmental Sciences

- b. the Department of Plant Sciences
- 2. The departments consist of the following chair groups: (see appendix).
- 3. The staff of a department are those who have an employment contract with the university in any way and are charged with performing tasks for the relevant department.
- 4. A chair group is formed by the chair holder and the staff members with whom the chair holder has a relationship of accord as based on the provision in Article 17 paragraph 3.

#### Article 16 Management Board of a Department

- 1. Each department is headed by a two-person Management Board.
- 2. The Management Board consists of the Managing Director and the Director of Operations.  
The Managing Director is the Chair of the Management Board. The Operations Director must provide the Managing Director with an account of all relevant matters.
- 3. The members of the Management Board are appointed, suspended and dismissed by the Supervisory Board.

#### Article 17 Tasks and competencies of the Management Board

- 1. The Management Board is entirely responsible, within the framework established by the Executive Board, for managing and administrating the department. Once every four years, it draws up a plan for the department on the basis of the institutional plan of the university, while the budget and annual accounts are drawn up on a yearly basis.
- 2. The Management Board coordinates the educational and research offerings of the university department based on the education and research programmes that have been established by the Board of Education as specified in Article 22 of these regulations and by the graduate schools as specified in Article 34 of these regulations.
- 3. The Management Board will allocate the duties amongst the chair groups of the department and will ensure that they are paired with the resources intended for those purposes. In consultation with the relevant chair holder and the staff involved, the Management Board determines the chair holders with whom each of the other members of the staff in the department will perform their work activities.
- 4. Either upon request or unsolicited, the Management Board provides recommendations to the Executive Board, the boards of the graduate schools, and the Board of Education regarding all matters related to education and research in the department. In particular, the Management Board advises the Executive Board regarding:
  - a. the composition and duties of the Appointment Advisory Committee for the chair holders within the department;
  - b. the appointment of chair holders within the department.
- 5. In accordance with Article 42, the Managing Director is provided with power of attorney and the right to act on behalf of (the President of) the Executive Board in order to perform legal actions for the sake of the department and exercise management authorities.
- 6. The Managing Director provides the Operations Director with secondary power of attorney to perform legal actions, entirely in accordance with the provision in Article 45.
- 7. The Managing Director has a duty to report to the Executive Board.

8. Within four weeks of the end of every quarter and within four weeks of the end of the year, the Management Board will present the annotated quarterly or annual figures, respectively, to the Executive Board.
9. The Management Board will immediately provide the Executive Board with any of the information it requests.

#### Article 18      Chair policy

1. The university has a chair plan, which is a part of the strategic (institutional) plan.
2. The chair plan contains a summary of the (normal) chairs that have been created in the faculty for the scientific domains which collectively form the domain of the university in the current strategic plan period and of the teaching and research remits that have been formulated for these chairs.
3. The Executive Board establishes guidelines and procedures for the creation of chairs and the (re)appointment of professors.

#### Article 19      Professors (Art. 9.19 of the WHW)

1. The university has chair holders and other types of professors.
2. Professors are appointed, suspended and dismissed by the Executive Board.
3. A chair holder is a professor who holds a chair from the chair plan.
4. The chair holders are designated with the responsibility for the development of the scientific domain assigned to them as described in the chair plan. They are also responsible for the provision of the educational content in that domain, taking into account the authorities of the Board of Education.
5. In preparation for the appointment of a chair holder, the Executive Board creates an appointment advisory committee, which consists of at least a student and a PhD candidate.
6. The chair holder is the head of a chair group and, in consultation with those directly involved, allocates tasks to the staff members of the chair group, based on the tasks that have been assigned to the chair group by the Management Board, pursuant to Article 17 paragraph 3 of these regulations.
7. The chair holder reports to the Management Board, without prejudice to the provision in Article 46 under b of these regulations.
8. Honourably discharged professors retain the right to act as doctoral thesis supervisors for five years after their dismissal.
9. Professors have the right to bear the title of professor. This also applies to former professors who receive an honourable discharge as chair holder due to voluntary early retirement for health reasons or due to reaching the functional age limit in effect for public service posts.

Article 20      Endowed Chairs  
(Art. 9.53, et seq., of the WHW)

1. The Executive Board can authorise a legal entity with full legal capacity to establish an endowed chair upon request.
2. The board of a legal entity with full legal capacity will submit the request for authorisation to establish an endowed chair at the university and will provide grounds evidencing the desirability of the requested chair.
3. In the event of a request as specified in paragraph 2, the statutes of the legal entity and the act or regulations regarding the founding of the chair are provided as well as a statement regarding the way in which the education and research will be set up.
4. In addition to those which are mandatory to satisfy legal requirements, the statutes, acts, or regulations, as specified in paragraph 3, must contain:
  - a. the requirement that the chair be supervised by a board consisting of at least three members, at least one of whom is part of the scientific staff of the faculty;
  - b. the requirement that the board specified in paragraph 2 ensures that a report of the education provided and research conducted during the previous academic year be given to the Executive Board each year.
5. The Executive Board will make a decision on the request specified in paragraph 2, after consulting with the Academic Board, the graduate schools involved, and the Board of Education. Unless the Executive Board decides otherwise, the authorisation is provided for a term of five years.
6. The Executive Board will provide a report as specified in paragraph 4 under b, to the Academic Board, the graduate schools involved, and the Board of Education.
7. The Executive Board can set further rules regarding the conferral and withdrawal of the declaration of competence as specified in Articles 9.53 and 9.58 of the WHW.

## Section 2 Organisation of education

### Article 21 Degree programmes (Art. 9.11, 7.3c of the WHW)

1. Within the faculty, the following initial programmes have been created: (see appendix)
2. Along with one or more Dutch or international institutions of higher education, the university provides the following joint degree programmes: (see appendix)

### Article 22 Board of Education: board of the degree programmes (Art. 9.17 of the WHW)

1. The Executive Board has set up a single multi-member Board of Education for all the degree programmes stated in Article 21 paragraph 1.
2. The Board of Education consists of eight members, specifically four professors — preferably chair holders — and four student members. Professors by special appointment, including endowed professors, cannot be appointed as members of the Board of Education
3. The Dean of Education serves as the technical chair of the Board of Education, without voting rights.
4. The Executive Board appoints the members of the Board of Education. The professors are appointed at the recommendation of the programme committees; the student members are appointed at the recommendation of the Board of Education.
5. The term for student members is one year and the term for the other members is two years. Members can be reappointed twice.
6. A member of the Board of Education is unable to be a member of the Management Board of a department, a programme committee, or a central participational body.
7. The Board of Education will establish rules and regulations governing its activities.

### Article 23 Tasks and competencies of the Board of Education

1. The Board of Education is responsible for the content, quality, and innovation of the degree programmes accredited by the Accreditation Organisation of the Netherlands and Flanders (NVAO) and has the following tasks and competencies within the frameworks set by the Executive Board:
  - a. annually establishing or modifying the educational content of the degree programmes in response to a proposal from the relevant programme committee;
  - b. creating quality standards for the degree programmes;
  - c. regularly assessing the educational content of degree programmes on the basis of the established quality standards;
  - d. adopting a plan for innovating the degree programmes once per year;
  - e. establishing the budget for the degree programmes; and
  - f. engaging in consultation with the programme committees regarding the occasions at which recommendations from the programme committees are requested, as specified in Article 27 paragraph 1 of these regulations.
2. The Board of Education advises the Executive Board regarding:
  - a. the establishment and discontinuance of degree programmes;
  - b. the educational frameworks;



- c. general education issues and strategies;
  - d. establishing, modifying, or regularly assessing the Education and Examination Regulations;
  - e. the establishment, extension and discontinuance of chairs.
3. The Board of Education informs the Executive Board regarding the decisions that the Board of Education has made based on paragraph 1.
  4. The Board of Education has a duty to report to the Executive Board.
  5. The Board of Education submits a written annual report to the Executive Board.

Article 24 Organisation of joint degree programmes  
(Art. 7.3 c and d of the WHW)

The Executive Board enters into joint arrangements for every joint degree programme specified in Article 21 paragraph 2, which must at least include arrangements for the following topics:

- the board that is responsible for the degree programme;
- the programme committee that is created for the degree programme;
- the Examining Board that is created for the degree programme;
- admission to the degree programme; and
- the way in which the participating institutions provide education and facilities for the degree programme.

Article 25 Programme directors

1. A programme director is appointed for every degree programme or group of programmes. The Programme Director ensures that the degree programme runs smoothly. This includes making agreements with the chair groups regarding the quality and content of the courses in the degree programme, contributing to the innovation of the programme, monitoring the quality of the components of the programme as well as the entire programme, and coordinating the work of the programme team.
2. The responsible Programme Director regularly engages in discussion with the programme committee about all instances regarding the education in the relevant degree programme(s). The Programme Director gives the programme committee the opportunity to engage in discussion with them prior to the committee making a recommendation, assessment, or proposal.

Article 26 Programme committees  
(Art. 9.18 of the WHW)

A programme committee will be established for every degree programme or group of degree programmes specified in Article 21 paragraph 1. The primary task of the programme committee is to provide advice on the stimulation and preservation of quality in the degree programme(s).

#### Article 27            Composition of the programme committee

1. A programme committee consists of six, eight, or ten members, half of which will be selected from among students registered for the relevant degree programme(s) and the other half of which will be selected from staff members involved in the education provided in the degree programme(s).
2. The members of the programme committee and its chair are appointed by the Board of Education at the recommendation of the programme committee, unless there is a year when, in consultation between the Board of Education or the Executive Board and the Student Staff Council, it is determined to be desirable that half the members of each committee be elected by and selected from the staff and the other half be elected by and selected from the students, with Article 9.31 paragraphs 3 to 8 applying *mutatis mutandis*.
3. The programme committee can designate a student member and a staff member who together provide the daily management of the committee.
4. The programme committee will establish rules and regulations governing its work activities.
5. The term for student members of the programme committee is one year and the term for the staff members is two years. Members can be reappointed twice.

#### Article 28            Tasks and competencies of programme committees

1. The programme committee's primary task is to advise on the stimulation and preservation of quality in the degree programme(s). The programme committee also:
  - a. has voting rights with regard to the topics in the Education and Examination Regulations that are stated in Article 7.13, paragraph 2, under a1, b, c, d, e, g, and v of the WHW;
  - b. has the task of annually assessing the methods of implementing the Education and Examination Regulations;
  - c. has advisory powers regarding the Education and Examination Regulations as specified in Article 7.13, with the exception of the topics which the committee has voting rights for on the basis of clause a;
  - d. has the task to make a requested or unsolicited proposal, or recommendation to the Board of Education and the Executive Board for all matters regarding education in the relevant degree programme(s) - the committee submits the recommendations and proposals as specified in this paragraph, to the Student Council and the Student Staff Council for information purposes;
  - e. has the task of developing a vision for the degree programme(s) and making proposals regarding the competencies to be developed, the development of the degree programme(s) according to the wishes of the students and the professional field, and the consequences that this has for the structure of the programme(s) - the vision and the related proposals from the programme committee are submitted to the Board of Education, which will decide whether or not to adopt them.
  - f. has the task of making proposals to the Board of Education regarding the structure of the degree programme(s) no less than once every three years and making proposals regarding the arrangement of the curriculum of the degree programme(s) no less than once per year.
  - g. has the task of assessing the quality of the education provided and of making a recommendation about it to the Board of Education.

2. If the programme committee is requested to make a recommendation as specified in paragraph 1, the Board of Education or the Executive Board will ensure that:
  - a. the recommendation is requested on a date that will enable it to substantially influence the decision-making process;
  - b. the programme committee will be given the opportunity to engage in the discussion prior to the recommendation being made;
  - c. the programme committee will be informed as soon as possible of the method that will be used to implement the recommendation; and
  - d. in the event that the Board of Education or the Executive Board does not wish to adhere to the recommendation, in full or in part, the programme committee will be given the opportunity to hold further consultations with the Board of Education prior to the decision being definitively adopted.
3. If the programme committee makes a proposal to the Board of Education or the Executive Board as specified in paragraph 1, clause d, the Board of Education or the Executive Board will respond within two months of receiving the proposal.
4. The programme committee is authorised to invite the Board of Education or the Executive Board to discuss the intended policies at least twice per year based on the agenda it has created.

#### Article 29 Admission Boards for Bachelor's and Master's programmes

1. The Executive Board has created a single Bachelor's Admission Board for the Bachelor's programmes stated in Article 21 paragraph 1.
2. The Executive Board has created four Master's Admission Boards for the Master's programmes stated in Article 21 paragraph 1.
3. The members of the Admission Boards are appointed for a period of no more than four years and can be reappointed twice. The members of the Admission Boards are appointed based on their expertise.
4. For each degree programme, the Admission Boards assess which applicants can be admitted to the relevant degree programme on the basis of the applicable admission requirements for that programme.

#### Article 30 Examining Boards (Art. 7.12 of the WHW)

1. For every group of degree programmes as specified in the appendix for Article 21 paragraph 1, the Executive Board will set up an Examining Board.
2. The Examining Board is the body that establishes, in an objective and expert manner, whether a student meets the conditions imposed by the education and examination regulations regarding the knowledge, understanding and skills necessary for obtaining a degree.

#### Article 31 Composition of the Examining Board (Art. 7.12a of the WHW)

1. The members of the Examining Board are appointed by the Executive Board based on their expertise in the field of the corresponding degree programme or group of degree programmes. At least one member will be a lecturer associated with one of the degree programmes that belongs to the group. At least one member will be from outside of the degree programmes for which the Examining Board has been created.

2. The appointments of the members last for a period of no more than four years and the members can be reappointed once. Prior to (re)appointing a member, the Executive Board will consult with the relevant Examining Board.
3. The Executive Board will safeguard the independent and expert functioning of the Examining Board.

Article 32 Tasks and competencies of the Examining Board  
(Art. 7.11, 7.12 paragraph 2, 7.12b and 7.12c of the WHW)

1. The Examining Board will advise the Executive Board regarding the establishment, change or periodic assessment of the Education and Examination Regulations for the group of degree programmes for which the Examining Board has been established.
2. The Examining Board has the following tasks and competencies:
  - a. establishing whether a student or external student ("*extraneus*") satisfies the conditions that have been established regarding the knowledge, understanding and skills necessary for passing the examination;
  - b. providing a certificate and supplement, as described in Article 7.11 of the WHW, and issuing the statement referred to in Article 7.11(5) of the WHW;
  - c. ensuring the quality of interim examinations and examinations and the quality of the organisation and procedures with regard to interim examinations and examinations;
  - d. establishing guidelines and instructions in the context of the Education and Examination Regulations in order to assess and establish the results of interim examinations and examinations;
  - e. providing permission - by the most eligible Examining Board - to a student to participate in the curriculum composed by that student as specified in Article 7.3d of the WHW as well as indicating which degree programme the curriculum is considered to belong to for the application of the law;
  - f. granting an exemption from taking one or more interim examinations;
  - g. making decisions and/or taking measures regarding fraud or serious fraud committed by a student or external student;
  - h. deciding on requests to postpone graduation based on the rules established by the Executive Board in this regard;
  - i. establishing rules regarding the performance of the tasks and exercise of the competencies referred to in Article 7.12b under a, b and d, as well as the rules applicable for students or external students ("*extranei*") who commit fraud or serious fraud and the measures that are to be taken; and
  - j. appointing examiners to conduct interim examinations and determine the results of these;
 implementing Articles 7.8b and 7.9 of the WHW on behalf of the Executive Board.
3. The Examining Board will prepare an annual report concerning its work and will provide this report to the Executive Board.

Article 33 Faculty Policy Committee for Examinations

1. A Faculty Policy Committee for Examinations (FBE) has been created to ensure that the topics that are of joint interest for all Examining Boards are efficiently coordinated between the Examining Boards themselves and between the Examining Boards and the Executive Board.
2. The members of the Faculty Policy Committee for Examinations are the chairs and secretaries of the Examining Boards specified in Article 29 paragraph 1 of these regulations. The members select a chair and secretary from their own ranks.
3. In principle, the Faculty Policy Committee for Examinations meets once every two months. The Dean of Education and other directors of the Corporate Staff designated by the Executive Board or those employees of the Corporate Staff that have been

designated by these directors, take part in the meetings of the Faculty Policy Committee for Examinations in an advisory role.

4. The meetings of the Faculty Policy Committee for Examinations are also used by the members of the committee and the advisory members of the Corporate Staff present to exchange information on current developments that are relevant for the Examining Boards.
5. The Faculty Policy Committee for Examinations is supported by an executive secretary.

### Section 3 Organisation of research

#### Article 34 Graduate schools (Art. 9.20, et seq. of the WHW)

1. Research at the university is conducted at the graduate schools. The university has established graduate schools within the faculty and graduate schools between two or more universities based on a joint arrangement.
2. The following graduate schools have been created for research at the university:
  - Experimental Plant Sciences (EPS, inter-university);
  - Wageningen School of Social Sciences (WASS)
  - Production Ecology & Resource Conservation (PE&RC, inter-university);
  - Food Technology, Agrobiotechnology, Nutrition and Health Science (VLAG);
  - Wageningen Institute of Animal Sciences (WIAS);
  - Wageningen Institute for Environment and Climate Research (WIMEK).

#### Article 35 Graduate School Board

1. The Graduate School Board consists of the chair and a number of members to be determined by each graduate school in the applicable regulations or the applicable joint arrangement, who may or may not be a part of the faculty. These members must include at least one PhD candidate working at the graduate school and— unless the Executive Board decides differently — an external member, i.e. an academic practitioner not associated with one of the universities participating in the graduate school or a person who will operate as a connector between science and policy.
2. The members of the Graduate School Board will be appointed, suspended, and dismissed by the Executive Board. They are appointed for a period of no more than four years and can be reappointed. The members of the Graduate School Board are unable to also serve as members of the Management Board of a department.

#### Article 36 Tasks and competencies of the Graduate School Board

1. The Graduate School Board has the following tasks, competencies, and responsibilities within the frameworks to be set by the Executive Board:
  - a. facilitating and offering adequate and high-quality education for PhD candidates within the graduate school;
  - b. establishing the general frameworks for a training and education programme for all PhD candidates at the graduate school;
  - c. establishing a research strategy and programme once every six years, including the selection of the research groups and participating researchers after prior consultation with the Management Boards regarding the availability of the required staff, material, and financial resources;
  - d. establishing an annual work plan for the graduate school for the subsequent year, which contains both the further detailed programme and the programme for PhD candidates;
  - e. establishing the budget for the graduate school;
  - f. ensuring the implementation of the research programme;

- g. ensuring the annual evaluation of the research programme in accordance with the guidelines of the Executive Board for the purposes of establishing a research programme specified under c.
  - h. advising the Executive Board concerning establishment, extension and discontinuation of chairs;
  - i. providing advice on the composition and tasks of the appointment advisory committees that make recommendations about the appointment of professors involved in the implementation of the research programme at the graduate school;
2. The decisions specified in the previous paragraph under c and d require approval from the Executive Board.
  3. The Graduate School Board has a duty to report to the Executive Board.
  4. The Graduate School Board will create an annual report of the activities at the graduate school and submit it to the Executive Board.

### Article 37 The Scientific Director

1. The Scientific Director of a graduate school promotes the everyday operations of the graduate school within the mandate established in this regard by the Graduate School Board.
2. The Scientific Director is appointed, suspended and dismissed by the Executive Board. The Scientific Director is appointed from among the professors at the university at the recommendation of the Graduate School Board for a period of no more than four years. Reappointment is possible.
3. The Scientific Director is unable to also serve as a member of the Graduate School Board or as a member of the Management Board of a department.
4. The Scientific Director has at least the following tasks:
  - a. preparing the decisions of the Graduate School Board, and monitoring compliance regarding the implementation of these;
  - b. annually handling the creation of a work plan for the graduate school for the subsequent year, which contains both the further detailed programme and the programme for PhD candidates, to be submitted to the Graduate School Board for adoption.
  - c. annually preparing the budget of the graduate school for the subsequent year and engaging in discussions on the matter with the Management Boards of the involved departments;
  - d. annually preparing the report containing the activities of the graduate school;
  - e. making proposals to the Management Board(s) of the involved department(s) regarding the staffing requirements for the research programme at the graduate school;
  - f. establishing and supervising compliance with and progress of a Training and Supervision Plan (TSP) for each PhD candidate working at the graduate school;
  - g. providing advice to an appointment committee, in view of the recommendations by that committee to the Executive Board about the appointment of professors involved in the implementation of the research programme at the graduate school.
5. The Scientific Director has a duty to report to the Graduate School Board. The Scientific Director also reports to the Dean of Research. The Dean of Research together with the Managing Director of the (most) involved department will conduct an annual P&D interview with the Scientific Director.

### Article 38 External Advisory Board of the Graduate School

1. The Graduate School Board will establish an external advisory council that will be charged with advising the board regarding the graduate school's research programme.

2. The Graduate School Board will define the composition and working method of the advisory council. The Executive Board will be informed in this respect.

Article 39 Wageningen Graduate Schools (WGS).

1. For the purpose of joint strategy development, the promotion of the quality of the education for PhD candidates, the promotion of the quality of the research, an overarching consulting body has been established for the graduate schools as specified in Article 34 paragraph 2, called: Wageningen Graduate Schools (WGS).
2. At the minimum, Wageningen Graduate Schools is heard by the Executive Board regarding relevant policy situations involving the programme of PhD candidates and the research of the university.
3. WGS has at least the following tasks, competencies, and responsibilities within the frameworks to be set by the Executive Board:
  - a. harmonising procedures and work practices for the PhD candidates at Wageningen graduate schools;
  - b. coordinating projects stemming from the task description of the graduate schools that are university-wide in nature;
  - c. offering general skills courses that are a part of the PhD education at Wageningen University;
4. The Dean of Research creates an annual report of WGS activities and sends this report to the Executive Board.



## Chapter 4 **Management of the university**

### Article 40 Definition of management

For the purposes of applying these regulations, “management” will be understood as comprising the entirety of the activities relating to implementing established policy within the university as well as to ensuring the lawful and effective acquisition, availability, deployability, and retention of university staff, materials and funds.

### Article 41 Management units

1. The university has decentralised and centralised management units.
2. The departments specified in Article 15 of these regulations are decentralised management units.
3. The central support divisions specified in Article 10 of these regulations are centralised management units.

### Article 42 Mandate for administrative powers

1. The director of (a division of) a centralised or decentralised management unit is responsible for managing the staff, finances, and other resources (including housing) for their management unit and ensures the effective organisation of its management unit and the fulfilment of the associated tasks.
2. The Executive Board will allocate the power to exercise management authority to the (managing) directors for the tasks specified in paragraph 1. For this purpose, the Executive Board will draw up a mandate as well as written instructions for the director regarding their task and the way in which it must be fulfilled. The (managing) Director will always comply with instructions from the Executive Board regarding the financial, social, economic, and staff policies to be followed.
3. The Director of a centralised or decentralised management unit performs his/her task as specified in the previous paragraph on behalf of the Executive Board. The Director has a duty to report to the Executive Board on the implementation of this task.
4. If the Executive Board exercises mandated management authority itself, it will immediately notify the relevant representative of its decision.
5. The Director of a central management unit will prepare a management or work plan for his/her management unit, including a budget, establishing the organisation and coordination of the management within the management unit. This plan will be submitted to the Executive Board for its adoption.

### Article 43 Sub-mandate

1. The Director of (a division of) a centralised or decentralised management unit is responsible for management. A Director can grant a sub-mandate to a staff member under their supervision for certain management authorities or legal actions with prior written permission from the Executive Board.
2. A sub-mandate representative exercises the management authorities granted to them on behalf of the Executive Board and is obligated to provide accounts of these matters

to the relevant director. The sub-mandate representative will always comply with instructions given by the Executive Board.

3. For management authorities that affect more than one management unit, the directors involved can provide a sub-mandate to a staff member active in one of the relevant units. The abovementioned provision applies mutatis mutandis to legal actions to be performed that affect more than one management unit.
4. When granting the sub-mandate, the directors involved will make detailed arrangements for exercising the relevant competencies and the manner in which this is accounted for. These regulations will be communicated to the Executive Board.

#### Article 44 Special circumstances

1. The Director of a centralised or decentralised management unit immediately informs the Executive Board of circumstances or events by which the normal course of affairs within the management unit is severely hindered or threatens to be severely hindered.
2. Under emergency circumstances, the Director – after consulting the Executive Board, if possible – will take suitable measures to ensure that the work in his/her management unit proceeds as efficiently as possible. The Director will notify the Executive Board of such circumstances as soon as possible.

#### Article 45 Granting authorisation

1. The Executive Board may decide to grant power of attorney to the Director of a centralised or decentralised management unit in order to represent the university within the limits of that authority. The actual power of attorney is granted in accordance with Article 3 paragraph 4.
2. Granting power of attorney in this regard must be done in writing and is made public.
3. The provision in Article 43 applies mutatis mutandis to granting sub-power of attorney, with the understanding that where the term "Executive Board" is used, "President of the Executive Board" is meant.

#### Article 46 The competencies reserved for the Executive Board

The following competencies are always reserved for the Executive Board:

*Staff matters:*

- a. appointing and dismissing professors and directors;
- b. imposing disciplinary measures on professors, directors and heads of services, including disciplinary dismissals;
- c. remuneration of professors;
- d. assessing the performance of professors<sup>2</sup>;
- e. termination of employee contracts in so far as it involves positions that are at salary scale 15 or higher according to the job classification system;
- f. making agreements with UWV that deviate from the applicable severance payment regulations;
- g. making agreements with employees that deviate from the implementation regulations;

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<sup>2</sup> Based on further regulations, a Managing Director may be granted authority to conduct (parts of) Result & Development interviews with professors.

- h. establishing classification levels for positions falling within salary grade 15 or higher, or upon objection;
- i. making reorganisation decisions as meant in Article 25 paragraph 1 under c, d, e and f of the Works Councils Act;
- j. concluding agreements regarding social plans with labour unions or Works Councils;
- k. making wage decisions regarding wages at a salary scale of 15 or higher (wages at a higher salary scale than those based on the job classification system) that are greater than the next-highest salary scale.
- l. preparing the annual accounts;

*Financial (legal) acts:*

- m. making decisions to institute legal proceedings, submitting disputes for arbitration, entering into settlements, consenting to agreements and complying with court and arbitration decisions;
- n. entering into agreements, to the extent that these agreements regard the following legal transactions:
  - entering into or terminating long-term collaborations (in the sense of Article 25 paragraph 1, sub b WOR) with a third party;
  - transferring all or a substantial part of the business assets;
  - establishing limited property rights and rights to movable property;
  - the conclusion of agreements through which the university binds itself as a guarantor or as a co-debtor, guarantees the performance of the obligations of another party, or provides security for the debts of a third party;
  - entering into settlement agreements worth more than EUR 50,000 (fifty thousand euros);
  - creating a legal entity or partnership, acquiring the actual and/or formal control of a legal entity or partnership (regardless of the nature or scope of that control) as well as the substantial increase or decrease of such control, including entering into agreements for the purposes of such creation, acquisition, increase, or decrease;
  - participating in the capital of a company, regardless of the scope of that participation, as well as the significant increase or decrease of such participation;
  - entering into loan agreements;
  - accepting gifts and legacies;
  - assigning claims;
  - pledging future income; and
  - entering into agreements regarding bank guarantees (letter of indemnity).

*Corporate housing:*

- acquiring, disposing, encumbering, renting, or any other way of using, enjoying the benefits of, or providing registered property<sup>3</sup>, including granting permission for the removal of mortgage registrations and attachments.

Article 47 Management investigation

1. The Executive Board can carry out occasional or periodic investigations (or have such investigations carried out) with regard to the legitimacy, efficiency and effectiveness of the work performed within a management unit.
2. The Executive Board will formulate the instructions for such an investigation and will determine who will perform the investigation. The instructions will also contain orders

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<sup>3</sup> With regard to renting or any other way or using, enjoying the benefits of, or providing registered property, power of attorney is granted to the Director of Facilities & Services.

for providing reports. The Executive Board will consult with the relevant director(s) about the provisions of this Article.

3. Each member of the university is obligated to provide all requested information required for such investigations to the official(s) responsible for the investigation.

## **Chapter 5 Internal monitoring**

### Article 48 Internal audit process; internal auditor

(Article 9.4 Code for Good Governance in Dutch Universities as applied at Wageningen University & Research)

1. The Executive Board is responsible for the internal audit process. The internal audit process assesses the setup and operation of the internal risk management and control systems.
2. An internal auditor, under the responsibility of the director of Corporate Finance & Control, will perform the internal audit of the internal risk management and control systems. That internal auditor has direct access to the Executive Board.
3. The Supervisory Board supervises the internal audit process and has regular contact with the internal auditor. The internal auditor has direct access to the audit committee of the Supervisory Board and the external accountant.
4. In consultation with the audit committee of the Supervisory Board and the external accountant, the internal auditor will create a work plan for the internal audit process. The work plan also describes in which way the internal auditor will report to the Executive Board and the audit committee and will inform the external accountant. The Executive Board will establish the work plan, and will provide sufficient resources for the implementation of the work plan.
5. The internal auditor has access to all information that is required for the performance of the internal audit process.

### Article 49 Compliance officer

1. There is a compliance officer who, under the responsibility of the director of Corporate Governance and Legal Services, will monitor the observance of the Code for Good Governance in Dutch Universities (as applied at Wageningen University & Research) and the legislation and regulations.
2. The compliance officer will have direct access to the Executive Board, and can report directly to the audit committee of the Supervisory Board, as required.
3. The compliance officer has access to all information that is required for the performance of the task mentioned in section 1.

### Article 50 Data Protection Officer (DPO)

(Article 37 GDPR)

1. There is a Wageningen University & Research Data Protection Officer who monitors the application of and compliance with the General Data Protection Regulation (GDPR) at the university.
2. The Executive Board will establish a charter for the Data Protection Officer which includes all the preconditions for the performance of the Data Protection Officer position.

## Chapter 6 Wageningen University & Research

### Article 51 Wageningen University & Research partnership

1. Wageningen University and the foundation Stichting Wageningen Research work in partnership under the name Wageningen University & Research.
2. For the purposes of unifying management within Wageningen University & Research, a "personal union" was created between the Executive Boards as well as the Supervisory Boards of Stichting Wageningen Research and Wageningen University.
3. In order to achieve unity of the centralised support of Wageningen University & Research, a joint Corporate Staff and joint Facilities & Services have been created by Wageningen University and Stichting Wageningen Research. The appointment of a Director of Facilities & Services or of a Director of a division of the Corporate Staff of the university therefore involves the appointment of that person in the corresponding position at Stichting Wageningen Research as well.

### Article 52 Wageningen University & Research Sciences Groups

1. In the context of this collaboration, five sciences groups were created by the university and Stichting Wageningen Research, in which domain-specific research, education, and commercial application of knowledge are combined. These sciences groups always consist of a department at Wageningen University and the corresponding research institute(s) of Stichting Wageningen Research within the research domain.

This concerns the following sciences groups and the associated departments and research institutes:

- Agrotechnology & Food Sciences Group, consisting of the Department of Agro Technology and Food Sciences and the research institute Wageningen Food & Biobased Research;
  - Animal Sciences Group, consisting of the Department of Animal Sciences and the research institutes Wageningen Bioveterinary Research, Wageningen Livestock Research and Wageningen Marine Research;
  - Environmental Sciences Group, consisting of the Department of Environmental Sciences and research institute Wageningen Environmental Research;
  - Plant Sciences Group, consisting of the Department of Plant Sciences and the research institute Wageningen Plant Research;
  - Social Sciences Group, consisting of the Department of Social Sciences and the research institutes Wageningen Economic Research and the Wageningen Centre for Development Innovation.
2. For the purposes of unifying the management within the sciences groups, personal unions were created by the university and Stichting Wageningen Research between the Management Boards of the collaborating departments and research institutes. As such, the appointment of Management Board members for a department is inextricably bound to the appointment of Management Board members in the corresponding research institute(s).

3. In the context of the provision in this article and in addition to the provisions in Articles 16 and 17 of these regulations, the Management Boards are responsible for defining the policies of Wageningen University & Research at the level of the sciences groups and contributing to defining policies at the corporate level.

#### Article 53 Board of Directors

1. The Executive Board has set up the Board of Directors to provide integral policy counselling for Wageningen University & Research. The Board of Directors consists of at least the Managing Directors of the sciences groups as specified in Article 52 of these regulations and the Director of Wageningen Food Safety Research.
2. The Board of Directors is charged with the task of advising the Executive Board about policy development and framework definition throughout the organisation at both the strategic and operational levels. The Executive Board will afford the Board of Directors the opportunity to render advice in the aforementioned fields before passing decisions in this regard.
3. The members of the Board of Directors ensure the implementation of the decision-making within the organisational divisions as specified in the previous paragraph.
4. The Dean of Research and the Dean of Education receive the agenda of the meeting of the Board of Directors and can request to attend said meetings.
5. The meetings of the Board of Directors will not be public unless the Board of Directors decides otherwise.

## **Chapter 6      Participational structure**

### Article 54      Choice of system (Art. 9.30 and 9.30a of the WHW)

1. Based on Article 9.30 paragraph 1 under a of the WHW, the Executive Board made the decision in 1997 that the WOR, with the exception of chapter VII B applies to the university. In connection with this decision, the Executive Board established participation regulations for the benefit of the students at the university, which are at least equivalent to the provisions in Title 2, Sections 1, 2, 4 and 5 of Chapter 9 of the WHW.
2. Changes to the decision of the Executive Board as specified in paragraph 1 of this article require prior approval from the WU Works Council in accordance with Article 9.30 paragraph 5 of the WHW.

### Article 55      Enterprises

1. Pursuant to Article 1(c), read in conjunction with Article 3(3), of the Works Councils Act, the following are considered enterprises for the purposes of that Act:
  - a. all of the sciences groups in Article 52 of these regulations;
  - b. Corporate Staff; and
  - c. Facilities & Services.
2. The enterprises mentioned in paragraph 1 are jointly maintained by Wageningen University and Stichting Wageningen Research.

### Article 56      Joint Works Councils

1. For the purposes of consultation with the representation of the persons working at the enterprises specified in Article 55 of these regulations, the university and Stichting Wageningen Research have created a Joint Works Council for each individual enterprise in accordance with the provision in Article 3 of the WOR.
2. Each Joint Works Council will prepare regulations governing the matters with which the Joint Works Councils are charged or delegated in or pursuant to the Works Councils Act.
3. A Joint Works Council, in consultation with the relevant director, may decide to invite one or more students to attend its meeting as advisors without voting rights, to contribute to the preparation of particular matters that are to be discussed by the works council. In consultation with the relevant director, a Joint Works Council may also decide to invite one or more students to attend the consultation meetings between the director and the works council in an advisory capacity to contribute to the discussion of particular matters. Where appropriate, the students involved will have access to the same information as the members of the Works Council, and the students are obliged, as are the members of the Works Council, to maintain the confidentiality of confidential information they may gain insight into in their role as advisor.



#### Article 57 Central Works Council

1. The university and Stichting Wageningen Research have created a Central Works Council for the enterprises that they jointly maintain as stated in Article 55 paragraph 2 as well as for the enterprise maintained solely by Stichting Wageningen Research, specifically: Wageningen Food Safety Research, for which Stichting Wageningen Research has set up a separate Works Council.
2. The Central Works Council comprises members chosen by the relevant Works Councils from amongst the members of those councils. The number of members that can be chosen from each Works Council will be established in the regulations of the Central Works Council. The regulations will also contain provisions stipulating that the various employee groups of the relevant enterprises will be represented within the Central Works Council to the extent possible. The relevant Works Councils will be heard on the matter of establishing the relevant provisions.

#### Article 58 WU Works Council: the Works Council as defined in Article 9.30a paragraph 1 of the WHW; (Art. 9.30a of the WHW)

1. In June 2002, given that both the provisions in Article 9.30a paragraph 1 of the WHW and the fact that no separate works council has been connected with the university since 1 January 2003, the Executive Board concluded an agreement with the relevant participational bodies regarding the composition of the Student Staff Council that is connected with the university pursuant to Article 9.30a paragraph 1 of the WHW.
2. On the basis of Article 1 of the agreement specified, the Central Works Council mentioned in Article 57 of these regulations, in light of Article 15 paragraphs 1 and 2 of the WOR, have made the decision to create a permanent committee for the Central Works Council for the sake of the Student Staff Council. This permanent committee, referred to in these regulations as "WU Works Council", functions as the Works Council for the university in the sense of Article 9.30a paragraph 1 of the WHW.
3. The standing committee referred to in the previous clause is mostly made up of those who sit on the Central Works Council as representatives of the university's employees, in addition to other representatives which the university's employees have directly elected from among them.
4. The election of the chosen members of the standing committee will be held at the same time as the elections of the Joint Works Councils as referred to in Article 56 of these regulations. The composition of the standing committee is fixed for the duration of the term of office of the Central Works Council and the Student Staff Council, with the understanding that PhD candidates are members for one year.

#### Article 59 Student Council (Art. 9.30 of the WHW):

1. Pursuant to the decision referred to in Article 54 paragraph 1 of these regulations, the Executive Board has established a Student Council.
2. The participation regulations, including any amendment thereof, are contained in the Student Council regulations, and the Executive Board will submit them as a proposal to the Student Council. The participation regulations will not be established unless the proposal is approved by a two-thirds majority of the members of the Student Council.

#### Article 60 Student Staff Council (Art. 9.30a of the WHW)

1. The Student Staff Council is composed of the members of the WU Works Council and the members of the Student Council.
2. The Executive Board will establish regulations for the Student Staff Council with due observance of the provisions of Article 9.30a of the WHW.
3. The regulations, including any amendment thereof, will be submitted to the Student Staff Council by the Executive Board as a proposal. The regulations will not be established unless the proposal is approved by a two-thirds majority of the members of the Student Staff Council.

Article 61 Definition of "participational body"  
(Art. 9.38c of the WHW)

For the purposes of applying Articles 9.39, 9.40, and 9.46 of the WHW, regarding the settlement of disputes with regard to participation, "participational body" is understood to mean:

- a. the WU Works Council as specified in Article 58 of these regulations
- b. the Student Council as specified in Article 59 of these regulations
- c. the Student Staff Council as specified in Article 60 of these regulations
- d. different levels of the bodies mentioned in a to c
- e. programme committee.

## Chapter 8 Legal protection

### Section 1 Students and external students ("extranei")

#### Article 62 Facilities for filing complaints, appeals or objections (Art. 7.59a of the WHW)

1. There is an accessible facility, to which an interested party can submit a complaint, claim, or objection.
2. An "interested party" is defined as: a student, a prospective student, a former student, an external student ("extraneus"), a prospective external student or a former external student.
3. Complaints, appeals or objections can be submitted to the following addresses:
  - by post: Wageningen University, FAO: Student Legal Protection Desk, PO box 9101, 6700 HB Wageningen, or
  - via e-mail: legalprotection.students@wur.nl.
4. The Student Legal Protection Desk confirms receipt of an incoming complaint, claim, or objection in writing to the applicant and sends it as soon as possible to the competent body after the registration of the date of receipt. The date of receipt established by the Student Legal Protection Desk is determinative of whether a complaint, appeal, or objection has been submitted on time.
5. The procedures followed by the Student Legal Protection Desk and by the body charged with processing complaints, appeals, and objections are described in the regulations established by the relevant body. The procedures are also described in the Student Charter.
6. The Student Legal Protection Desk is managed under the responsibility of the Director of Corporate Governance & Legal Services of the Corporate Staff and is located in the Atlas building, Droevendaalsesteeg 4, 6708 PB in Wageningen.

#### Article 63 Ombudsmen and complaints (Art. 7.59b of the WHW)

1. The Executive Board shall designate one or more ombudsmen for students.
2. An ombudsman for students can handle complaints that are not eligible for handling on the basis of the Wageningen University & Research Regulations on the complaints procedure regarding undesirable behaviour or the Wageningen University & Research Scientific integrity complaints procedure.
3. An interested party can file a complaint about the way in which a body at the university or a person who works under the responsibility of that body, has behaved towards them or another person on a specific occasion. A complaint is submitted to the Student Legal Protection Desk or — without the Student Legal Protection Desk as an intermediary — to an ombudsman for students, who confirms receipt of the complaint to the applicant themselves and informs the Student Legal Protection Desk by e-mail, so that they can register the complaint.
4. The complaint advisory procedure from section 9.1.3 of the General Administrative Law Act applies. An ombudsman for students is responsible for the handling of complaints and making recommendations regarding these complaints to the body specified in section 3 or the Executive Board.
5. A complaint will not be handled if it relates to behaviour:
  - a. that has been addressed in a previously submitted complaint and has been handled in accordance with these regulations;
  - b. that occurred over a year before the complaint was filed;
  - c. against which the involved party could have made an objection;
  - d. against which the involved party can make an appeal, unless that behaviour occurred due to a decision not being made in time, or an appeal could have been made.

6. A complaint will also not be handled if the interest of the party involved or the significance of the behaviour is insufficient.
7. If a complaint will not be handled, the involved party must be informed as soon as possible in writing, but no later than four weeks after the complaint has been received. Article 9:12, paragraph 2, of the General Administrative Law Act shall apply mutatis mutandis.

Article 64 The Examination Appeals Board  
(Art. 7.60 and 7.61 of the WHW)

An Examination Appeals Board has been established. The members of the Examination Appeals Board also participate in the Dispute Advisory Committee.

Article 65 Submitting an appeal  
(Art. 7.61 of the WHW)

1. An interested party can file an appeal with the Examination Appeals Board with regard to the decisions referred to in Article 7.61 paragraph 1 of the WHW. The notice of appeal must be submitted to the Student Legal Protection Desk.
2. The term for submitting a notice of appeal is six weeks.
3. The Examination Appeals Board will render its decision within 10 weeks of the Student Legal Protection Desk's receipt of the appeal.

Article 66 The Dispute Advisory Committee  
(Art. 7.63a of the WHW)

1. A Dispute Advisory Committee has been established. The university has an Examination Appeals Board, and the members of that board also sit on the Dispute Advisory Committee.
2. The Dispute Advisory Committee advises the Executive Board on the objections referred to in Article 7.63a paragraph 2 of the WHW.
3. The Dispute Advisory Committee will investigate whether it is possible for the parties to reach an amicable solution.

Article 67 Filing objections  
(Art. 7.63b of the WHW)

1. An interested party can file an objection to decisions pursuant to, and regulations based on, the WHW, other than those which the Examination Appeals Board is authorised to decide. The notice of objection must be submitted to the Student Legal Protection Desk.
2. The term for submitting a notice of objection is six weeks.
3. The Dispute Advisory Committee will investigate whether it is possible for the parties to reach an amicable solution. If this proves impossible, the Dispute Advisory Committee will provide advice to the Executive Board.
4. The Executive Board will make a decision on an objection within 10 weeks of the Student Legal Protection Desk's receipt of the objection.

Article 68      Code of order  
(Art. 7.62 and 7.63a of the WHW)

1. The Examination Appeals Board as well as the Dispute Advisory Committee, will be referred to as "the Board" in this article.
2. With due observance of Article 7.60 of the WHW and Article 7:13 of the General Administrative Law Act [AWB], the Board will establish rules with regard to:
  - a. the size and composition of the Board;
  - b. the division into chambers, as well as the allocation of work to the two chambers in which the Examination Appeals Board and the Dispute Advisory Committee are represented;
  - c. the appointment of the Chair of a chamber, the members, and any substitute members of the Board;
  - d. the term of office of the Chair, the members, and any substitute members of the Board;
  - e. the method by which the membership or substitute membership of the Board is terminated;
  - f. how the procedures will be implemented;
  - g. how the Board will be provided with a secretary; and
  - h. how the Chair of a chamber will be replaced.
3. The rules, as well as any amendments thereto, require the approval of the Executive Board.

Section 2    Employees and other interested parties

Article 69      Legal protection of employees and other interested parties

The Executive Board ensures adequate legal protection for all employees of the university and other interested parties as provided in the General Administrative Law Act and other regulations with which the university must comply.

The Director of Corporate Human Resource is responsible for managing and disclosing the various rules relating to this legal protection.

Article 70      Submitting a complaint

1. Every employee or other interested party is entitled to submit a complaint to an administrative body at the university about the way in which that executive body behaved towards them or someone else on a specific occasion.
2. The executive body shall ensure that the complaint is handled by a person who was not involved in the behaviour mentioned in the complaint.
3. The provisions of Chapter 9 of the General Administrative Law Act are applicable:
  - a. The executive body will complete the processing of the complaint within six weeks. The executive body can adjourn the processing for no more than four weeks.
  - b. If the complaining party disagrees with how the complaint is processed, that party can notify the National Ombudsman of that fact in writing within one year.

#### Article 71 Complaint regarding a violation of scientific integrity

1. Everyone has the right to submit a complaint concerning an alleged violation of scientific integrity to the Executive Board.
2. The Executive Board will ensure that the complaint is processed by the Scientific Integrity Committee (commissie wetenschappelijke integriteit (CWI)).
3. The complaint will be processed in accordance with the provisions in the Scientific Integrity Complaints Procedure Wageningen University & Research.

#### Article 72 Filing objections

With due observance of the provisions of this Section, a party whose interests are directly affected by a decision rendered by a university administrative body and for whom no other remedy exists pursuant to the WHW can submit an objection to the relevant administrative body.

#### Article 73 The regulations regarding the Objections Advisory Committee

1. There is an Advisory Committee on Appeals and Objections tasked with advising university executive bodies on the decision to be made regarding an objection as specified in Article 72.
2. The Committee will establish rules containing details regarding:
  - a. the size and composition of the Committee;
  - b. the appointment of the Chair, the members and any substitute members of the Board;
  - c. the term of office of the Chair, the members and any substitute members of the Committee;
  - d. the method by which the membership or substitute membership of the Board is terminated;
  - e. how the procedure will be implemented;
  - f. how the Committee will be provided with a secretary; and
  - g. how the Chair will be replaced;
3. The rules, as well as any amendments thereto, require the approval of the Executive Board.

#### Article 74 Processing objections

1. An objection must be submitted to the appropriate executive body within six weeks of the date on which the decision being objected to has been made known as prescribed.
2. In preparation for its decision, the executive body will provide the Committee with the objection within seven days of its receipt.
3. The Committee's advice will be rendered within eight weeks of the executive body's receipt of the objection. This term may be extended once by no more than four weeks.
4. The executive body will decide on the objection within ten weeks of its receipt. This term can be extended for a period of no more than four weeks.

### Section 3 Duty to inform

#### Article 75 Provision of information

The bodies, staff members, and examiners at the university provide the information to the ombudsman as specified in Article 63, to the Board as specified in Article 68, and to the Committee as specified in Article 73 that they deem is necessary to perform their tasks.

## Chapter 9 Final Provisions

### Article 76 Interpretation of regulations

1. In the event of differences of opinion regarding the interpretation of one or more provisions in these regulations, a decision will be made by the Executive Board.
2. In cases not covered by these regulations, but which are related to topics handled by these regulations, a decision will be made by the Executive Board.
3. In the event of a conflict between the Dutch version of these regulations and a translation of same, the Dutch version shall prevail.

### Article 77 Official title

These regulations may be quoted as *bestuurs- en beheersreglement Wageningen University 2021* (Management and Administration Regulations Wageningen University 2021), or BBR WU 2021 for short.

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These regulations were adopted by the Executive Board on 2 December 2002, after receiving the prior permission from the Student Staff Council and entered into effect after obtaining the Supervisory Board's approval on 9 December 2002,

The regulations were amended by the decision of the Executive Board on 1 June 2005, after receiving the prior permission of the Student Staff Council and entered into effect after obtaining the Supervisory Board's approval on 5 September 2005.

Due to organisational changes and the legal amendments to the *Wet versterking besturing* (Improved governance act), Stb. 2010, 199, the regulations were changed by the decision of the Executive Board on 7 June 2010, after receiving the prior permission of the Student Staff Council and entered into effect after obtaining the Supervisory Board's approval on 28 June 2010.

Due to a change in the positioning of the Director of the Education Institute, the regulations have been changed by the decision of the Executive Board on 5 March 2012, after receiving the prior permission of the Student Staff Council and entered into effect after obtaining the Supervisory Board's approval on 21 May 2012.

The regulations were changed by the decision of the Executive Board on 22 October 2018, after receiving the prior permission of the Student Staff Council and entered into effect after obtaining the Supervisory Board's approval on 22 October 2018.

The regulations were changed by the decision of the Executive Board on ..... 2021, after receiving the prior permission from the Student Staff Council and entered into effect after obtaining the Supervisory Board's approval on ..... 2021.



## **Article 15.2**

The departments consist of the following chair groups:

### **Department of Agrotechnology & Food Sciences**

- Biobased Chemistry and Technology
- Biochemistry
- Biological Recovery and Re-use Technology
- BioNanoTechnology
- Biophysics
- Bioprocess Engineering
- Environmental Technology
- Food Chemistry
- Food Microbiology
- Food Process Engineering
- Food Quality and Design
- Global Nutrition
- Microbiology
- Nutrition and Disease
- Nutrition, Metabolism and Genomics
- Nutritional Biology and Health
- Organic Chemistry
- Physical Chemistry and Soft Matter
- Sensory Science and Eating Behaviour
- Systems and Synthetic Biology
- Toxicology

### **Department of Animal Sciences**

- Adaptation Physiology
- Animal Breeding and Genomics
- Animal Nutrition
- Animal Production Systems
- Aquaculture and Fisheries
- Behavioural Ecology
- Cell Biology and Immunology
- Experimental Zoology
- Host-Microbe Interactomics
- Human and Animal Physiology
- Marine Animal Ecology
- Quantitative Veterinary Epidemiology

### **Department of Social Sciences**

- Agricultural Economics and Rural Policy
- Business Economics
- Business Management and Organisation
- Consumption and Healthy Lifestyles
- Development Economics
- Education and Learning Sciences
- Environmental Economics and Natural Resources
- Environmental Policy
- Health and Society
- Information Technology
- Knowledge, Technology and Innovation
- Law and Governance
- Marketing and Consumer Behaviour
- Operations Research and Logistics
- Philosophy
- Public Administration and Policy
- Rural and Environmental History
- Rural Sociology
- Sociology of Development and Change
- Strategic Communication
- Urban Economics

### **Department of Environmental Sciences**

- Air Quality and Atmospheric Chemistry
- Aquatic Ecology and Water Quality Management
- Cultural Geography
- Environmental Systems Analysis
- Forest and Nature Conservation Policy
- Forest Ecology and Forest Management
- Geo-information Science and Remote Sensing
- Geo-information Sciences
- Hydrology and Quantitative Water Management
- Landscape Architecture
- Land Use Planning
- Meteorology
- Plant Ecology and Nature Conservation
- Soil Biology
- Soil Chemistry and Chemical Soil Quality
- Soil Physics and Land Management
- Soil Geography and Landscape
- Water Resources Management

- Water Systems and Global Change
- Wildlife Ecology and Conservation

### **Department of Plant Sciences**

- Applied Mathematics
- Applied Statistics
- Bioinformatics
- Biosystematics
- Cell and Developmental Biology
- Crop and Weed Ecology
- Crop Physiology
- Developmental Biology of Biotic and Environmental Interactions
- Entomology
- Farm Technology
- Farming Systems Ecology
- Genetics
- Horticulture and Product Physiology
- Nematology
- Phytopathology
- Plant Breeding
- Plant Physiology
- Plant Production Systems
- Virology

Appendix relating to the 2021 Management and Administration Regulations of Wageningen University

### **Articles 21.1 and 30**

Within the faculty, the following initial programmes have been created:

#### **Life Sciences**

##### **BSc programmes:**

- Animal Sciences (BAS)
- Biology (BBI)
- Plant Sciences (BPW)

##### **MSc programmes:**

- Aquaculture and Marine Resource Management (MAM)
- Animal Sciences (MAS)

- Biology (MBI)
- Organic Agriculture (MOA)
- Plant Biotechnology (MPB)
- Plant Sciences (MPS)

## **Social Sciences**

### **BSc programmes:**

- Communication and Life Sciences (BCL)
- Economics and Governance (BEB)
- Health and Society (BGM)
- International Development Studies (BIN)

### **Management and Consumer Studies (BBC)MSc programmes:**

- Communication, Health and Life Sciences (MCH)
- Development and Rural Innovation (MDR)
- International Development Studies (MID)
- Management, Economics and Consumer Studies (MME)

## **Environment and Landscape**

### **BSc programmes:**

- Forest and Nature Conservation (BBN)
- Environmental Sciences (BES)
- International Land and Water Management (BIL)
- Landscape Architecture and Planning (BLP)
- Soil, Water, Atmosphere (BSW)

### **MSc programmes:**

- Climate Studies (MCL)
- Earth and Environment (MEE)
- Environmental Sciences (MES)
- Forest and Nature Conservation (MFN)
- Geo-Information Science (MGI)
- International Land- and Water Management (MIL)
- Tourism, Society and Environment (MTO)
- Landscape Architecture and Planning (MLP)
- Urban Environmental Management (MUE)

## **Technology and Nutrition**

**BSc programmes:**

**BSc programmes:**

- Biosystems Engineering (BAT)
- Biotechnology (BBT)
- Food Technology (BFT)
- Molecular Life Sciences (BML)
- Nutrition and Health (BVG)

**MSc programmes:**

- Biosystems Engineering (MBE)
- Bioinformatics (MBF)
- Biobased Sciences (MBS)
- Biotechnology (MBT)
- Food Quality Management (MFQ)
- Food Safety (MFS)
- Food Technology (MF)
- Molecular Life Sciences (MML)
- Nutrition and Health (MNH)

Appendix relating to the 2021 Management and Administration Regulations of Wageningen University

### **Article 21.2**

Along with one or more Dutch or international institutions of higher education, the university provides the following joint degree programmes:

#### **BSc programmes:**

- Tourism (joint degree)

#### **MSc programmes:**

- Water Technology (joint degree)
- Metropolitan Analysis, Design and Engineering (joint degree)

## AGREEMENT

### REGARDING THE COMPOSITION OF THE STUDENT STAFF COUNCIL WHICH IS CONNECTED TO WAGENINGEN UNIVERSITY IN ACCORDANCE WITH ARTICLE 9.30A PARAGRAPH 1 OF THE WHW AFTER THE INTRODUCTION OF A NEW PARTICIPATIONAL STRUCTURE FOR WAGENINGEN UNIVERSITY & RESEARCH

#### **The Parties:**

The Wageningen University (WU) Executive Board and  
The Executive Board of Stichting Dienst Landbouwkundig Onderzoek (DLO),  
hereinafter collectively referred to as the Executive Board,  
being one party

and

The Student Council of Wageningen University (SR),  
Wageningen University Student Staff Council (GV), and  
The Central Works Council of Wageningen University & Research (COR WUR)  
as the other party

#### **Taking into consideration that**

- Wageningen University and Stichting DLO have entered into a partnership called Wageningen University & Research (WUR);
- in mid-2002, the Executive Board along with the competent participational bodies at the time, specifically the SR, GV, the Works Council of Wageningen University and the Central Works Council of Stichting DLO (COR DLO) reached an agreement to set up a participational structure for Wageningen University & Research effective on 1 January 2003;
- the new participational structure was realised through the creation of:
  - a. commons works councils for the enterprises that are jointly maintained by Wageningen University and Stichting DLO;
  - b. works councils for the enterprises maintained by Stichting DLO;
  - c. a Central Works Council for all enterprises specified in a and b;
- the Works Councils Act (WOR) and the Higher Education and Research Act (WHW) apply to the exercise of participational rights within WU;
- in accordance with Article 9.30a paragraph 1 of the WHW, a Student Staff Council (GV) is associated with WU, which consists of members from the WU Works Council and the members of the Student Council;
- the WU Works Council, which no longer exists as such in the new participational structure, but should be considered as having been absorbed into the WUR Central Works Council, which contains both employees of WU as well as employees of WR;
- in the new participational structure, the GV, with the exception of the SR members, must also be composed of representatives employed by WU who, for the application of the WHW can collectively be viewed as "the WU Works Council";
- the parties specified in the new participational structure have made agreements regarding the way in which this (fictitious) WU Works Council will be composed;
- these agreements are an integral part of the structure that the Executive Board has established with the approval of the authorised participational bodies of Wageningen University & Research and as such are also binding for the Central Works Council of Wageningen University & Research (hereinafter referred to as "COR");
- The Parties wish to establish these arrangements in this agreement, which will be included as an appendix to the COR regulations;

## **Have agreed as follows:**

### *Article 1*

The Central Works Council (COR) of WUR will, in light of Article 15, paragraphs 1 and 2 of the WOR, make a decision to create a permanent committee for the Student Staff Council (GV) and the decision must at least contain the following elements:

- The committee consists of those participating in the WUR COR on behalf of persons employed at WU and will be supplemented with several other persons employed at WU, who will be chosen directly by those working at WU, with the understanding that the majority of the committee is made up of COR members;
- The composition of the committee is fixed for the duration of the term of the members of the COR and the GV;
- The election of selected members of the committee take place simultaneously as the election of the Works Councils, based on profiles that have been formulated and announced in advance by the GV, which will be linked as much as possible to the tasks and competencies of the GV;
- The committee serves as the "Works Council of the university" in the sense of Article 9.30a paragraph 1 of the WHW;
- The committee will not handle any matters for the COR; the COR has no authority with regard to matters under the jurisdiction of the Student Staff Council based on Article 9.30a of the WHW.

### *Article 2*

An initial evaluation of the new participational structure will occur one year after its implementation, in this case at the beginning of 2004. This evaluation partly covers the performance of the permanent committee specified in Article 1 and the way in which this committee is composed.

### *Article 3*

This agreement has been entered into for an indefinite duration and enters into force on 1 January 2003. This agreement ends with the mutual consent of the Executive Board, the COR, the SR, and the GV.



Hereby agreed upon in quadruplicate in Wageningen on 3 February 2003,

The President of the Executive Board

The Chair of the Student Council

.....

.....

The Chair of the Student Staff Council

The Chair of the COR WUR

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.....