

observant

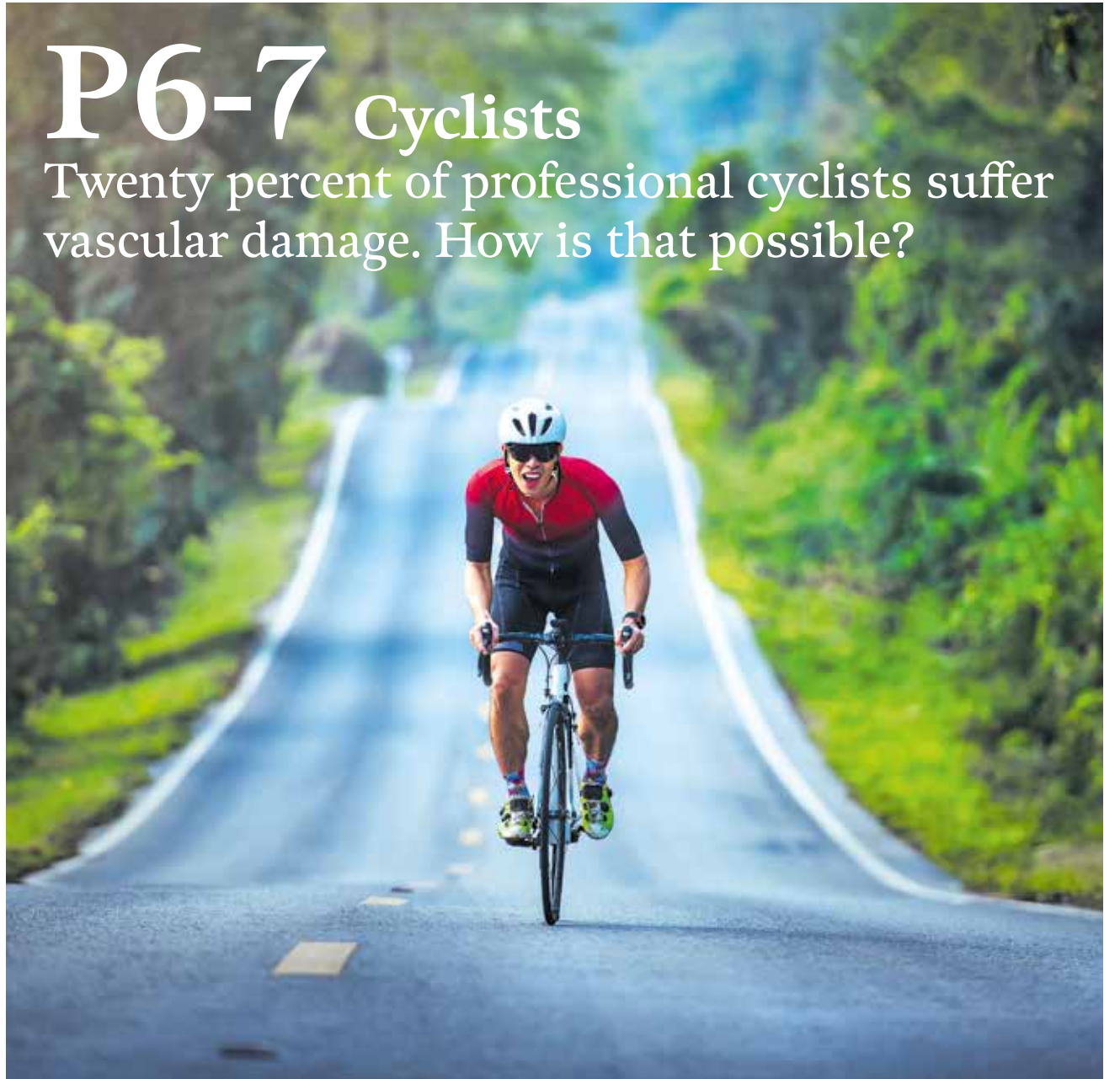
P5 Proposition

“A full professor has gone through all the career stages within academia and therefore knows the broad picture”



P6-7 Cyclists

Twenty percent of professional cyclists suffer vascular damage. How is that possible?



Elections

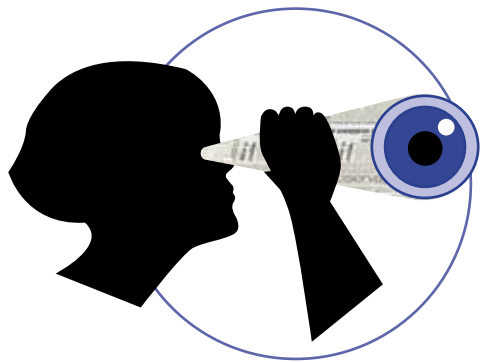
Not enough WP and OBP candidates for all seats, but students do have lots of choice

P3

No paper Observant....

Due to several holidays, there will be no paper Observant issue for the time being. The next issue will come out on Thursday, May 25. Until then, for the latest news and other stories, visit www.observantonline.nl/english





Riki Janssen

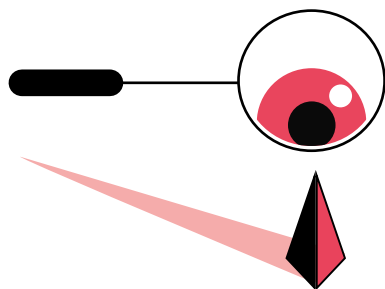
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editorial
No Foxes Allowed
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We don't exchange messages in our *Observant* WhatsApp group chat on weekends and bank holidays. It's our rule, and we only break it in exceptional circumstances. On Easter Monday, I returned home from a bike ride to find 21 unread messages in our group chat *De Objes*, which has a picture of our office dog Cockey, who is unfortunately no longer with us, as its icon. This is just to say that we do love animals – but there's a time and a place for everything. The exception that proves the rule came from colleague CF. She had just made the local news (*Wat is loos in Mestreech* and *ILimburg*) and wanted us to hear it first-hand. She would even appear on national TV, with a brief appearance on the children's news programme *Jeugdjournaal* being the highlight of the day. (This wasn't exactly

how she saw it; she prefers that her name appears in the byline rather than the story itself, let alone on TV.) On Easter Sunday, she'd first smelled something strange in the house and then heard yapping. She could tell that it wasn't a dog, but it was clear that the yap was coming from inside the house. In the basement, she discovered a fox cub that had peed all over the floor, hence the smell. It had fallen from the adjacent crawl space, where CF and her partner found its siblings a little later. Mother Fox was nowhere to be seen and clearly hadn't been around for a while. The cubs were starving, according to the Animal Ambulance workers who had now arrived. It was a litter of five cubs; two had died, the other three were taken to an animal shelter. As if that wasn't enough, our colleague DV also shared

his own latest news with the group chat. It wasn't going to make the local paper, but during a football match in Mheer he had been tackled hard, just barely managed to avoid a wall, and ended up in the dugout, where he had to stay. His right wrist is severely bruised; we're still waiting for the doctors to tell us whether there's a fracture in it. He can only type with his left hand, and he can't write with a pen at all (he's right-handed). He'll be forced to take it easy for a while. CF is back at her desk; the media storm has passed. The crawl space has been closed off with a fence and marked with a sign: *No Foxes Allowed*.

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



splinters

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

Fewer premaster's students

This year, the universities attracted hundreds less of students than in the past years. The enrolment of premaster's students in particular fell, with a total number of 1501 less students recorded at premaster's level across universities since 2020. Maastricht University is not exempt from feeling these losses, and recorded a drop of 22 per cent in the enrolment of pre-master's students. But why this drop in figures? Press agency *HOP* finds out that a main reason for the decrease is because of lower graduation figures among higher vocational education students (hbo). Therefore, they can't yet make the step to university. Another reason for the decline is that hbo-graduates could be waiting for the basic grant to return next academic year before going back to college. It is worth noting, however, that these figures are also incomplete. The number of pre-master's students has only been recorded for three years. Additionally, not all bridging students are registered as such.

'Art gate' at Leiden University continues

Remember that painting of "half a dozen middle-aged white men smoking", as it was described, at Leiden University? In November last year, a number of employees at Leiden University removed the artwork of six university administrators, including then rector magnificus Dolf Cohen, in the presence

of the current rector of Leiden – because they said, they had always disliked it and felt it was behind the times. This caused a storm of protests, with an MP calling it "an insult to the artist Rein Dool". Job Cohen, former mayor of Amsterdam and son of the portrayed rector Dolf, even sent a letter, together with his brother, to the Executive Board and *Mare* detailing why this painting was in fact a beautiful testimony to the spirit of that time. The council was so taken aback by the protests around the painting's removal that they temporarily put the painting back on the wall. Now there will be a symposium on #kunstgate (artgate) on May 26, reports *Mare*, the independent publication of Leiden. At the symposium, organised by a committee which was set up to advise on what should be done with the painting, there will be a debate about all the fuss and the future of the painting. Earlier that day, the Cohen brothers will give a lecture about their father. The Leiden Executive Board will decide what ultimately happens to the painting, after they have received the advice of the committee.

No need for thirst in Spring

You no longer need to bring your water bottle with you when going for a run or walk in the city. Because it is now spring, the Waterleiding Maatschappij Limburg (WML) outdoor water taps have been connected again throughout Limburg as of 7 April. *De Limburger* found out that the taps can be used for 24 hours, 7 days a week, by those who want to quench their thirst after a cycle or when walking around town. The *Slokje Limburg* app can be used to quickly locate a drinking water point from



the App store or Google Play. In Maastricht, these water taps can be found at the Vrijthof, Sint Pieterstraat and Brugstraat, to name a few places. If concerned about the safety of the drinking water, be assured that it's of the same quality as the water that flows from your house taps.

Faculty councils don't have enough employee candidates to fill seats

There is not much choice for employees during the university elections that will take place from 8 to 11 May. There are only more candidates than seats for the University Council and two faculty councils. Students, on the other hand, have a lot to choose from, culminating in 65 candidates for nine seats in the University Council.

Only at the Faculty of Arts and Social Sciences (FASoS) and the Faculty of Science and Engineering (FSE) are there more candidates for the academic staff section (WP) than seats. In both cases, there are seven candidates for four seats. At the Faculty of Law and the School of Business and Economics, there is a shortage of candidates. One in each council. For Law, this is a step up, at the moment two of the five seats for academic staff are unfilled.

There are no elections for administrative and support staff (OBP) at any faculty. At FSE, they are even one candidate short for the two available seats.

A real choice is to be had for the University Council. There are nine candidates for three OBP seats and 21 for the six WP places.

Students have, however, signed up in droves. Both for the University Council and for all faculty councils, there are at least three times as many candidates as seats. It is the same picture as for the 2021 elections, the last time that students as well as employees – who have a term of two years – were elected. Back then, there were no elections for employees for many faculty councils either, whereas there were plenty of student candidates.

Last week, education minister Dijkgraaf called upon students and employees to vote. The poor turnout, which – on a national level – regularly drops below 10 per cent (last year, it was 15.5 per cent in Maastricht) worries him. He is making 11.5 million euro extra available for training, support, communication and compensation, he said to the Higher Education Press Agency. There will also be national guidelines for the compensation of employee participation.

Cleo Freriks

FHML raffles off starter grants during F-Council



Photo: Shutterstock

Tense faces Tuesday during the faculty council at the Faculty of Health, Medicine and Life sciences (FHML). By drawing lots with bingo balls - and in the presence of a number of candidates - it was determined who will receive the 2022 starter grants.

The grants - 300 thousand euros per person - are intended for assistant professors who have received a permanent appointment in the past year. They, like stimulation grants for other scholars, are part of a plan by Minister Dijkgraaf to create more "peace and quiet" in higher education.

But wait a minute, wasn't a committee - which includes rector Pamela Habibović - yet to advise on how to distribute the starter and incentive grants? True, Habibović confirmed during the research and education committee meeting last Wednesday. But that advice is mainly about the stimulation grants. No criteria have been established for these yet and, unlike the starter grants, they may also be 'carried over' to the next year. So the 2022 starter grants can now simply be distributed. If necessary, the committee will advise on adjustments to the criteria of the starter grants. Leiden, for example, would like to divide one grant among several people.

And so the bingo balls were placed on the table at the FHML Council on Tuesday. There were 24 candidates and seven scholarships. That makes for "a double feeling," said dean Annemie Schols. "Very nice that the minister wants to make extra money available, but we also have to disappoint a lot of people." That is also the reason FHML chose this method, research policy advisor Anne Gilsing said beforehand. "If we're going to select, you all should have filled out a much more extensive application form." A waste of time if so many people miss out, the board decided. Besides, Gilsing said, it is difficult to determine who is 'better' with such diverse fields.

With a somewhat lacklustre "shall we then," Schols started the proceedings. F-Council chair Boy Houben put the balls - each number is associated with a candidate - into the wheel, then he and Gilsing took them out one by one. The entire process was filmed so that everything is as transparent as possible. The candidates present watched as number 14 rolled out first. Only at the sixth ball was the prize in the room; Bart Spronck of research school CARIM was the lucky one. The other winners were not present; they will be notified in writing.

Cleo Freriks

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Moral Hazards and Money

Recently I met an 80-year-old activist who was passionate about monetary reform. *Ons Geld*, the foundation that she supports, wants to "make our money stable, subservient and democratic." My discussion with her was lively and made me curious about the movement.

Certainly, stability of our current monetary system is back in the news. No one wants to worry about their savings being wiped out because their bank took excessive risk with loans or bought securities without thinking about the impact of possible shifts in interest rates. At the same time, we hope that our bank makes wise investments—to grow your money. One does not need to look far for a proverb that implores you to invest rather than hoard. *The Parable of the Talents* found in *The Bible* commends putting savings at risk in pursuit of earnings. Fraud still might get you. The bankers who made up voodoo securities in the 2007-09 crisis are prime examples of cheats who got away with their bonuses intact. Public anger at Wall Street deceit led to the Tea Party movement on the right and the Occupy Wall Street movement on the left. I suspect that it also had a role to play in the formation of *Ons Geld*.

"Subservient" means money helps us live, by getting and spending general units of value. While *Ons Geld* does not want to go back to gold to define a unit, they do want to create a digital euro that remains stable. The "democratic" element means creating hundreds of not-for-profit community banks, modelled on Germany's local cooperative banks, which hold and transfer your digital currency. The concept of moral hazard is one that also needs consideration—that term that goes along with "too big to fail." When banks know that they are likely to be bailed out, it could encourage their bad, risky behavior.

There is one heartening aspect for today's crisis. Instead of allowing bankers to keep their bonuses, the managers at Silicon Valley Bank were fired and publicly humiliated while shareholders lost. Moral hazards were reduced if not removed. I am also heartened that citizens' groups act as idea entrepreneurs. Ideas are essential in keeping monetary policy working for us all. And figuring out how to make your money subservient is a conundrum as old as 85 C.E., when *not* investing resulted in being "thrown into the darkness to cry and gnash your teeth."

Roberta Haar,
professor of Foreign Policy Analysis and
Transatlantic Relations at UCM.

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Students Fight Cancer organizes on April 30 the 3rd edition of

THE RUN TO FIGHT CANCER

Sign up and hopefully we'll see you April 30th!



series a room of one's own

"I was terrified the first time on stage"



Photo: Ellen Oosterhof

Richard Stevenson (25), a master's student of Media Studies: Digital Cultures, pays 550 euros per month for a 14 m² room in a student house on Heugemerweg, Maastricht.

The guitar is the first thing you see when you walk into this room, quickly followed by the only poster on the wall: Bob Dylan. Music plays an important role in Richard Stevenson's life, and he is especially interested in singer-songwriters. This is because he writes music himself. Although he doesn't know the exact model of the guitar that sits next to him on the couch – he got it at a second-hand store – he does know how to play it. When he arrived in Maastricht for his master's degree in Digital Cultures in August 2022, he longed to perform in a new place and to "reinvent myself in a new environment". He played his songs for his Canadian romantic interest, who really liked his music. It gave him the confidence to enter the singer-songwriter event at Muziekgieterij in January 2023. He says he felt like he dissociated the whole time, and he couldn't take anyone's compliments seriously. "I always have doubts that people will get my songs and relate to them." However, the second time – last month – he had more confidence and even wished he had played more songs.

Loneliness

He loves the applause and attention of the

audience, but his main reason to make music is to combat loneliness. He grew up in a small town, Kilkeel, in Ireland, where he was constantly surrounded by family and friends. It was a warm environment; almost everyone in Kilkeel knew him. But people also had fixed opinions about him. It was difficult to break through that.

How different is Maastricht, where he is just another face in the crowd! It gives him a sense of freedom, also when he is on stage. But – there is always a but – it's not easy to make new friends here, he says. When you're in a master's programme, most of your fellow students already have an established social network. Besides that, other people's schedules and classes combined with his own make it difficult to do something fun spontaneously. He believes this is a problem that all international students face.

Alcohol

Even though it hasn't been easy to meet people, he does have a group of friends now. When they go out, it is usually to a pub or a bar. "Alcohol is a necessary part of a social life in Maastricht", he says.

Lining the shelf next to his mirror is a collection of empty hard liquor bottles – tequila, gin and vodka. He didn't drink them all by himself, but took the bottles from parties for decoration. The first time he got drunk was a week before his 18th birthday, but now it feels like drinking is part of his weekly routine. He loves Guinness ("Like all Irishmen do", he jokes), but he's looking forward to taking a break from alcohol in April, when he will go to Canada to visit his romantic interest. Quitting alcohol for a while, just like getting up on stage, "is my way of doing something unusual, which I crave in my life". And, by the way: "I would never drink alone. Drinking is a social event. I would be concerned if I felt the need to drink alone."

Plants to liven things up

The room is decorated with plants and flowers. This is his first time owning plants; some are not in the best condition, as he hasn't quite found his green fingers yet. He likes having them anyway. They liven up the room and make him feel responsible for looking after something. On the desk in the centre of his room he has put a cactus wearing a sombrero

hat and a moustache, named Maurice (by a friend of his). Next to Maurice lies a book by the author Eckhart Tolle entitled *The Power of Now*, which he is planning to read soon. "I'm caught up between a past and an unknown future. My life is lacking a spiritual component. That's why I want to focus on the now and be more mindful." For Stevenson, a part of being more mindful comes in the form of writing in a journal with a lock, which he does from time to time. He writes when he is struggling with something, or when he gets inspired to jot down new lyrics.

Kathryn van den Berg

A series about students and their student room
Want to be interviewed? Mail to:
d.vaendel@maastrichtuniversity.nl

Proposition:

It is important that professors put themselves forward for councils

In the run-up to the university elections on 8-11 May, *Observant* will put a proposition before members of staff and students every week. This week: It is important that professors put themselves forward for councils.

It is important for everyone to be represented in the councils, says **Raymond Luja**, professor of Comparative Tax Law and candidate for the University Council. “So, for the academic staff, also PhD students, assistant professors and associate professors are important. Everyone is in a different phase of their career, has a different perspective, comes up against different things.”

Luja feels that standing as a candidate at some time or other for a council, “is part of it all. You learn a lot from it, see the issues that are in play at other university levels. Things that you are unaware of if you remain within your department. I always find it interesting to see how the faculties differ from each other.” That is where he hopes to make a difference. “If I see a rule that will not have the same effect on every faculty, I hope to be able to ensure that an exception is made. That is how you take the edge off matters, how you make life easier for your colleagues.”

Broad picture

“A colleague asked me: why don’t you put your name up,” **Luc van Loon**, professor of Physiology of Exercise and Nutrition tells us. “Especially because there is often no representation across the board – from PhD to professor.” Van Loon decided to take a place on the list for the University Council. “As a professor, you have experienced all the phases: student, PhD candidate, post-doc, assistant professor and associate professor. Because of this, you have a good image of the advantages and disadvantages of those positions. I think that may be an added value.”

What else he can contribute “you would have to ask again in two years’ time, if I actually get a seat on the council. For one thing, I am not doing it for my CV, it makes no difference anymore what gets added to that.” Whether a professor can give more weight to matters, Van Loon “has not the faintest idea, for that I first need to experience for myself how the council functions.” But he doesn’t expect it to be like that. “Fortunately, I am not under the illusion that a professor has a greater say in matters than another member.”

Inner workings

Melissa Siegel, professor of Migration Studies, thinks that not only do professors have a good idea of all career steps in the academic world (after all, they have been through them all themselves), but also have a better understanding of the inner workings of a university. “They know the history of certain decisions, know the trade-offs as well as the constraints



Professors entering the Sint Jan's church Photo: Loraine Bodewes

“I hope to be able to ensure that an exception is made. That is how you take the edge off matters, how you make life easier for your colleagues”

that the board had to deal with. It is easy to see the problems, but finding solutions is another matter. For that, you also have to know the reason for the emergence of the problems.”

In a democratically elected body, someone’s position should not play a role; Siegel feels that everyone should be taken seriously. “But the longer you have worked here, the greater the opportunity you had to build a reputation. I can imagine that something like that may sometimes play a role, that someone’s opinion counts for more because you have known that person longer.”

If she is re-elected for the University Council, where she previously held a seat for four years, Siegel especially wants to mean something for the international UM community.

“I myself am from the United States, have been an international student, and have also worked for various universities in a number of countries. Our perspectives and our problems are often just that bit different to those of Dutch employees, especially when you are from a non-EU country.”

Cleo Freriks

Professors in the councils

The list of candidates for the 2023 university elections was finalised this week. There are four professors on the list, three are hoping for a seat on the University Council, one wants to be in the faculty council at Health, Medicine and Life Sciences. There are a total of 52 academic staff member candidates. During the elections of 2021 (staff members have a term of two years), three of these four professors were also on the list. Raymond Luja and Melissa Siegel

for the University Council. This year, Luc van Loon has joined the group. A total of 46 academic staff members put their name up for election that year. The only full professor actually elected in 2021 was Paul Volders for the FHML faculty council. Or actually, there were no elections in 2021 for the academic staff members at the FHML council, because there were an equal number of candidates to the number of seats. Volders will run again this year.

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Game of identity and feelings

More than 12,000 viewers came to see the Dutch national women’s football team in Sittard last Friday, competing against their German counterpart. I was one of them. Together with my girlfriend and her German family, we watched the game in the Dutch block, as the German area was sold out already months before, and the Dutch view was much better (women’s football in Germany got increasingly popular after the European Cup last year).

So there we were. Surrounded by red-white-blue flags in the hands and on the cheeks of people around us, who shouted ‘Holland, Holland!’ into our ears, we followed the suspenseful game with a German flag in one hand, and a grilled sausage in the other. It felt weird on two levels. Obviously, it’s weird to be in the ‘wrong’ block, and to clap when everyone around you sighs (and also only fun at times, I felt). But for me, it felt especially weird. The situation reminded me of a sociological text I read during my bachelor’s, in which an Indian author explained what he felt and thought when he visited the cricket game India vs England, years after migrating to England. In short, he didn’t know who to cheer for, and which flag to wave. He ended up supporting both teams, to the surprise and partly also nuisance of his friends and others. I start to understand him, living here now for eight years. And although Germany is truly not far away (we still go there nearly weekly for groceries and dog food), it slowly feels further away for me, at least internally. Over the last months, I caught my fading interest in German politics and news overall, and my growing interest in Dutch matters. Sure, I still am German, and I still feel German. But I simultaneously start feeling a bit Dutch somehow. Very slowly. Like the migrant from the article, I actually clapped for both teams in the end, and I truly felt happiness when the Dutch team did something especially well (although the only goal was a German goal). Football is all about the sport, but at least equally all about identity and feelings. Everyone has to pick a side. I’m not sure if I ever want to.

*Simon Wirtz,
master’s student at FASoS*

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“Many a cyclist’s career has ended prematurely”

One in five professional cyclists sooner or later end up facing symptoms of painful legs, cramps and loss of power. The cause is damage to the blood vessels. This cyclists’ complaint probably also affects many amateurs, but this is not clear.



NEW TEST TO DIAGNOSE VASCULAR PROBLEMS IN CYCLISTS

Text: Maurice Timmermans
Photo: Frans Peeters

Laurens ten Dam, Annemiek van Vleuten, Steven Kruijswijk, and Mari-
anne Vos. They have all suffered badly from it and have been treated for it.
Vos had an operation as recently as February. Ten days later, she was back
cycling. Van Vleuten has had three operations, in 2009, in 2011 and in 2013.
One in five professionals can expect blood vessel damage, showed a study
in 2002 by researchers from the Máxima Medisch Centrum. Amateurs also
suffer from it. Just how many, is unclear; of the 850 thousand cyclists and
mountain bikers in the Netherlands, it is estimated that 75 thousand run
an increased risk. The more and more intensely you cycle, the greater the
chance.

On Thursday, 13 April, human movement scientist Martijn van Hooff is
graduating on this condition, which researchers refer to as FLIA (Flow
Limitations in the Iliac Artery). A symposium is planned for a day later,
with former ice-skating champion Hein Vergeer as honorary chairman.
Many skaters have similar symptoms.

LEFT LEG

The problem is with the bent position. From an anatomical point of view,
the aorta splits into two around the stomach, the so-called pelvic arteries,
each of which runs via the hip to a leg. Because of the bent position, every
push on the pedals may cause the arteries to kink, just like a garden hose.
This results in pain, cramps and loss of power. It is remarkable that this usu-
ally happens in the left leg, as was found in 70 per cent of the athletes. Van
Hooff: "We don't know exactly how this happens. In ice skaters, you could
say that they continually make a left bend and that is why the left pelvic
artery becomes trapped. But that theory doesn't apply to cyclists."
Many athletes suffer in silence, says Van Hooff. "Amateurs, who suffer from
more and more pain and whose performance drops, think that cycling is
not for them, and maybe even miss out on a professional career because of
this. There is awareness about the problem now in cycling teams and sports
physicians are on the lookout, but GPs aren't so aware of this condition.
Such blood vessel problems are also difficult to diagnose, it is only possible
with specialised tests."

SPECTROSCOPY

In his PhD research, Van Hooff presents a new test. "Doctors often compare
blood pressure in the arm, where there is no problem, to blood pressure in
the ankles, where flow is possibly diminished resulting in lower blood pres-
sure. The greater the difference, the greater the problem. But that test, which
is applied worldwide, appears to be insufficiently reliable. As a result, half of
the patients are not diagnosed as such."

In his PhD research, Van Hooff takes a closer look at a technique that goes
by the abbreviation NIRS (near-infrared spectroscopy). An existing device,
which until now was mainly used for research purposes, is taped to the
thigh, and measures whether there is a reduced blood flow of the muscle
during cycling. Or to be more precise: how long it takes before the oxygen
supply in the muscle has recovered. "With this, I was able to trace three
quarters of the patients."

TOUR DE FRANCE

There are three treatment centres worldwide, in London, Lyon and Veld-
hoven. That little town, which is a stone's throw from Eindhoven has a
sports department at the Máxima Medisch Centrum, where 120 to 150
patients are treated every year.

Van Hooff says it starts by "operating on the bicycle". "By raising the handle-
bars just a fraction and pushing the saddle forward, you are sitting straighter
on the bike, which can make a huge difference to amateurs. With profes-
sionals, an operation is often needed to repair the damage in the arteries
caused by the blood flow having been cut off. This can be done by detaching
the pelvic artery from the muscle tissue or, if the damage is more serious,
through vascular reconstruction. The prospects are good."

Laurens ten Dam has had no complaints since his operation in 2004, he said
in a podcast only last week. And Van Vleuten has won almost everything
that could be won, including the Tour de France and the Giro d'Italia, since
her surgery.

HEIN VERGEEER

There are also cyclists who don't want to know, Van Hooff says. "A bad result
takes hold in their heads, they say, and then they no longer cycle well. And
yes, if the restriction is in an awkward place, an operation won't help. Many
cycling careers have ended prematurely due to this."

Why does it happen to one and not
to another? "It appears to be genetic
too. We once had a boy of fifteen
come to the surgery, but that actu-
ally happens only rarely. Strongly
developed thigh muscles can worsen
the symptoms because they increase
the kink in the arteries.

It is not just cyclists who suffer from
this, but also ice skaters. For former
world champion Hein Vergeer, hon-
orary chairperson at the symposium,
the then still unfamiliar condition
resulted in a dramatic end to his
career. At the 1988 Olympic Games
in Calgary, Vergeer was the favourite
for first place, but apparently could
not get up to speed. The audience,
that first had him on a pedestal, now
hissed at him. An inglorious end to
a brilliant career.

It was only fourteen years later that
he discovered why his body had
failed him. He read in a newspaper
about blood vessel problems in
cyclists.

*Tickets for the symposium are still
available (with a discount) via
<https://cutt.ly/COURANT>*



Annemiek van Vleuten (far right) during a cycling competition

letter

Work pressure



This problem is big and important. The solution to high work pressure is not more hours for teaching. Or, on the contrary, buying out your teaching hours. Above all, we need to give our people back autonomy over their profession. As an academic, you teach, do research and generate impact. As an OBP, you support that primary process. You do that to the best of your ability. Is that enough to be/stay an assistant professor, then you stay that way. Is there more, because you become adept at it, then you advance to asso-

ciate professor and eventually full professor. "Teaching more at the beginning of your career, after all you have already proven yourself as a researcher, you have your PhD," as stated in the Sustainable Employability Monitor article in *Observant 25*, is near suicide at the beginning of your academic career (been there, done that). In any case, you condemn yourself to where you happen to score your first position.

Also, the illusion that we can calculate everything back to hours (input) and with more 'time' (which, after all, you don't get/have) for something the workload also decreases is counter-productive. Those just starting out never work out with average hours. Those who have been around for years don't need those hours. This is true in teaching, administration and research. So it's always skewed. Just give people full-time jobs and be clear

what you expect at level X on all the recognize and appreciate criteria and otherwise give all the extra resources for workload reduction to staff in the form of more slack. Just because you can trust UM'ers themselves to know what is good for students, research and UM. Work pressure decreases especially when autonomy and job satisfaction increase. Because in my opinion, working 35+5 hours a week does not cause burnout.

Mark Sanders, Professor of International Economics

Agenda academic ceremonies Aula Minderbroedersberg 4-6

06-04, 13.00 h Gregory van der Kroft	04-05, 10.00 h Simone L. Schonkeren
11-04, 13.00 h Charlotte Anraad	08-05, 13.00 h Julia Wollenhaupt Double Doctoral Degree Maastricht University and RWTH Aachen University
11-04, 16.00 h Murat Sumer	
12-04, 10.00 h Laura Visser	
13-04, 13.00 h Martijn van Hooff	
13-04, 16.00 h Kelly Offermans	08-05, 16.00 h Marie-Laurence Trembley
14-04, 10.00 h Renée M.L. Miséré	09-05, 13.00 h Yee Lai Lam
14-04, 13.00 h Colin Tissen	10-05, 13.00 h Timna Laureen Maurer (née Bressgott)
14-04, 16.30 h Dr. Anita C.E. Vreugdenhil inauguratie	10-05, 16.00 h Nicole E.H. Stappers
17-04, 10.00 h Boudewijn Visscher	11-05, 10.00 h Richard van der Meer
17-04, 13.00 h Alexander Dicks	11-05, 16.00 h Mohammed Hussein
17-04, 16.00 h Sanita Rugina	12-05, 10.00 h Jasper Stevens
18-04, 13.00 h Yvonne M.J. Goërtz	12-05, 13.00 h Jean H.T. Daemen
18-04, 16.00 h Samvel Mkhitarian	12-05, 16.30 h Dr. Roger Rennenberg inaugu- ratie
19-04, 10.00 h Matthias Leute	15-05, 10.00 h Laura von Allwörden
19-04, 13.00 h Miriam Weijers	15-05, 16.00 h Vishnu Suresh Babu
19-04, 16.00 h Tom P.M.M. Vluggen	16-05, 10.00 h Muhammad N.A. Kahn
20-04, 10.00 h Niccolò Galli Joint doctoral degree Universität Augsburg and Maastricht University	16-05, 13.00 h Nikolas A. Rapp
20-04, 13.00 h Alicia Veninga	16-05, 16.00 h Musa Hasen Ahmed
20-04, 16.00 h Christy B.M. Tulen	17-05, 13.00 h Inge J.M.H. Caelers
21-04, 13.00 h Tobias Meßmer	17-05, 16.30 h Dr. Judith Sluimer
21-04, 16.30 h Dr. Pim Martens inauguratie	22-05, 10.00 h Evelien J.M. de Jong
24-04, 10.00 h Adriana Solovei	22-05, 13.00 h Melissa Schepers Double doctoral degree Universiteit Maastricht - Universiteit Has- selt/tUL
24-04, 13.00 h Ilknur Sanli	
24-04, 16.00 h Jeannette Tas	
25-04, 10.00 h Dennis J.N.J. Soemers	23-05, 16.00 h Jessica Neicun
25-04, 13.00 h Stefano Navarro double doctoral degree Maastricht University and University of Würzburg	24-05, 10.00 h Giulia Giardi
	24-05, 13.00 h Xiuxiang Tan
	24-05, 16.00 h Melanie Jean Feeney
	25-05, 10.00 h Anne Willers
26-04, 13.00 h Ilaria De Simone double docto- ral degree Maastricht Univer- sity - University of Reading	25-05, 13.00 h Karin G.M. Lenssen
	25-05, 16.00 h Georgios Stavropoulos
	26-05, 10.00 h Imogen Taotao Liu
26-04, 16.00 h Prof. dr. G. Wesseling afscheidscollege	26-05, 16.30 h Dr. Bastiaan Kemp inauguratie
	30-05, 13.00 h Thomas O. Bergmeijer
	31-05, 10.00 h Laura Moonen
02-05, 10.00 h Daša Kokole	31-05, 13.00 h Petronella Antonia Custers
02-05, 13.00 h Salil Bhat	31-05, 16.00 h Vyne van der Schoot



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