



This classroom at Universiteitssingel 40 is full Photo: Joey Roberts

Fourth wave also noticeable in the tutorial groups

The number of positive COVID-19 tests in the Netherlands has risen to above 20 thousand a day. What does that mean for education at Maastricht University? Coughing and spluttering students? Only half-filled classrooms? Observant did a small spot check among a number of tutors at various faculties.

The situation at the Faculty of Psychology and Neurosciences (FPN) pretty much represents the general picture that arose from the spot check: "At one tutorial this week, only one student was missing," says Lena Betge, tutor of the second-year Psychology course 'Functional neuroanatomy'. "At my other group, there were only four of the twelve in the classroom." COVID-19-related symptoms, they said. "Anyone who is sick may join in online and our block co-ordinator is okay with people who don't feel safe joining us using Zoom. He feels that it is immoral to force people to come to the campus."

According to the official UM rules, the latter is not allowed – you should only stay home if you have symptoms – but this comes under the policy of tolerance, president and rector Rianne Letschert stated during the latest University Council committee meetings.

Law

At the Faculty of Law, it also varies per group, says Roel Niemark, lecturer of Criminal Law and Criminology. "The one group is full and the other only has three or four members. The rest joins in using Zoom." There is no compulsory attendance at the law faculty, so there are no direct consequences. Still, Niemark would prefer if students came to the faculty. "People who join in online look and listen but they don't actively take part." There is no hybrid education at the law faculty. The reason for absence: COVID-19 or similar symptoms. "If someone says that, then I assume that it is the case. Although it does seem like the tutorials at half past eight in the morning have more students with COVID-19-like symptoms than those later in the day. But that is a feeling, I don't have hard and fast figures for that."

FSE

Carla Koopman, block co-ordinator at the Faculty of Science and Engineering (FSE), teaches four groups. She has started to notice that the tutorial groups are becoming less and less full. "There are always one or two who are absent, but this week there were four. Until now, it wasn't necessary, but maybe this is the time to think about a hybrid education system." Although

the associate professor of Circular Chemical Engineering would prefer not to have the latter. "Online education is less effective. Discussions are so different. Interrupting is more difficult and there is not as much interaction. I hope that in-person education can continue to take place. If necessary, with QR codes, even though I understand that this is a tough issue for the university."

FHML and SBE

In Randwyck, at the Faculty of Health, Medicine & Life Sciences (FHML), there appears to be nothing wrong. The attendance figures of Biomedical Sciences show a "very normal picture", says education director Jan Theys. At the School of Business and Economics (SBE), it is the same, says Ilyas Benmouna, tutor of Accounting and Financial Reporting. He also taught before COVID-19 "and I actually don't see any difference". But there is a number of students who participate online, he says. "Two this week, one who has a problem finding a room and one whose roommate tested positive." In addition, we do have some students who regularly wears a face mask at the table. "Not a problem, of course. I feel it is important that students come to the faculty. Students are more involved in physical tutorial groups."

Most tutors are not afraid of coming to work. The majority in the spot check is vaccinated and adheres to the measures. None of them have encountered coughing and spluttering students, so the students appear to be following the rules too. Niemark: "I am careful though. I test weekly and try to ventilate well." One time, I felt it was too crowded. "So, I arranged for another space."

FASoS

They haven't heard anything about students being afraid to attend, the tutors and block co-ordinators say. "Although I can imagine well that this is the case," says Camilo Erlichman, block co-ordinator at the Faculty of Arts and Social Sciences. "I am too. In my groups from last week, there were two confirmed positive cases of COVID-19." At FASoS, there is no compulsory attendance. Last week, there were only five of the fourteen students who came to the campus in both of Erlichman's tutorial groups. In that case, the tutor may from now on decide to make the tutorial group meeting completely online for a week, says the last FASoS COVID-19 update.

Yuri Meesen



P5 TANS LECTURE

Racism expert Philomena Essed on racism-free environments



P6-7 CATHARINA PIJLS THESIS PRIZE

What makes a dissertation very good?

SPLINTERS

A funny incident, a striking piece of news, something interesting that happened elsewhere in the country: it is in this column.

Pet separation anxiety symptoms research



Pets who follow their owners around everywhere and panic when they are left alone. Separation anxiety is a common phobia among pets. The reverse also occurs, shows recent research by Washington State University. Researchers there distributed a survey among 150 first-year students who had had to leave their pets behind with their parents. What happened? 75 per cent of the respondents had “a certain degree of pet separation anxiety”. In one in four cases, it even concerned “moderate to serious” symptoms. Moreover, it appeared that students who regard their pets as friends, sleep in the same room, and spend a lot of time with their hairy companions, have the highest chance of developing pet separation anxiety. According to the research, dog owners suffer most from this. Lastly, a warning from the researchers: “This study may not be used as justification for students to take their pets with them when they go to university.”

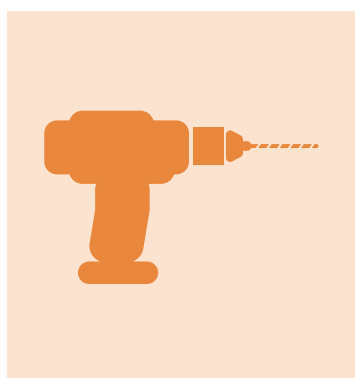
Sneaky investment

The treasurer of the Enschede student swimming association Piranha thought he could make a profit with money from the association. He transferred 20 thousand euros from the club’s



piggy bank to his own account, writes the Hoger Onderwijs Persbureau. He invested the money in cryptocurrencies, in his own words to make a profit for the association. That did not work out, he lost 7,500 euros on his investments, says a letter from the board to its members, in the hands of the University newspaper *U-today* in Twente. The treasurer embezzled the money in May. He got away with that for a while by passing on falsified account balances. In September it became clear that association funds were missing. The swimming club considers the now former treasurer guilty of fraud, but is not yet planning to report it. That would have a major impact on the life of the fraudster and give him a criminal record. The solution, according to the board, lies in returning the money. They have now received 10,000 euros back. Perhaps the former treasurer can quickly earn back the money on the stock market, the board suggests.

No drilled holes



The Hoge and the Lage Fronten have been connected to each other for some time now. Since 2019, you can walk

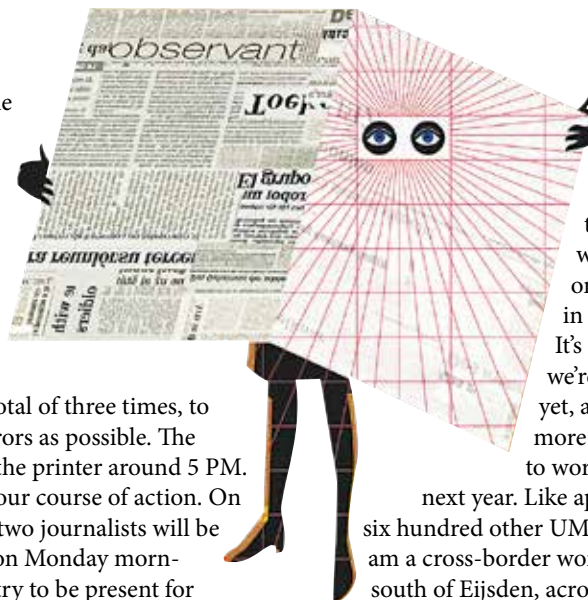
from one end of the park to the other through a dry canal that runs under the Cabergerweg. You did have to use a wooden staircase to do so. This is now to be replaced by permanent steps made from concrete, *De Limburger* writes. Why did it take so long? The steps had to be put in place without drilling holes in the historical ramparts. They managed to do so, now all that is left

is putting the banisters in place (from grey metal, matching the walls) and flattening the ground. It is expected that visitors can use the steps from the beginning of next week. The whole project cost 70 thousand euro (including the soil research), but you do get something for that. “I hope that it lasts as long as the fortification,” says city spokesperson Erwin Gerardu.

Not as rational as we like to think

The first order of business at this week’s Monday meeting: what will the next three weeks look like at *Observant* now that the country is on semi-lockdown? Fully remote work isn’t an option for us because we have to produce the print version of our newspaper, which we will continue to publish for as long as the university continues teaching on campus. We compose the print version at the office on Wednesdays, together with our

designer. The process requires us to sit at the computer together to discuss the arrangement of the articles, edit headlines, find the right photos and graphics, and decide on the most effective front page design. Then we check and correct the proofs a total of three times, to eliminate as many errors as possible. The newspaper is sent to the printer around 5 PM. We quickly agree on our course of action. On Wednesdays, at least two journalists will be present at the office; on Monday mornings, more of us will try to be present for our weekly meeting; and the rest of the week, everyone will work from home as much as possible. People who prefer to come into work (sometimes the house is too crowded, or the



home workspace less than ideal) will have the opportunity to come in and work alone in one of the offices in the building. It’s a good thing we’re not in 2022 yet, as it will be more difficult for me to work from home next year. Like approximately six hundred other UM employees, I am a cross-border worker. I live just south of Eijsden, across the border in Belgium. A new law stipulates that people who work from home 25 per cent or more of their working time must join the social security system of the country where

they live. I don’t want that at all, purely from an emotional point of view (we human beings are not as rational as we like to think). I want to continue to build up my AOW pension in the Netherlands, rather than enter into the Belgian *rustpensioen* system. And I don’t want to switch to Belgian health insurance, either. It wouldn’t necessarily be a bad thing for me, I’m told by the people at ITEM, the UM institute that studies the effects of European legislation in the border regions. That’s all well and good, but ever since I moved to Belgium, I feel more Dutch than ever before. I like my AOW pension, thank you very much. And if that means less time working from home, so be it.

letter from the editor

Riki Janssen

Every week, the editor-in-chief writes about what has been happening at the *Observant* office

ITEM Professor: without support from The Hague, it won't work

UM will actively lobby for the cross-border workers

Maastricht University is going to “actively lobby” to solve the problem of working from home for cross-border workers. From 1 January 2022, they have to prove that they spend 75 per cent of their working hours in Maastricht. If they can't, they will be transferred to the social security system – things such as old-age pension and health insurance – of the country where they live. Without support from The Hague, the lobby will have no chance of succeeding, said ITEM professor Marjon Weerepas.

During the University Council's operational management committee meeting, it became

clear that this concerns at least (the figures are from eighteen months ago) 580 employees. HR director Nieké Guillory answered a number of questions asked by the council. The UM is going to actively lobby in The Hague and Brussels, preferably together with other employers from the region (who are now being approached) and with help from ITEM (Institute for Transnational and Euregional cross-border cooperation and Mobility), the UM expertise centre that carries out research into the effects of European legislation on the border regions.

The Hague
Marjon Weerepas, professor of Fiscal Aspects

of Cross-Border Labour, and academic coordinator Pim Mertens, both working at ITEM, emphasised a few days later that their institute is not a lobby organisation. But because of their research into topics such as 'the future of working from home for cross-border workers,' the results of which have been included in their latest *Grenseffectenrapportage 2021 (Border Effects Report 2021)*, they do have subject-specific knowledge. As far as the lobby and the solution to the working-from-home problem are concerned: that will have to be found at a national level, says Weerepas. “This is a European regulation, it can't be changed just like that and certainly

not in the short term. But there is room in the regulation for bilateral agreements, for example within the Benelux framework. That 25 per cent is really tight, The Hague could agree with Brussels, Luxembourg and Berlin that a cross-border worker could work a maximum of 40 per cent from home without consequences.”

The UM's lobby should preferably be within the framework of the VSNU, because Maastricht is not the only university in the Netherlands with a lot of cross-border workers. This needs to be done quickly, because as things

To be continued on page 9

University Council plea: unused holidays should not be lost

People who do not use their holidays on time, lose them. And during this busy COVID-19 time, that is extraordinarily unjust, University Council member Mark Govers argued last week during the operational management committee meeting. The Executive Board promised to take a serious look.

A list of the rules: those who work full-time are entitled to 152 hours off work (the so-called statutory holiday hours). These expire on 1 July of the following calendar year. On top of that, people receive another 80 extra hours (the so-called extra-statutory holiday hours, determined in the collective bargaining agreement). These remain valid for a longer period – a maximum of five years – if the employees have agreed with their boss before 1 July of the next calendar year when they will use them up.

Not all employees – and this has been the case for years – use up all of their holidays. In the UM's annual account for 2020, the



Photo: Julia Sudnitskaya/Shutterstock

holiday debt (the unused days) amounted to 20 million euro on 31 December. This year, the amount will most likely increase by 2 to 3 million euro, said Ruud Bollen, director of Finance.

The fact that employees will also lose their unused hours during the COVID-19 period, Govers feels is very painful. “I lost eighty hours last summer, because I was too busy teaching and doing research. In December, I

risk losing out again and I am probably not the only one. Members of staff have had to give their all these past eighteen months just to keep education going. There was no time to use those days off. They are still under a lot of pressure. If the gratitude is that they will now lose those hours, it will be very demotivating. Let us not stick to these silly rules. Is there no other way to sort this out? Exceptional times require exceptional measures.”

The Executive Board showed understanding for the situation, vice president Nick Bos stated. “What would you like to see changed?” he asked Govers. “Create a transition period or compensate staff,” was his suggestion. Bos: “I do hear your plea; it is not falling on deaf ears.” In short: the Executive Board is going to take a serious look at the issue.

Riki Janssen

The voice of the teacher

I think that my role as mother often makes me a better educator. One example happened this week. My 12-year-old daughter came home in tears, as her teacher had addressed her in class in relation to an email exchange they had. She had missed an announcement of a test, and claims her friends missed it as well. My daughter and I agreed that sending an email to the teacher, referring to the rule that tests need to be announced 5 days in



advance, would be a good idea. I supported her, and liked the idea that she would handle this on her own. After sending the email, the test date was rescheduled, which made me

think she was correct in her assessment. However, in class in front of all her peers the teacher claimed my daughter was the only one that had missed the announcement. This is arguable, but in a way that is also irrelevant. What I found relevant – as a mother – was the power play at stake where the voice of the teacher was put against that of a junior. After some discussion at home, we decided to ask for an explanation from school. The situation was discussed, my daughter passed her test, yet I now feel even more unsatisfied for two reasons.

Firstly, the teacher did not understand that the issue I addressed had nothing to do with the ability of my daughter to prepare for the test. I meant to address the safety she felt (or now does not feel anymore) to speak up for herself. She, but also her classmates will think twice before raising their issues now. Secondly, how the test was communicated was not addressed. The teacher assumed that

– because he had said it, students heard his announcement. At no point it was questioned that maybe he was mistaken and although he had said it, several students may not have heard the test announcement.

As an educator I learned once more to respect my students, as that influences their sense of safety and learning abilities. I am reminded again that what I say may not be what my students hear. Yet – as a request to my students – in case I am getting it wrong please do not ask your mother to call. I am sure we can deal with the issues without parental involvement!

Mindel van de Laar,

PhD director of the dual career PhD programme in Governance and Policy Analysis (GPAC2) of UNU-MERIT/Maastricht Graduate School of Governance.

This column reflects the personal views of the author

series the first of the family to go to university



Photo: Joey Roberts

Who is born for a dime will never be worth a quarter. Really? I'll prove you wrong

- Kim Thieme (1989)
- First-year student of Health Sciences (went to UM in 2018)
- Born and raised in Maastricht, Pottenberg with her parents and later grandparents

Being the first in her family to go to university? “My mother said, ‘You don’t have to do it for me’”, says Kim Thieme. “She was afraid that I would drop out and end up in debt. I have a cousin who also went to university, but I was never really in touch with her.”

Thieme grew up in Pottenberg, a neighbourhood in Maastricht. Her father worked as an electrician and her mother as a cleaner. Thieme was a curious child who was always asking ‘why’, much to her mother’s dismay at times. “I also read a lot. I used my pocket money to buy horror books in the *Goosebumps* series by R. L. Stine.”

But when she was twelve, tragedy struck. Her uncle, who was like a father to her, went missing and was found murdered by his best friend. Thieme was devastated, she explains. “I adored my uncle. He was a rascal who got up to all sorts of things, but he was also a good guy. He had decided to turn his life around and become a lorry driver. He was already working on getting his HGV licence, but he never did.” On top of that, Thieme hit puberty. She fell in with the wrong crowd and ran wild. Unsurprisingly, she often skipped school and fell behind. And because it became too much for her

parents, she also had to give up her place in the house to her uncle’s daughter. Thieme moved in with her grandparents. “But they were mourning the loss of their son and had no emotional space for me.”

She felt angry with everything and everyone, didn’t understand the world around her. She didn’t quite know how to deal with people and found it difficult to make sense of their behaviour. “I had so many questions. I was looking for answers, for knowledge.”

Thieme enrolled in vocational training, but then she was faced with an unintended pregnancy. She decided to keep the baby. “After two months, I started having nightmares and I knew that something was wrong. The doctors didn’t believe me; they couldn’t find anything on the ultrasound. They thought I was suffering from pregnancy psychosis and put me on antipsychotics. Shortly afterwards, after I kicked up a storm, they finally took me seri-

ously and figured out I had pre-eclampsia. The baby was born after six months via emergency C-section.”

The years went by. She took care of her child, lived on benefits and at age 29, she decided to enrol in a university of applied sciences to study nursing. After successfully completing the first year of the programme, she transferred to UM to study Health Sciences. “It’s something that I had wanted since I was a child. Whenever my parents and I drove past the Faculty of Medicine, I would fantasise about being a student there.”

And she has other memories that encouraged her to go to university. First of all, there’s her grandmother’s motto, a Dutch proverb: “Who is born for a dime will never be worth a quarter.” Thieme would prove her wrong. She also often thinks of her uncle, who wanted to turn his life around and was working on getting his HGV licence. Finally, there’s something her

father said when she was young: “I’d be proud of you if you ended up earning more than I do.” But halfway through her first year history repeated itself and she found herself facing another unintended pregnancy. The thought of having an abortion crossed her mind, but no, that wasn’t what she wanted. In the months that followed, it turned out that this pregnancy was not without complications either. “I had a narrowed uterine artery, which could cause an umbilical cord accident. The baby needed to be delivered at seven months.” She is currently completing the last few courses of her first year. Life as a single mother with two children isn’t easy, but she has a lot of life experience and knows how to set priorities. “I can’t afford to take longer to finish my degree. I have to finish it within two years, as I will no longer receive student finance after that.” And her parents? What do they think of her now? “They’re very proud of me.”

Maurice Timmermans

Thieme helps students who are unable to study due to poverty or other obstacles. For more information, see <https://matchmaastricht.nl/nl/projects/slim/>

Racism expert Philomena Essed to give Tans lecture

Praised and abused because of 'everyday racism'



Philomena Essed in the eighties Photo: archive Essed

She hit a sensitive nerve in the nineteen-eighties when she pointed out the almost inconspicuous day-to-day racism to the Dutch. A couple of years later, she was the target of keen criticism. Next week, Philomena Essed will give the Tans lecture on, among others, a racism-free environment.

Strengthened by the advance of Black Lives Matter, a discussion has been raging in the US about the critical race theory for months. This body of ideas originates from the nineteen-seventies, when lawyers argued that racism was in the hair follicles of society, that it was ingrained in institutions, in the legal system, in education, the labour market, the health system, and the housing market. That is the reason why inequality and white dominance continues to exist.

The fat was in the fire when the critical race theory was introduced in American schools and teachers wondered how to deal with it. In one of the school books, it was called: 'Racism is a white person's problem and we are all caught up in it'. Trump caused a ruckus in Virginia and in Florida the Republican politician DeSantis reckoned that "we teach our children to hate each other and their country". These are remarks that miss the point completely, the other camp reckons. The idea is not to blame white people for racism, but to expose the underlying social structures.

Black Lives Matter

That is also what Philomena Essed (1955, Utrecht) has done her whole life. She is professor of Critical Race, Gender and Leadership Studies at Antioch University in California, but in the Netherlands, she is mainly known for her book *Alledaags racisme* (Everyday Racism, 1984), that came as a bombshell.

It was a result of her graduation research, in which Essed interviewed fourteen Surinam women asking them about their contact with Dutch people. What did that show: the women were often picked out in shops to open their bags, felt humiliated by colleagues, as well as being harassed on the bus. Not shocking incidences by themselves, but they are structural, happening every day.

Essed – at the time a cultural anthropologist at the University of Amsterdam – gave racism a new face. It wasn't merely something big and historic, such as the slave trade, but something inconspicuous, everyday, in the here and now. Her book formed a prelude to the anti-racism wave of the nineteen-eighties. According to activists, it appeared that the Dutch were less tolerant than had unquestionably been assumed.

How are things in the Netherlands now, after all the commotion surrounding 'Zwarte Piet', after the worldwide revival of anti-racism movements such as Black Lives Matter? It will most likely be talked about during Essed's Tans lecture. Although it still isn't clear exactly what she will talk about. In the announcement, she speaks of tools to create a racism-free environment, of racism scenarios that can be used to identify "effective interventions".

Pretentious scatterbrain

Essed left for the US in 2005. She has always denied the claim that she was harassed into

leaving the Netherlands. It was love that drove her to the United States. True or not, in the years before that, there was a storm of criticism after her second book *Inzicht in alledaags racisme* (Insights into Everyday Racism 1991), the public version of her thesis. In it, Essed interviewed higher-educated Surinam women and compared their stories to those of Afro-American women. That comparison, which she had also made in her first book, caused a lot of irritation.

How could you compare the Netherlands to the US, which has a centuries long history of slavery and race segregation? How sound, actually, were her scientific methods? Frank Bovenkerk, the authority in the field of minorities and equal treatment at the time, reckoned in the magazine *De Groene Amsterdammer* that racism researchers should avoid two things in particular: asking offenders and victims questions. "Offenders will never give honest answers and victims have a reason to exaggerate."

The review in newspaper *NRC Handelsblad* was also very harsh: "Her book is filled with tendentious statements that result in vague accusations." Later on in the same newspaper, she was called a "pretentious scatterbrain".

Oversensitive

For others, Essed was a source of inspiration, a pioneer who held a mirror in front of white Dutch people, someone who asked for attention to be paid to blind spots. Essed's books found a lot of response in groups that supported women and civil rights movements. By now, she stands her ground as an authority in the field of racism, which is apparent from the two honorary doctorates, from the universities of Pretoria (South Africa) and Umea (Sweden).

Her current research is centred around terms such as human dignity and 'entitlement racism'. In newspaper *Trouw*, she typifies the latter as racism under the heading of freedom of speech. Or more specifically, making hurtful remarks because it is allowed. Anyone who complains, is made out to be oversensitive, someone who can't take a joke. "As if then it isn't hurtful," says Essed.

Maurice Timmermans

The Tans lecture by Philomena Essed (in English) is on Wednesday, 24 November at 20:00 hrs. in the Franz Palm Lecture Hall, Tongersestraat 53, with QR-code. You can also follow the lecture online via the live stream



Philomena Essed recently Photo: archive Essed

Catharina Pijls Thesis Prize for Floor van den Brand

Nine completely different articles and a publication in *The Lancet*

Catharina Pijls Prizes

In addition to the national Thesis Prize (10 thousand euro), the Catharina Pijls foundation awards an annual Encouragement prize (a value of two thousand euro), to a recently graduated student from the Faculty of Health, Medicine and Life Sciences. This year, the prize goes to Ilja van Bergen, alumna from Health Policy Innovation and Management, for her thesis "*Identifying the beliefs regarding COVID-19 vaccinations of young adults in the United Kingdom*".

The prizes will be awarded during the (online) Catharina Pijls lecture on Thursday 18 November. This year, it will be given by Jaap Seidell, professor of Nutrition and Health at the Vrije Universiteit Amsterdam.

People who receive a financial reward to quit smoking, have a 1.5 times higher chance of succeeding than people who only receive training to give up smoking. With this research, Floor van den Brand, now a post-doc at the Department of Family Medicine of research school Caphri, has won the Catharina Pijls Thesis Prize 2021. It is not the first time that she has received praise for her work. For her thesis, she was given the distinction cum laude, as well as the Caphri Societal Relevance Award. What makes her thesis so good?

Text: Cleo Freriks

Photo: Joey Roberts

"Floor is very clever, you only need to tell her something once and she stores it," says supervisor Onno van Schayck, professor of Preventative Medicine. "She often came back with something that went much further than what you had suggested. She is really on top of the subject matter."

The subject matter, which in this case is how you can help people to quit smoking. Participants were offered training to give up smoking by their employers. Some of them were able to earn a total of 350 euro in gift vouchers. They received the first 50 euro immediately after completion of the training. The rest followed after three, six and twelve months, on condition that they still didn't smoke. The other group of participants also completed the training but did not receive a reward. Of the test subjects who received gift vouchers, 41 per cent still didn't smoke

after a year. In the control group, who did not receive a reward, the percentage was 26 per cent. Moreover, it works well with lower-educated smokers, who are often difficult to reach.

It was a large research group: six hundred participants. That, according to Van den Brand, played a part in the success. "We paid a lot of attention to the research plan; we were fortunate that there was a budget. This was an ambitious trial, but because of that – looking back – the proof is very strong."

Adjusting

It still wasn't easy getting the participants together, which brings Van den Brand to another point: "When something doesn't go as you had thought, you need to adjust. We were in contact with an agency that provided

training to quit smoking. We thought: businesses approach them, we ask if they want to participate in our research, and all will be okay."

That didn't work out so well. "We actually had to go out recruiting. People sometimes feared that it would cause trouble with their other employees if they rewarded one group for unhealthy behaviour. But you are actually rewarding healthy behaviour. Smoking is a tough addiction, 80 per cent of smokers want to quit, but often fail. Good support is important."

Van den Brand and her colleague Lotte de Haan-Bouma wrote to businesses. "Then we went on LinkedIn looking for the HR manager trying to find out their direct e-mail address. If you send something to a general business e-mail address, you often don't receive an answer."



Children's party

Also during the research, some things took more time than we had initially thought. "We wanted to check whether people were indeed no longer smoking by using a breathalyser test. We would go to all sixty businesses and test the participants there. But often people weren't there: the one was working nights, the other had a day off, someone else was working at a different location. So, we started making phone calls. 'Are you in the neighbourhood? At a children's party? Okay, I'll come to you.' Normally this type of study has a lot of drop-outs, we didn't have that."

Different

Van den Brand also interviewed both the participants and the businesses about their vision on quitting smoking. A unique com-

bination of qualitative and quantitative research, says Van Schayck. "Most good researchers are good in one thing and take a firm grip on that. During Floor's PhD track, she showed that she has mastered all avenues of research. Her thesis consists of nine completely different articles that have been published in renowned journals such as *The Lancet Public Health*. It contains a systematic review (an elaborate literature research, ed.), which is a lot of work. The large trial with the most important research results. And the qualitative research which

"Most good researchers are good in one thing and take a firm grip on that. During Floor's PhD track, she showed that she has mastered all avenues of research"

she deals with in a very interesting way and in which she shares original thoughts." It could well be *cum laude*, Van Schayck remarks in a discussion with his PhD candidate. "Only once, consciously. You have to be careful with that. It would be terrible if someone then banked on that and it didn't happen." Van den Brand doesn't do that. "At that time, I was mainly busy finishing everything up on time and focussing on my defence. When I heard it, it felt a little unreal and very extraordinary." That is typical of her, says Van Schayck. "She is very modest.

For example, she is a tremendously good cyclist, but when she wins a race, you never hear that from her."

Enthusiasm

Van den Brand is now working on the follow-up research, for which she already received a subsidy during her PhD track. She is looking at how the results of the previous research can be implemented. "There are two problems: businesses are less responsive now that they have to pay the reward themselves and they notice that the number of participants is disappointing when they decide to offer the training to quit smoking. Using a webinar, we hope to teach employers how to inspire people." Van Schayck is glad that she is remaining in Maastricht for the time being. "Floor is a very promising researcher; I hope we manage to keep her." ■

“Pensioenen van een land zijn vaak op elkaar afgestemd”

Vervolg van pagina 3

Ongunstig

Of een switch naar de sociale zekerheid van het woonland gunstig is, moet per geval bekeken worden, klonk het in de U-raadscommissie. Dat klopt, zegt ook Weerepas, maar waar het college van bestuur vorige week geen voorbeelden kon geven van de mogelijke gevolgen, blijkt ITEM die al lang te hebben uitgewerkt en opgenomen in het rapport. Weerepas: “Voor de werkgever kan het ongunstig zijn, die moet in veel gevallen meer premies gaan betalen. Daarom zijn er al bedrijven - niet de UM - die hun medewerkers verbieden om thuis te werken of het te beperken zodat ze niet aan de 25 procent komen.”

AOW of rustpensioenen

Werknemers zijn in België bijvoorbeeld vaak beter uit, vervolgt ze. Zo betaalt een alleenstaande grensarbeider met een brutosalarij van

36.500 euro in België 4.771 euro aan premies en in Nederland 6.661 euro. Maar, zo vult Mertens aan, “je zit dan wel met een pensioen in België, het rustpensioen dat de AOW vervangt, en je ABP-pensioen in Nederland. Moet je dat willen? Pensioenen van een land zijn vaak op elkaar afgestemd. Wij weten niet of het positief uitvalt als een medewerker overstapt naar het rustpensioen. Dat hebben we niet berekend. De AOW is voor iedereen gelijk, de hoogte van het rustpensioen is gekoppeld aan het inkomen.” Naast de lobby gaat de UM grenswerkers helpen om te bewijzen dat ze voldoende in Maastricht zijn. Dat kan via een zogenoemd A1 formulier. Guillory: “Je hebt dat nodig voor je sociale zekerheid. De UM gaat dit faciliteren, wie vragen heeft kan bij ons terecht.”

Riki Janssen

Het volledige ITEM-rapport over grenswerkers verschijnt 19 november op de website van ITEM: www.maastrichtuniversity.nl/item.

Brieven



Geen QR-code bij UM Sport

Mijn overbuurman, 70-plusser, hartpatiënt en diabeet, sport al jaren 3x per week mee in een groepje senioren in het Universitair Sportcentrum (USC). Onlangs kreeg hij een bericht van UM Sport in zijn mailbox waarin stond: “Géén coronatoegangsbewijs nodig - Voor toegang tot het Universitair Sportcentrum (USC) is géén coronatoegangsbewijs nodig. Het USC is namelijk onderdeel van de Universiteit Maastricht en daardoor veel meer dan alleen een sportschool. Zo bevindt zich bijvoorbeeld ook een deel van de Universiteitsbibliotheek (de Learning Spaces) in het USC. Voor onderwijs gelden andere regels dan voor sport.”

Mijn (dus kwetsbare) overbuurman vindt dit onbegrijpelijk is het hier naar mijn mening geheel terecht niet mee eens en gaat nu met gemengde gevoelens sporten. Maar zelfs al zouden er geen senioren en enkel UM-medewerkers en studenten gebruik maken van het USC, dan nog is het gekozen beleid onbegrijpelijk. Want hoe krom kan het zijn: Helen Mertens (Vz Raad van Bestuur MUMC) roept bij Jinek op nationale TV code zwart uit en UM Sport omzeilt vervolgens met een smoesje het QR-code-beleid waaraan alle andere sport-scholen/faciliteiten zich wel netjes (moeten) houden. Omdat er toevallig ook Learning

Spaces aanwezig zijn binnen het Universitair Sportcentrum (USC), hoeven ze niet om een QR-code te vragen? Want voor onderwijs gelden namelijk andere regels. Alsof door het aanwezig zijn van Learning Spaces de besmettingsrisico's die sportfaciliteiten met zich meebrengen (en waarop juist dat landelijke QR-beleid gericht is) voor sportscholen er dan ineens niet meer zijn. Wat nu als andere sportfaciliteiten ook eens “Learning Spaces” zouden gaan aanbieden...?

Harry Gosker, universitair hoofddocent pulmonologie bij FHML

Rugby trainer (schaal 12) voor ICTS gezocht

Het moet niet gekker worden. ICTS heeft een vacature voor een SCRUM MASTER, een soort rugby trainer maar dan voor het leiden van groepsprocessen of zo. Enige inhoudelijke kennis van ICT is niet nodig, als je maar een leuke cursus “agile werken” (wat dat ook zijn moge) hebt gevolgd. Droom ik? Nee, kijk maar op AcademicTransfer! Die vacaturebeschrijving is volslagen modieuze wartaal, maar als je die advertentie kunt begrijpen krijg je wel schaal 12.

Is het vreemd dat de wetenschappers en vele OBP-ers zich afvragen waar de centrale UM-diensten, met instemming van het CvB, in ...'s-naam mee bezig zijn? De academie verzuip in dure managers-hobby's die niets met onderwijs en onderzoek te maken hebben. College van Decanen: grijp onmiddellijk in! Het is bijna te laat ...

Rense Hoekstra, beleidsmedewerker FPN

Voor hetzelfde geld staan de paarltjes iedere week ook op internet: www.observantonline.nl

paarltjes

Op zoek naar inspiratie en een vernieuwende kijk om om te gaan met vraagstukken van deze tijd? Je bent niet de enige. www.rozenkruis.nl

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Paarltjes

Download het paarltjesrooster op www.observantonline.nl

Vóór dinsdag 16.00 uur ingeleverde Paarltjes verschijnen de donderdag daarop in de krant. De redactie is niet verantwoordelijk voor de inhoud van de Paarltjes en behoudt zich het recht voor om zonder opgaaf van reden Paarltjes te weigeren.

In memoriam

Pauline Arends



Op vrijdag 12 november is onze lieve collega Pauline Arends op 49-jarige leeftijd overleden. Met intens verdriet hebben we het nieuws van haar overlijden tot ons genomen. Na een kort maar heftig ziekenhuisverblijf is onze vitale, levendige, optimistische en energieke collega overleden aan de gevolgen van een hersenbloeding. Pauline werkte sinds 2000 bij de Universiteit Maastricht. Eerst als HR-adviseur en preventiemedewerker bij de Faculteit der Rechtsgeleerdheid, en vanaf januari 2020 als Hoofd Arbozaken voor de hele UM. Pauline heeft zich vanuit een passie voor haar vak vol liefde, energie en overtuiging ingezet voor de medewerkers van de universiteit. Haar betrokkenheid was enorm. Net gestart in haar rol als Hoofd Arbo begon de corona-pandemie in ons land en moest ze in inhoud en sturing geven aan een veelheid aan richtlijnen, protocollen en gerelateerde onderwerpen. Een overweldigende hoeveelheid werk kwam op haar af. Pauline toonde zich sterk en daadkrachtig en ging in flink tempo aan de slag om samen met haar collega's te zorgen voor de veiligheid van onze medewerkers. Ze dacht

overall aan en bleef daarbij altijd aandacht houden voor de mens. Dat maakte haar zo speciaal. Pauline was een warme, betrokken collega die altijd een luisterend oor bood en vaak een creatief en verrassend advies gaf. Wij voelen schok, leegte, en groot verdriet dat onze dierbare collega zo plots van ons is heengegaan. Haar enorme betrokkenheid, haar genegenheid, relativeringsvermogen en haar humor met vleugjes ironie zullen een enorm gemis zijn. 'Lieve Pauline, we gaan je ontzettend missen en zullen je nooit vergeten. We horen je stem en lach in ons hoofd, we dragen onze mooie herinneringen aan je met ons mee.'

Je collega's van HRM

colofon

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De mededelingen van de universiteit, faculteiten, servicecentra en studentenorganisaties zijn te vinden op www.observantonline.nl

The announcements of the university, faculties, service centres and student organisations can be found on www.observantonline.nl

agenda academische zittingen Aula Minderbroederberg 4-6

18-11-2021, 10.00	Tulasi Yadati	06-12-2021, 10.00	Luotong Hui
18-11-2021, 12.00	Rafael Lemaitre Carabias	06-12-2021, 13.00	Fiona R. Passanha
18-11-2021, 14.00	Annika R. Kuhn	06-12-2021, 16.00	Tatenda P. Zinyemba
18-11-2021, 16.30	Prof. dr. A. Masclee Afscheidscollege	07-12-2021, 10.00	Till Seime (Double degree Maastricht University/ Karolinska Institutet Stockholm)
19-11-2021, 10.00	Freek Hollman	07-12-2021, 13.00	Fabian M.V. Groven
19-11-2021, 12.00	Leticia Rettore Micheli	07-12-2021, 16.00	Jordi P.D. Kleinloog
19-11-2021, 14.00	Soraya M.R. Jonker	08-12-2021, 10.00	Huizi Ai
19-11-2021, 16.00	Prof. Dr. Yvonne Henskens Inauguratie	08-12-2021, 13.00	Reem Aboushoush
22-11-2021, 13.00	Monika C. Fliedner	08-12-2021, 16.00	Joris Winters
22-11-2021, 16.00	Yu Liu	09-12-2021, 10.00	Harry F.L. Muhammad
23-11-2021, 16.00	Martijn S. Stenneberg	09-12-2021, 12.00	Xiasong Liu
25-11-2021, 10.00	Frédéric G.G. Dewez	09-12-2021, 14.00	Suzanne Schut
25-11-2021, 12.00	Johanna P.M.M. Willemse	09-12-2021, 16.30	inauguratie Kenneth Bertrams
25-11-2021, 16.00	Anshu Ankolehar	10-12-2021, 10.00	Margot H.M. Heijmans
26-11-2021, 10.00	Alexandra C.A. Heinzmann	10-12-2021, 12.00	Inge J. Veldhuizen
26-11-2021, 12.00	Ruud A.F. Verhees	10-12-2021, 14.00	Mintsje de Boer
26-11-2021, 14.00	Matteo Bonetti	10-12-2021, 16.30	inauguratie Roger J.M.W. Rennenberg
26-11-2021, 16.30	Prof. B. de Galan Inauguratie	13-12-2021, 13.00	Alice Sabatino
29-11-2021, 13.00	Agnieska Baranska-Purchase	14-12-2021, 10.00	Sven Hildebrand
29-11-2021, 16.00	Roy Haex	14-12-2021, 13.00	Fabian C.G. van den Berg
30-11-2021, 10.00	Joyce J.H. Wachelder	14-12-2021, 16.00	Francesco Matteucci
30-11-2021, 13.00	Ying Gong	15-12-2021, 10.00	Heather Krasna
30-11-2021, 16.00	Joseph W. Lowdon	15-12-2021, 13.00	Eveliina A.A. Glogan (Joint degree Maastricht University/KU Leuven)
01-12-2021, 10.00	Naomi E.M. Daniëls	15-12-2021, 16.00	Jonathan S. Ilgen
01-12-2021, 13.00	Tim J.M. Kuijpers	16-12-2021, 14.00	Christian Nogales Calvo
01-12-2021, 16.00	Jessica Bruijfel	16-12-2021, 16.00	Mutamba Tonton Kayembe
02-12-2021, 10.00	Remco J.P. Doodkorte	17-12-2021, 10.00	Jorne Ubachs
02-12-2021, 12.00	Sarah C.M. Willard	17-12-2021, 12.00	Christian Rauschenberg
02-12-2021, 14.00	Juliette H.R.J. Degens	17-12-2021, 14.00	Lisa de Rooij
02-12-2021, 16.30	inauguratie Prof. dr. ir. Gerard van Rooij	17-12-2021, 16.00	Linda H.G. Pagen
03-12-2021, 10.00	Romy Aarnoutse		
03-12-2021, 12.00	Checca Bakkers		
03-12-2021, 14.00	Daniel M.F. Claassens		
03-12-2021, 16.30	inauguratie Dr. Bastiaan Kemp		

“Pensions in a country are often attuned to each other”

Continued from page 3

look now, the COVID-19 measures (which delayed the introduction of the regulation) will no longer apply as of 1 January 2022.

Unfavourable

Whether a switch to the social security system of the country where one lives is favourable, will have to be looked at for each individual case, the University Council's committee concluded. That is correct, Weerepas says as well, but where the Executive Board could give no examples of the possible consequences last week, it appears that ITEM has them all worked out and included in the report. Weerepas: “It could be unfavourable for the employer, in many cases they will have to pay more social insurance contributions. That is why there are already businesses – not the UM – who forbid their workers to work from home or limit the amount of time, so they don't reach the 25 per cent.”

Old-age pension or retirement pension

Employees are often better off in Belgium, she continues. For instance, a single cross-border

worker with a gross annual salary of 36,500 euro in Belgium pays 4,771 euro social security contributions, against 6,661 euro in the Netherlands. But, Mertens adds, “that leaves you with a pension in Belgium, the resting pension, which replaces the old-age pension and your ABP pension in the Netherlands. Should you want that? Pensions in a country are often attuned to each other. We don't know if that will have a positive effect when an employee changes over to the Belgian retirement pension. We didn't calculate that. The Dutch old-age pension is the same for everyone, the amount of the retirement pension is linked to one's income.”

In addition to the lobby, the UM is going to help cross-border workers prove that they spend sufficient time in Maastricht. This can be done by using the so-called A1 form. Guillery: “You need that for your social security. The UM will facilitate this, anyone who has questions can approach us.”

Riki Janssen

The complete ITEM report on cross-border workers will be published on ITEM's website on 19 November: www.maastrichtuniversity.nl/item.



Maastricht University

Interne vacatures

Voor uitgebreide informatie, raadpleeg de website www.maastrichtuniversity.nl. Klik op de link “Werken bij de UM” en vervolgens op “Vacatures”. Schriftelijke sollicitaties o.v.v. vacaturenummer op brief en envelop (of elektronisch solliciteren via de vacaturewebsite) richten aan de afdeling HRM van de betreffende faculteit of beheerseenheid (Postbus 616, 6200 MD Maastricht).

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