

24/7 Education, who gets the stress?

The theme of this lunch meeting is: health related to work. The lunch meeting starts with a brief introduction about health and the organisation. This introduction was followed up by a group discussion project, where responsibilities concerning health were discussed. The meeting ended with a plenary feedback session, where people are able to share their thoughts and experiences.

Introduction

What is health?	<ul style="list-style-type: none">▪ A resource which permits people to lead an individually, socially and economically productive life▪ Health is a resource of everyday life, not the object of living. It is a positive concept emphasizing social and personal resources as well as physical capabilities
A healthy organisation.	<ul style="list-style-type: none">▪ Vitality = high level of energy, mental resilience, motivation and engagement▪ Workability = the ability of an employee (both physically and mentally) to perform the demands of his/her job (now and in the future)▪ Employability = the capacity to obtain and keep work▪ Healthy Organisation = an organisation structurally busy with the health, vitality, workability and employability of its employees
Certain trends at WUR that may cause stress.	<ul style="list-style-type: none">▪ Less research funding, higher competition▪ Integrated approaches▪ Student enrolment is growing rapidly▪ Online education▪ Flexibility: lectures in the evening?▪ More dialogue with the outside world▪ Etc.

Group Discussion

During the group discussion there were three flipboards which each were used to discuss a subject. The subjects (1) What can I do for myself, (2) What can I do within my team and (3) What can the organisation be discussed at different flipboards. One supervisor was appointed to each flipboard to lead the discussion. The rest of the people were divided in three groups, where each group spent 10 minutes at every subject to discuss the question.

The following findings were presented at each flipboard:

1. What can I do for myself?	2. What can I do within my team?	3. What can the organisation do?
<ul style="list-style-type: none"> • To create workflow and manage stress • Calm morning rituals • Music • Planning priorities • Breaks together • Letting loose social pressure • Email moments • Planning priorities • Clear division professional/social • Explore your personal time schedule • Watch work as hobby • Don't wait too long with small tasks 	<ul style="list-style-type: none"> • To create workflow and manage stress • Divide tasks • Involvement (informal) social activities • Care for other's stress, understanding • Personalized approach • Appreciation • Warmth in team – celebrate/join together • Supportive social & conduct content • Work with other teams to organise events • "Collegialiteit" • Planning tasks & responsibilities in time • Share tasks • Inhouse training • Know the other's strengths 	<ul style="list-style-type: none"> • To create workflow and manage stress • Active employability (loopbaan) • Support in facilities and education • Educate managers: active management, create platform active shared ambition, leave room for reflection, don't ask too much • Flexible working hours, at home office • Show appreciation, look at tenure track • Talk about stress

After all the groups discussed all the subjects, each supervisor gave a brief summary about the main lines being discussed at their subject.

Supervisor subject 1: "Dare to be open to your team members. A lot of personal preferences, people have their own rituals. Get to know yourself and dare to be autonomous. Create your own way of life and work. Organise and plan well, and learn to deal with social pressure. Advancing in work is very important, the feeling of "I have been productive today" is important. Social and work should be separated, although they do influence each other"

Supervisor subject 2: "Determine with colleagues together about what is going on. Gain support of the team. It will increase your productivity. Engagement is very important. Every team member

should be aware of other's strong and weak points. Look for other teams to collaborate. The informal part is important as well, creates a bond. Do not only discuss work related stuff."

Supervisor subject 3: " Suffice the needs of employers. Create a good working environment. Managements have an important role to determine individual talents of employees. Help them to develop. Lead a team as a manager to get the most out of your employees. Show your appreciation , don't ask too much from your people. Have realistic goals.

Plenary discussion

After the discussion ended , there was time for a plenary discussion. The discussion had more a general nature, and subjects that caused stress were discussed. Different participants expressed their concerns when it came to new developments within the WUR. The main focus was on the growth of the universities, and how that changes the life of students and staff.

Teachers stated that they have a hard time coping with the big increase in student numbers. The University expects too much of new teachers, by expecting them to teach and research at the same time. They should appoint teachers merely for teaching, to increase quality. Tenure track disables new teachers to excel at teaching, which causes a lot of stress. More teachers and personnel is needed to decrease the pressure they are currently feeling.

Thereby, the possibility of the introduction of evening lecture worried a lot of participants. Besides the students, the life of support staff and teachers will be disrupted for a great deal as well, as participants believed. The example was given that a longer schedule until 8 for students, would mean a schedule till at least half past 9 for support staff. Support staff feels ignored, as it will mean a big change in their lives, and they don't feel they have any voice in this. In addition to that, it doesn't seem a necessary measurement, due to the fact there is a lot of vacancy in the booked lecture rooms. Participants felt like the real problem doesn't get solved by stretching the teaching schedule, and the Wageningen University tends to lose her het small scale character.

That small scale characteristic is what made Wageningen University a very well appreciated University. The growth goes too quick to handle in a proper way. The small scale characteristics also includes the side activities students do besides their study, which makes studying especially in a small town enjoyable. Besides that students stated that they will not be able to participate in their sought activities, which will make studying in Wageningen a lot less enjoyable.