

Memorandum

Education and Student Affairs
PA&P

Navigation address: De Zaale,
Eindhoven
PO Box 513, 5600 MB Eindhoven

Subject
Dual Career
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Contact
Anneke Sikkema
T +31 (0)40 247 58 23
a.c.w.sikkema@tue.nl

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The board has adopted the proposal Dual Career. The regulations sets out the method for assessing whether a student is eligible for a 'talent status' and for the special provisions/facilities available to such students as well as the procedure followed for this at TU/e and faculty level. This regulation will be added to the regulation 'Student Financial Support'.

Proposal Dual Career

It is proposed that the current TU/e regulation for top-level sport students should be extended to cover other disciplines as well. The aim is to support students who - alongside their academic development - also want to develop their skills in a sporting or cultural field and to be among the best in their discipline. In this way TU/e is implementing one of the social tasks of higher education: ensuring the retention and development of talent and competences in the context of further social development.

A regulation 'Dual Career' will set out the method for assessing whether a student is eligible for a 'talent status' and for the special provisions/facilities available to such students as well as the procedure to be followed for this at TU/e and faculty level. This regulation will be added to the regulation 'Student Financial Support'.

The proposal is further explained in this memorandum.

Background

In its 'Strategy 2030', TU/e states that it wants to create an environment in which each individual can develop to the fullest extent, both professionally and personally. Students will be offered the opportunity to pursue their own goals and interests, on the way to obtaining an academic degree.

At TU/e, there are students who have a dual career: in addition to their study program, they are also working on developing a second career. The most well-known students with such a dual career are the top-level sport students. To support these students, agreements (both organizational and financial) have been made within TU/e to ensure that the study program and the practice of top-level sports can be combined as successfully as possible.

In addition to top-level sport students, there are also students who combine their study program with the development of another talent, e.g. practicing music at a very high level. At present, these students are not eligible to make use of the facilities available to top-level sport students. For example, there was a recent

request from a student who is a very talented soccer official. With regard to the high ambitions and the amount of time required to reach such a level, this student is in no way inferior to a top-level sport student. Officially, however, such a student does not fall under the scheme for top-level sport students.

At an increasing number of universities, in addition to the top-level sport students, students with a career in another sector are also becoming eligible for special provisions/facilities (Appendix 3). It has therefore been proposed that the TU/e scheme for top-level sport students be extended to cover other disciplines.

Details of the proposal

The proposal aims to extend the scheme for top-level sport students to other target groups. For this, a regulation 'Dual Career' (as part of the regulation 'Student Financial Support') will be put in place for students who, in addition to their study program, excel in another discipline.

The regulation 'Dual Career' aims to offer the best possible support that can be reasonably expected to students who perform at the highest level within their discipline. This scheme will provide a framework for assessing whether a student is eligible for the scheme and the specific provisions/facilities available to such a student. The Examination Committee and the Departmental Education Board (mandate of the Department Board) of the student's study program will be responsible for allocating these provisions/facilities. The framework within the regulation is intended to ensure uniformity within TU/e.

Dual Career Regulation

The following aspects will be specified in the scheme:

1. Eligibility requirements
2. Facilities offered
3. What is required of students

Sub 1.

In addition to top-level sport students, it is proposed that talented e-athletes, sports officials, sports coaches and students with talents in the cultural sector be included in the regulation 'Dual Career'. First and foremost, this is explicitly about students who are actually pursuing a dual career. The non-academic career must be exercised at the highest level and a minimum of 16 hours per week must be spent on this. Appendix 1 explains the different categories as well as the requirements to be defined.

In order to assess whether a student qualifies for 'Top Talent Status', a Dual Career Committee will be formed consisting of the Top-Level Sports Coordinator (Wim Koch), the Culture Coordinator/Head of Studium Generale (Lucas Asselbergs) and a Student Counselor (Patricia Veling). They will assess students' applications based on the defined criteria and decide which students are eligible for the Dual Career regulation. Students can only qualify for Top Talent Status if it can be shown that the activities in the two career pathways interfere with one another.

Top Talent Status is given for one academic year. This status may be extended at the start of a new academic year, provided the student meets the requirements.

In addition, students with talents other than those mentioned in the Dual Career regulation may apply for Top Talent Status if they meet the same criteria in terms

of effort and level as in the abovementioned disciplines. The Dual Career Committee will assess such applications in the spirit of the regulation.

Sub 2.

The facilities to be offered will be tailored to the needs to individual students. In consultation with the Academic Advisor, at least once every six months, the student draws up a sports/culture plan in combination with a study plan, where the focus lies on solving any possible bottlenecks.

The facilities offered may include:

- Adjusted standard for the binding recommendation (bsa) on the continuation of studies
- Adjusted study program
- Exemption (in part) from obligation to attend
- Replacement assignments for compulsory meetings/assignments in the event of absence
- Adjusted assessment provisions (different form, different time, etc.)
- Postponement of deadlines
- Free sports card (for other disciplines than sport the dual career committee can look at an alternative on a case-by-case basis)
- Dual Career Certificate upon graduation
- Graduation allowance, provided that the eligibility requirements for Student Financial Support are met

The student must submit an official application for these facilities to the Examination Board or the Departmental Education Board (mandate of the Department Board), depending on the content of the application.

Sub 3.

The following is expected from the student:

- A positive academic attitude
- At the student's initiative, the integrated study and sports/culture plan must be discussed with the Academic Advisor twice a year
- At the student's initiative, an annual evaluation interview must be held with the contact person (Student Counselor/Top-Level Sports Coordinator/Culture Coordinator) regarding the extension of the status
- Cooperation in promotional activities such as a presentation or other activity during the information day and/or a TU/e publication on sporting/cultural achievements

Communication

If the proposal for extending the Top Talent Status is adopted, the Dual Career regulation will be drawn up. This regulation will be adopted via the official route and included in the regulation 'Student Financial Support'.

The information in the digital education guide (website) must be adjusted and the concerned staff members will be informed of this via such channels as the student guidance process chain.

In addition, a step-by-step plan will be developed to inform students about how to apply for a Top Talent Status. A clear overview will also be included of the TU/e staff members who will play a role in the supervision and support of these students and how they will perform this role.

Financial consequences

It is difficult to identify the exact financial consequences. Currently, facilities are only available to top-level sport students in the dual-career context. Top talents in other disciplines rarely come forward to claim such facilities. It is expected that they are more likely to submit claims once the new regulations come into force. However, this will probably involve a very small number of students and hence the financial impact will be close to zero.

The expectation is that these students will primarily make use of the facilities offered, rather than the financial provisions.

As far as top-level sport students are concerned, if they are eligible for financial provisions offered by the Dutch Olympic Committee/Dutch Sports Federation (NOC*NSF) and/or their own sports association, this support must first be used before making use of the financial provisions of the TU/e (Student Financial Support). This will also apply to the top talents in other disciplines. If these students generate finances based on their area of discipline (e.g. sponsoring, prize money, etc.), these finances must first be used before making use of the financial provisions of the TU/e.

After all, the provision of support to top talents is not intended to be at the expense of the assistance offered to students based on personal circumstances (force majeure situations).

Evaluation

The Dual Career Committee will deliver an annual report (per academic year) which will include the following information:

- Total number of new applications submitted and number of renewed applications per category
- Number of granted and rejected applications per category
- Reasons for rejecting applications

In this way, precedents will be gradually developed which will help clarify the criteria for the various categories. The assessment framework for determining whether a student is recognized as a top talent will be further elaborated in the coming years (Appendix 1).

In addition, the rate of increase or decrease in the number of students with dual careers after the entry into effect of these new regulations will be examined.

Appendices:

1. Proposal regarding the conditions for recognizing the Top Talent Status for dual careers
2. Current number of TU/e students with dual careers and the current situation at TU/e
3. National trends and regulations and numbers of Top Talent students per university

Appendix 1

Proposal regarding the conditions for recognizing the Top Talent Status for dual careers

- The requirements as laid down for the Student Financial Support scheme will also apply to top-level sports (Article 10.3 and Appendix 3).

For the additional disciplines, the following shall apply:

- Cultural talents:
Students who can prove that they are exceptional talents in the field of culture, who belong to the national top of their discipline and who spend at least an average of 16 hours per week on training and preparation
- Sports officials/sports coaches:
Students who supervise top talents/officiate at competitions involving top talents who qualify for the Top Talent Status based on their level and who spend at least an average of 16 hours per week on training and preparation
- E-athletes:
Students who have reached the highest national competitive level in a game that is recognized and organized at an international level and who spend at least an average of 16 hours per week on training and preparation

For students with a Top Talent Status, the activities in the context of the abovementioned disciplines often coincide with academic activities and examinations.

Students with talents other than those mentioned above but who meet the same criteria may also apply for Top Talent Status. The Dual Career Committee will assess such applications.

International students

For international students, the agreement made in the Action Plan for Flexible Education and Top-Level Sports (*Flexibel Onderwijs en Topsport, FLOT*) will be adopted. This means that TU/e will also provide for special facilities for international talents (level equivalent to that based on requirements for Dutch students).

Appendix 2

Current number of TU/e students with dual careers

The number of top-level sport students at TU/e varies per academic year, but in recent years this has increased to more than 20 new top-level sport students per academic year:

| Academic year | Number of new top-level sport students |
|---------------|--|
| 2014/2015 | 13 |
| 2015/2016 | 16 |
| 2016/2017 | 22 |
| 2017/2018 | 25 |
| 2018/2019 | 20 |
| 2019/2020 | 20 ¹ |

In recent years, the total number of registered top-level sport students per year has been around 50.

The number of TU/e students with a career in another discipline is currently unknown, because there is no scheme specifically for these students and such students rarely come forward. However, this is expected to involve only a small number of students, based on the numbers at other universities (Appendix 3).

Current TU/e situation

Specific agreements that have been made within TU/e that are applicable to students with a top-level sports status. Any student who wishes to be awarded top-level sport status can make an appointment for an intake interview with the TU/e Top-Level Sports Coordinator (Wim Koch). The Top-Level Sports Coordinator subsequently advises the Student Counselors about whether or not to award top-level sport status. After the award of the status, the Student Counselor makes a request to the student's study program to help the student in drawing up a program that takes into account, as far as possible, both the study program requirements as well as the requirements of the top-level sport practiced by the student. The Academic Advisor of the study program supervises the student during his or her studies and makes agreements with the student regarding the program schedule and any adjustments that may be needed. A top-level sport student may qualify for an adjusted binding recommendation on the continuation of studies (BSA). In addition, a top-level sport student may receive financial support via the Student Financial Support scheme in the event of a study delay. The maximum amount of financial support is based on a study delay of 12 months and is granted once.

At present, there are no agreements within TU/e for students who are talented in a discipline other than sports.

¹ This number will be higher because a number of students will also apply for the status during the academic year.

Appendix 3

National trends and regulations and numbers of Top Talent students per university

Top-Level Sports

Internet consultation shows that all universities have regulations regarding top-level sports. In order to offer effective support to top-level sport students, higher education institutions have drawn up the national Action Plan for Flexible Education and Top-Level Sports (*Flexibel Onderwijs en Topsport, FLOT*). The updated 2019 Action Plan has been published recently. This plan is supported by the Ministry of Education and the Dutch Olympic Committee/Dutch Sports Federation (NOC*NSF).

Nationally, agreements have been made regarding the conditions to be fulfilled by a student before they can be awarded the status of a top-level sport student. In addition, educational institutions have the scope to provide for special facilities for international top-level sport students with a talent-based or top-level sport status (similar to NOC*NSF statuses) within the context of their own top-level sports policy, provided that this is not at the expense of the support provided to the abovementioned target groups.

E-sport

At Tilburg University, e-athletes are eligible for the dual career regulations if they reach the highest national competitive level in a sport which is recognized and organized at an international level and which involves a minimum training and preparation effort of 16 hours per week.

At other universities, e-athletes are not yet eligible for any special facilities.

Cultural sector

Various universities also have regulations for students who perform at the highest level within the cultural sector. This does not apply to all universities.

There are no national agreements regarding the conditions to be fulfilled by a student before they can be granted the status of a top talent in the cultural sector. The conditions vary from university to university.

For example:

- The student concerned must demonstrate that he or she is an exceptional talent in the field of the arts and is among the national top in his or her discipline (Radboud University)
- A Top-Level Sports/Arts Committee (made up of the Student Union portfolio holder for sports and culture or a director of the cultural umbrella organization, head of the UT cultural center, student counselor) determines whether the student is eligible for Top-Level Artist Status (University of Twente)
- Performing artists who are among the top ten percent in their field and who spend a minimum of 16 hours a week on training and preparation (Tilburg University)

Entrepreneurs

Very few research universities, for example Tilburg, have a scheme for students with top entrepreneurial talents. Universities of Applied Sciences more often have special schemes for this group of students.

At Tilburg University, a student entrepreneur who is part of the Brabant Startup Alliance program is eligible for the dual career scheme.

Other talents

Tilburg University is the only university that offers a broad group of talented students the opportunity to qualify for facilities via the dual career scheme. In addition to the abovementioned talents, students who act as sport officials or sport coaches at a top level as well as students who are part of the competition selection of the TSR-Vidar student rowing club are also covered by the scheme.

**Overview of policies on top talents/dual careers at other universities
(Internet consultation, information on the number of students with dual careers in the 2018/2019
academic year obtained from fellow student counsellors)**

TU Delft

Target groups:

- Top-level sport students (criteria are defined at a national level)

58 top-level sport students (25,000 students in total)

Provisions/support:

- Advice and supervision by academic advisors and top-level sports coordinator and adjusted study program or exam schedule
- Free access to sports facilities
- Students are assessed individually for eligibility for financial support (Graduation Support Scheme) and sponsorship

University of Twente

Target groups:

- Top-level sport students (criteria defined at national level)
- Top-level art students (Top-Level Sports/Arts Committee) determines whether the student is eligible)

Numbers not known to us

Provisions/support:

- Support Scheme for Top-Level Sports and Top-Level Arts as part of the Financial Support for Special Circumstances of Students (FOBOS)
- Tailor-made study supervision: together with an academic advisor, an integrated study and sports/arts plan is drawn up at least once per semester, where the main focus is on finding solutions to bottlenecks
- Free use of sports facilities. For artists, the Top-Level Sports/Arts Committee assesses the options available.

Wageningen University & Research

Target groups:

- Top-level sport students (criteria defined at national level)

Numbers not known to us

Provisions/support:

- Program and examination facilities (rescheduling of exams, postponement of deadlines, flexibility with respect to compulsory attendance, catching up with assignments, alternative assignments)
- Financial compensation for study delay

Utrecht University

Target groups:

- Top-level sport students (criteria defined at national level)

85 top-level sport students (30,000 students in total)

Provisions:

- Departmental provisions (e.g. timetable adjustments, special dispensation in relation to the student progress monitoring system)
- Benefits in kind (e.g. extension of the degree period, free sports card, elite sports certificate upon graduation, financial compensation in case of study delay, sponsorship)

Tilburg University

Tilburg University has the most extensive dual career regulations (since 2018).

Target groups:

- Top-level sport students (criteria defined at national level) and top talents who meet the criteria set in the Guide to the Regulations for the Dual Career of the Regional Target Group and students who are part of the competition selection for student rowing club TSR-Vidar
- Sports coaches (coaching of talented students who are eligible for Top Talent Status and who spend at least 16 hours per week on training and preparation)
- Sports officials (officiating of competitions involving talented students who are eligible for Top Talent Status and who spend at least 16 hours per week on training and preparation)
- Entrepreneurs (part of the Brabant Startup Alliance program)
- E-athletes (who have reached the highest national competitive level in a game that is recognized and organized at an international level and who spend at least 16 hours per week on training and preparation)
- Performing artists (among the top ten percent in their field and who spend at least 16 hours per week on training and preparation)

101 top-level sport students, 3 sports coaches, 2 sports officials, 3 entrepreneurs, 2 e-athletes, 4 artists (16,000 students). Increase in non-sporting disciplines, because the dual career scheme is becoming more widely known.

Provisions/support:

Includes:

- Additional study supervision
- Financial compensation for study delay
- Adjusted binding recommendation on the continuation of studies

Radboud University, Nijmegen

Target groups:

- Top-level sport students (criteria defined at national level)
- Exceptional talents in the field of the arts who belong to the national top of their field

70 top-level sport students, 5 top-level art students (22,000 students)

Provisions/support:

- Additional supervision
- Priority for tutorial registrations
- Access to web lectures
- Flexibility with respect to deadlines
- Catch-up options for assignments or tests
- Partial exemption from attendance obligation
- Adjusted binding recommendation on the continuation of studies
- Financial support based on the Regulations governing Financial Aid for Students (*Regeling FONDS*)

University of Amsterdam

Target groups:

- Top-level sport students (criteria defined at national level)
- Top-level art students:
Practice their art within a professional or semi-professional organization that focuses on one of the performing or other arts
or
Students who regularly practice their art on national or international stages and festivals or at arts venues of high repute.

Annually between 15 and 20 new top-level sport students In total, between 40 and 50 top-level sport students per year

Provisions:

- Student financial support
- Facilities to be provided are examined for each individual situation and in consultation with the student, within reasonable limits
- Academic advisor as main contact person: discussion of bottlenecks and what is possible and what is not; academic advisor also offers advice and mediates with lecturers, the examination committee, etc.

VU Amsterdam

Target groups:

- Top-level sport students (criteria defined at national level)
- Top-level art students (who practice their art within a professional or semi-professional organization that focuses on one of the performing or other arts, *and* who regularly practice their art on national or international stages and festivals or at arts venues of high repute)

135 top-level sport students out of 24,000 students, number of top-level art students is not known to us

Provisions:

- Regulation of facilities (facilities provided by the examination committee such as a different exam date or a different form of exam, an alternative deadline for written assignments and exemption from the sequence of activities within the program, and facilities provided by the departmental/study program board such as tailor-made study supervision, division into groups and adjusted study standard)
- Financial arrangement (student financial support)

Leiden University

Target groups:

- Top-level sport students (criteria defined at national level)

70 top-level sport students

Provisions:

- Facilities such as the extension of the submission periods for assignments, partial exemption from the attendance obligation, additional resits, alternative academic assignments and flexibility regarding the BSA.
- Financial support

University of Groningen

Target groups:

- Top-level sport students (performance criteria defined per discipline)

70 top-level sport students

Provisions:

- Facilities such as an adjusted BSA standard and adjustments in timetables and exam schedules
- Elite sports scholarship (2000 euros per year, max. 4 times)
- Free sports card

Erasmus University Rotterdam

Target groups:

- Top-level sport students (criteria defined at national level)

Numbers not known to us

Provisions:

- Additional study supervision
- Different study track
- Free sports card
- Financial contribution/ student financial support under the Graduation Fund