

What have we done?

Culture



- Executive Board (EB) in discussion with employees and students.
- EB and the Board of Governors have taken an integrity training course .
- Publication of the annual reports by confidential advisors and Ombudsman. Discussion with EB, Operational Committee, Team of Directors, and Safety, Health, Welfare, and Environment Committee.

Structure



- An external Integrity Office manager was appointed on an interim basis in mid-June with the task of producing and implementing an integrated plan of action for the changes relating to integrity and social safety.
- Vacancies posted for two new policy advisers on integrity and social safety.
- Temporarily, additional capacity for the Integrity Office with two external advisers.
- Terms of Reference (draft) prepared for the governance of the TU Delft integrity system .

System



- Inventory of all the actions and recommendations in the Plan for Change by the Integrity Office, HR, and Communications.
- Publication of the annual reports by the confidential advisors and Ombudsman on the TU Delft website.
- Proposal to use the Mindlab theatre play as a conversation starter in the organisation. Mindlab is about the dynamics of the world of scientific research, leadership, social safety, academic integrity, and the balance between research and teaching.

What are we going to do?

- Continuation of EB discussions with employees and students in various work formats, such as working conferences.
- Guidance for the EB from an external expert in the field of integrity and social safety.
- Culture is not a stand-alone phenomenon. That is why Structure and System activities are designed as much as possible to have a positive impact on the culture.

- Design a governance structure (tasks, roles, and responsibilities) for integrity and social safety throughout TU Delft.

- Draw up and implement integrated plan of action on basis of the Plan for Change inventory .
- Proposal developed to roll out Mindlab theatre play in the organisation. Mindlab acts as a conversation starter and deals with the dynamics of the world of scientific research, leadership, social safety, academic integrity, and the balance between research and teaching.

in the spotlight: Integrity Office and HR

- The Integrity Office advises on case studies and ongoing cases. TU Delft employees are succeeding in contacting the Integrity Office with increasing frequency, using the intranet and email, including for difficult moral questions and suspicions of integrity breaches . That is a positive development. However, the formal role of the Integrity Office in these matters is yet to be determined: its current capacity is still very limited . That formal role and capacity are important preconditions for strengthening integrity and social safety. That is why priority will be given to these areas in the near future.
- HR has prepared an action plan in response to the recent Employee Monitor. Additionally, HR has started the Risk Inventory and Evaluation process with regard to the psychosocial workload.



The following reports contain the suggestions that have been received from the ideas box and the meetings and on which work is already being undertaken.

Do you have any questions or comments? If so, please send an email to the Integrity Office at integrity@tudelft.nl. We will then contact you within three working days.