



Bert Willems (Associate Professor, TiSEM)

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After 4 years as a representative at TiSEM's Faculty Council, I am now heading the University Council list. I work at dept. of Economics since 2006, where I teach mathematical economics (game theory) and energy economics. I am also an active member of the Tilburg Law and Economics Center (TILEC) and the University Badminton Club (TBSV Sauron).

As a member of TiSEM's Council I was involved with several high impact decisions such as the development of the new strategic plan, the adjustment of internal financial allocation mechanism, the implementation of the Tilburg Education Plan, the appointment of a new dean, matching the needs of housing with available infrastructure, changes in HR-policy, and the creation of new departments and teaching programs.

I will not only bring experience and local insights from TiSEM's Faculty Council to the University Council, I am also committed to broaden my scope and represent the interest of other Schools and Divisions. Within TILEC, I already meet legal scholars on a weekly basis, and I am looking forward to extend my network across the university.

I had the opportunity to work and study in several international universities and to collaborate with diverse groups (engineers, lawyers, climatologists) and hope that those experiences will provide useful points of reference for the University Council. As Educational Coordinator of TiSEM's Graduate School I mentor several Research Master and PhD-students. As one of the least represented groups at our university, I take their interest especially at heart.

The University Council has an important role to play in the governance of the university; to ensure that decisions are transparent and reflect the interest of personnel and students, and that our long-term strategy is viable. I believe decisions need to be made fact based and in reference to best practice. I prefer to contribute to the Council's agenda pro-actively, to communicate directly, and to work with the Board on a compromise when compatible with TiU-international's Core values.

<https://www.tilburguniversity.edu/webwijs/show/b.r.r.willems-1.htm>



Korine Bor (Management Assistant, US)

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I joined Tilburg University in 2009 and currently work as Management Assistant at TiSEM's dept. of Econometrics & Operations Research as well as Economics.

From Sept 2014 until January 2016 I was a representative of the TiSEM Faculty Council which allowed me to critically follow and comment on the decision making process of the pre-implementation phase of the BEST operation. Although the reorganization is now in its third year, we still need to carefully look at its continued effects.

Since September 2016 I have been a member of the University Council, with as main responsibility to represent our party in the Committee of Finance & Infrastructure. The CFI committee closely monitors how our university spends money, confirms or rejects budget requests, has a deciding vote on the annual budget, votes on proposed investments and/or renovations of our campus as well as investments in innovative infrastructure facilities such as IT. Examples of important decisions made by the CFI are the current renovation of Koopmans Building, where we set a limit to the amount of money to be spent or the Real Estate Strategy Vision 2018 - 2025 that was put on hold for additional and careful re-evaluation.

As support staff I know that BEST still has a major effect on our day-to-day work, how it increased our workload and how it continues to affect our academics and students. Last January we approved a new university-level budget allocation system that makes sure that growth of academic staff at the schools will be closely tied to the growth of support staff at the Divisions and the current system of fixed long term support staff ratios no longer applies, in other words if our workload increases, we now know there's budget available to hire more people. Support staff looking for career advancement should be given every opportunity to grow and not be kept from moving forward by budgetary constraints. Good performance should always be rewarded. Feedback should be encouraged and should work both ways, not only from the top down.

As TiU International we will remain vigilant about any and all decision making processes not only involving our staff but also our campus, and make sure that there is adequate transparency during the process and that final decisions are always based on solid evidence and supported by a majority. Together we can make the difference

<https://www.tilburguniversity.edu/webwijs/show/k.t.j.bor.htm>



Anne Rukowski (Full professor, TiSEM)

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Diversity and crossing bridges have always been the key words in my career and personal life.

The very first Erasmus exchange program brought me in 1993 for my Research Master to Tilburg University (TSH). It surely was a challenge adapting to a new academic environment as an expat. Through the years, amazing colleagues, outstanding support staff and students helped me on the way to acculturation. Particularly, I learned that the so-called Dutch consensus was not about compromising your values. I support TiU-International's core values: *Knowledge knows no borders, Excellence in research and teaching, Thorough, inclusive, and transparent governance and Top people at the top.* I wish to dedicate part of my time and energy representing TiU International in pursuing their mission.

Higher-education institutions are the windows of the society, working in higher-education is therefore a privilege. My research interests and publications bridge Information System and human sciences in addressing topics such as group decision making, virtual teams, processes of attention with technology, work-life balance, as well as socially responsible use of Information Technology. Applications of my work are found mostly in the field of education and high reliability organizations. I have consistently emphasized the importance of increasing rather than decreasing human control over technology by proposing better policy making (checks and balances). I work on developing strategies to for example cope with information overload. Responsible development of advanced communication, digitalization and technical devices are essential on the campus. However, it should not be an extra burden that led to a form of depersonalization of contacts in our organization. Technologies should not substitute the soft skills required to our core tasks. It should be an innovative support that eases bureaucracy, improve communication and innovation in education. I will surely take a close look at the policy needed regarding our work-life balance style and, the role technology plays in supporting us: bright and dark side.

To conclude, I am very focused on giving back, investing time, and growing Tilburg University. Through my actions as TiU-International member, I wish supporting both our separateness and our togetherness!
<https://www.tilburguniversity.edu/webwijs/show/a.rutkowski.htm>



University Council 2018 – Candidates



Nina Kupper (Associate Professor, TSB)

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I work as an associate professor at the department of Medical & Clinical Psychology and the Center of Research on Psychology in Somatic diseases. My research focuses on the crossroads of biology, medicine, and psychology, examining individual differences in how psychological functioning affects disease progression in patients with heart disease. I head the

Behavioral Physiology lab (GO-LAB), in which we perform fundamental mechanistic research that we aim to apply in clinical practice.

Since 2010, I have chaired the Ethics Review Board of TSB, which enabled me to successfully influence research ethics policy at a local and national level. My candidacy for the University Council has been inspired by the felt need to represent the academic population of Tilburg University, which does not have a strong enough voice in the Council right now. I find active participation very important for a healthy and flourishing university. I find diversity a very important topic, not just gender equality, but also in terms of nationality and cultural background. My ambition is to help remove institutional barriers to become more inclusive and more diverse. The University Council should make sure we keep focused on our main responsibilities, research and research-based teaching. I want to focus on attention for quality, trust in the professionalism of our personnel (many things work better bottom up than top down), and work-life balance.



Clemens Fiedler (PhD student, TiSEM)

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Since I joined TiSEM in 2013, first as a Research Master then as a Ph.D., improving the well-being and success of my fellow Ph.D. candidates has been an important goal of my activities. To achieve this, I have been an active board member of TiSEM's Graduate Student Society since 2014, a board member of TiPP, served on the Faculty Council of TiSEM and

initiated skill courses aimed at Ph.D.s. I now hope to continue my efforts on the University Council for TiU-International.

Together with TiU-International, I will do my very best to make sure that Ph.D. candidates at Tilburg University have all the resources, support, and facilities to conduct top research, perform excellent teaching and prosper in their career choice when concluding their Ph.D. project. As we all know, a Ph.D. trajectory is a tough endeavor so we should provide all the support to those who have just embarked on it.



University Council 2018 – Candidates

Bas Werker (Full Professor, TiSEM)



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Since the beginning, I've been involved with TiU International. I find it important to provide a welcoming environment for all our students, faculty, and staff. Moreover, I strongly feel that governance at our university can be significantly improved. Many of us complain about such things, but we should then also use the formal tools that we're given, i.e., voice our ideas

in the various councils.

My main ambition for the university is that it relies more on the individual talents of our faculty and staff. They generally know very well what is needed to execute high impact fundamental research, provide excellent teaching programs, and guide society towards solutions for its most pressing problems. My motto: deans and board better not interfere too much here.

Yvette van Osch (Assistant Professor, TSB)



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I'm an enthusiastic professor in Social Psychology at TSB and study a variety of topics (e.g., stereotypes, discrimination, emotion, culture), I am passionate about teaching, and very fond of this University. I believe in the strength of knowledge without borders. This means that I greatly value diversity (in terms of seniority, gender, cultural background, and practical

experience), and believe that we should use that diversity to our advantage. A strong focus on collaboration between supporting and academic staff, Dutch and foreign staff, and students and staff will give us the best possible outcomes!

Anne Meuwese (Full Professor, TLS)



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I support TiU International because I strongly feel that as a university with international ambitions we could do more to include all students, faculty, and staff in decision-making processes. This way we also benefit from good practices and lessons learnt in other places. Moreover, the university council is of prime importance as a venue for colleagues and

students to gather and exchange views beyond the confines of our own buildings and daily roles.



Monique Pollmann (Assistant Professor, TSH)

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I joined Tilburg University in 2008 as a post-doc in the Social Psychology department at TSB. In 2011 I became an Assistant Professor of Communication and Information Sciences at TSH (now TSHD). I teach courses on Media Effects and Miscommunication. My research focusses on interpersonal communication and how well people understand each other.

I enjoy working at Tilburg University a lot and feel very much at home here. I want others to feel the same; students, faculty and support staff.

I've been a member and chair of the program committee for many years, so I gained some insights into the politics at this university and I think that there are things that need to be improved. For example, there are only Dutch students in the program committee (the information about it on the website is not even available in English) so international students are not heard. A lot is invested to attract international students, but I think that more needs to be invested to guide them through their stay here.

Together with my colleagues here on this list, I will make sure that everyone gets a voice.

Linda van Klink (Policy Advisor, AS)

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I joined Tilburg University in 2008 and fell in love with its green campus and personal approach of staff and students. Currently, I am the head of the Research Support Team and Policy Advisor Research at TiSEM. In my job I experience on a daily basis how important it is that academic staff and support staff work together as

a team in order to achieve excellence in research, teaching and societal impact. As a result of changes in our organization and our environment, work pressure has increased tremendously for all our staff members and maintaining that personal approach that made this university stand out, is becoming very difficult. I believe it is therefore extremely important that we critically review our administrative procedures, reduce unnecessary bureaucracy, hire more support staff and make better use of the potential in each individual staff member. We have a very diverse university community and this can be one of our strengths, but then we need to become an inclusive university. A university where, regardless of nationality, gender and cultural background, we all have the same opportunities to contribute to the ambitions of this university and we all have the same opportunities for growth when we perform well. Therefore, I support TiU International.





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Michael Bender (Assistant Professor, TSB)

My personal background as well as my research areas are highly international. I came to Tilburg as a Marie Curie Fellow in 2008, and have been working in highly international research groups since then. I am an Honorary Associate Professor at Gratia Christian College, Hong Kong, received my PhD from Osnabrück University, Germany, was a Fellow at Barnard College/Columbia University, New York, USA, and repeatedly a Visiting Fellow at City University of Hong Kong, Hong Kong. My wife and I are raising two bilingual (German/Dutch) kids here in Tilburg – which is a lot of fun (until your Dutch gets corrected too often).

My work focuses on acculturation and identity as well as motivation and memory from a cross-cultural perspective. I am invested in teaching at the intersection of culture and psychology, and in improving our access on the international market. I have been hosting the Summer School ‘Cultural Diversity: Theory and Practice’ (Tilburg University), and contribute to workshops on cross-cultural research methods (in collaboration with itim international/Hofstede centre). I like innovative teaching methods (video conferencing, virtual classrooms). Feel free to reach out to me if you are curious.

Tobias Klein (Associate Professor, TiSEM)

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Tobias Klein is an associate professor in the Department of Econometrics and OR. He teaches in various programs, including the new data science bachelor, and works on health economics, online markets, and the economics of advertising. Tobias has headed the TiU International list in 2014 and 2016 and

has been a member of the University Council since 2014. He was involved in many discussions, including the ones on BEST, the data science initiative, governance, growth, (re-)appointments of board members, the real estate strategy, the new Strategy 2018-2021, among many others.

Tobias stands for the idea that Tilburg University is an institution where academics and support staff work closely together to deliver world-class education and conduct research projects that are of relevance to policy makers and at the same time of scientific interest. He believes that for this, autonomy of schools and of academics is useful, that too much centralization has costs, that growth is not good per se, and that good governance goes a long way.

