

25.2060/lo  
4 November 2025  
Approved version

**Report on the public part of the 206th meeting of the FHML Council  
on Tuesday, 7 October 2025  
Present: see attendance list**

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**1. Opening, announcements and adoption of the agenda**

The chair opens the meeting.

**2. a Adoption of the text of the public part of the report of the 205<sup>e</sup> meeting dated 9 September 2025**

-25.1577o – dated 15-09-25 – report with appendices

See the approved version with reference number 25.1577/lo.

**2. b Comments on the public part of the report**

\*In response to agenda item 5 (Integration of Quality Agreements), the Vice-Dean of Education stated that inquiries had revealed that the tutor groups within the FHML comprise a maximum of 10 to 12 students, rather than the 10 to 15 students stated in the current text.

The text will be amended accordingly.

\*In response to agenda item 8 (any other business) concerning knowledge clips, the Vice-Dean of Education stated that funds had been made available through the FHML Education Institute for the development of such clips. Students who wish to make use of these are advised to contact their block and/or programme coordinator. He further explains that the subject of knowledge clips is more relevant to the programme evaluation component than to work pressure in education. For this reason, it has not been included in his presentation on work pressure in education (see agenda item 5).

\*In response to agenda item 8 (any other business) concerning parking facilities in Randwyck, the director of FHML stated that he had been informed by the director of Facility Services that parking spaces would be created in the car park next to UM-Sport (the so-called 'gravel pit') in order to make more efficient use of the space and accommodate more cars.

**3. Announcements by the dean**

The Dean has no announcements.

**4. Risk Inventory and Evaluation (RIE) Skills Lab and Uns5 and Uns40 offices**

-25.1679 – dated 30-09-25 – letter from the director of FHML with appendix

In the presence of D. Vertommen (building manager FHML/FPN) and S. Lumeij (prevention officer FHML/FPN), S. Lumeij explains the RIEs that have been carried out.

The RIE system guarantees a safe working environment and is accompanied by an action plan. The findings are discussed in the FHML/FPN Health and Safety Committee, then submitted to the FHML Board and subsequently to the Faculty Council for advice.

The RIEs of the Skills Lab and Uns5 show that the situation is generally in order; only a few minor areas for improvement have been identified. The emergency response organisation is also in order.

-For the offices in Uns40, several departments have now moved from the C wing. The findings and action points are included in the general section and the appendices for each department. The cleanliness of individual workplaces is rated as moderate, while the common areas score better. HSB is running a pilot project to improve cleaning quality. In addition, waste bins are not always used correctly; the council recommends raising awareness of this issue more broadly. According to D. Vertommen, this is a local problem that is largely under control. Responsibility for this lies with the department chair, who is supported by an Armico.

There is a brief discussion about waste separation. It is concluded that this remains an area of concern, but that there are no worrying signs. Furthermore, material containing formalin, which may only be used in laboratories, was found in an office space; this has since been removed. At MERLN, the workplaces have been adapted and made health and safety compliant.

When asked, D. Vertommen indicates that the RIEs for the teaching rooms and laboratories in Uns40 have also been carried out. Every office and laboratory space is assessed once every five years; in the event of interim risk-increasing changes, the RIE is updated.

The director of FHML adds that supervisors have also been appointed, including the Biological Safety Officers (BVF) and radiation experts.

The council has no further comments and recommends both RIEs, including the accompanying Action Plan.

## 5. Workload in Education

The Vice-Dean of Education will give a presentation. The slides have been added to the public section of the report with reference number 25.1551/I.

The purpose of the presentation is to outline the challenges surrounding work pressure and to promote a healthy working environment for employees. Although balance is also important for students, this presentation focuses entirely on employees and their working conditions.

The subject was on the Council's agenda. The question of whether more time can be made available for education is understandable, but there are no immediate solutions available at this time. The emphasis is on the ongoing search for a healthy balance at the level of the individual employee, whereby alertness to signs of work pressure is of great importance.

Work pressure is a complex issue that cannot be reduced to a single cause or effect. Various models show that the number of hours worked is only one element, alongside autonomy, development opportunities, appreciation and other factors. In addition, initiatives and measures have already been put in place to reduce work pressure: the 'Smarter Academic Year' pilot project looks at broader aspects of the curriculum; the use of ECTS standards are explained; universities have limited freedom in this regard; other measures focus on improving the workload and job satisfaction of programme and block coordinators, using a PDCA cycle for evaluation and adjustment.

The FHML Council has previously issued advice on three points:

1. Point 1 (A&E-related) has been resolved and clearly regulated.
2. Point 2 (evaluation of budget utilisation) is currently being implemented.
3. Point 3 (standard hours) is still on the agenda for evaluation.

Adjusting standard hours and offering flexibility within programmes is essential.

However, according to the Vice-Dean of Education, a structural review of standard hours does not automatically lead to relief for individual employees. Literature on work pressure supports this: interventions often have mixed effects on perceived work pressure and health.

Furthermore, the faculty sees opportunities for the use of AI to support educational roles, such as content creation, testing and planning. An AI working group has been set up to launch a pilot project in the foreseeable future.

In summary: maintaining a healthy work-life balance for staff through effective measures, optimising actions to combat stress and boost energy, without structurally revising standard hours at this stage, and investing in generative AI to provide support.

The council thanks the vice-dean for the clear presentation, but believes that work pressure in education is not only a subjective experience but can also be measured, with standard hours forming the core of the faculty. According to the council, part of the problem lies with these standard hours. A review offers opportunities to better align the balance between role scope and remuneration. From the workplace there is a need to carefully assess the current situation. The council therefore recommends first conducting an inventory of work pressure and role scope. In addition, the council points to the high burnout rates among employees. Finally, the council emphasises that, although programme coordinators play an important role in this process, teachers themselves must also be actively involved in discussions about work pressure and role fulfilment.

## 6. Termination of Master's programme in Occupational Health and Sustainable Work

-25.1680 – dated 30-09-25 – letter from the dean with

appendices. The vice-dean of Education provides an

explanation.

The Master's programme in Occupational Health and Sustainable Work (OHSW) has been struggling with low enrolment figures for years. In the autumn of 2024, the Management Committee of the FHML Education Institute explored various scenarios for whether or not to continue the programme. The aim was to gradually increase enrolment to a profitable level of approximately 30 students per year.

To this end, extensive efforts have been made in recent years by the programme coordinators, the FHML Education Institute, Marketing & Communication and other stakeholders, including recruitment campaigns and initiatives to better position the programme. Despite these efforts, enrolment growth appears to be insufficient. For the 2025-2026 academic year, 13-15 full-time students are enrolled, while there are no applications for the part-time variant. Based on this, it is proposed to phase out the programme after the 2025-2026 academic year. The students who enrol in September 2025 will form the last cohort and will be able to complete the programme in full, in accordance with the nominal duration of study plus one extension year.

The decision to phase out the programme is emphatically not based on a lack of educational quality or relevance of the subject matter. Students and alumni greatly appreciate the programme and its lecturers, and the subjects covered by OHSW are essential for various fields of work and working environments. The programme is unique within the Netherlands and Europe and addresses current challenges relating to work, health and sustainable employability.

The chairperson indicates that he has heard that the lecturers involved are very disappointed that the programme is being discontinued. They are also concerned about how the content of the subject area will be safeguarded within other programmes, as well as about their own position and the nature of their new teaching roles. The vice-dean understands this and indicates that discussions will soon take place with M. Cruijssen, director of the FHML Education Institute.

The Vice-Dean of Education further indicates that the phasing out of OHSW will be carried out with respect for current students and staff involved. At the same time, opportunities will be sought to safeguard the unique content of the programme in other ways within the faculty. All parties involved will remain closely involved in the process, and the council will be kept informed of further developments.

The council understands the necessity of this decision due to low enrolment, but regrets that the programme is being discontinued, given the importance of the subject matter. The council therefore requests to be kept informed about how this subject matter will be embedded in other programmes.

Based on the documents presented and the discussion held in the council, the council recommends approval of the proposal to discontinue the Master's programme in Occupational Health and Sustainable Work with effect from the 2026-2027 academic year.

## **7. Chair in Medical Microbiology, Infectious Diseases & Infection Prevention**

-25.1569 – dated 16-09-25 – letter from the dean with appendices.

When asked, the dean explains how structural committees are composed. This is done on a case-by-case basis, with a view to ensuring broad representation. Furthermore, open recruitment is not limited to PGO candidates, but candidates must have an affinity with education.

Based on the discussion, the explanation provided by the dean and the documents presented, the council recommends approval of the structural report for the appointment of a professor and head of department of Medical Microbiology, Infectious Diseases & Infection Prevention.

## **8. Additional agenda items**

There are no late agenda items.

## **9. Any other business**

No use is made of the public questions and answers session.

K. Luijten