



College van Bestuur

Rotterdam, 8 March 2023

Jeroen Chabot steps down as director of Willem de Kooning Academy

Following the conclusions in the research report on social safety at Willem de Kooning Academy 'Student wellbeing starts with staff wellbeing', director Jeroen Chabot has decided to step down as director.

Jeroen Chabot commented that the report identifies key areas for improvement. These relate to the organisation of education as well as support processes and, in particular, human resources management. Improving transparency in decision-making and communication was also identified as a key area for improvement. He also notes that the Willem de Kooning Academy management team has already taken a number of measures in the run-up to the investigation and the publication of the report that are in line with the improvement points. Jeroen Chabot is of the opinion that it will be feasible to produce a plan of approach based on open dialogue with the academy community in the short term to further develop the academy.

The research report also shows that the confidence of the Willem de Kooning staff in the academy's management has declined. Regaining this trust is necessary and will be a long-term process. Jeroen Chabot is convinced that the improvements that have already been initiated will ensure this. But he also believes that this process is better led by someone else. After twelve years as director, it is a good development to have another director leading the Academy.

The Executive Board will initiate the process to find his successor. In doing so, the lessons to be learned from the report of the investigation will be explicitly taken into account. The board will be as transparent as possible in the process, and representatives of the Willem de Kooning Academy community will, of course, be part of the committee that will prepare the selection of the new director. Until a new director is found, Jeroen Chabot together with the management team of the Willem de Kooning Academy will lead the improvement process that has already been initiated. As soon as a new director has been found, he will step down.

The board has respected Jeroen Chabot's wish to step down as Director of the Willem de Kooning Academy. The board is very grateful to Jeroen Chabot for his efforts over the past twelve years and has asked him to take on a coordinating role in the implementation process of the RUAS Strategic Plan, which will be published shortly.

On behalf of the Rotterdam University of Applied Sciences Executive Board
Ron Bormans, Chairman of the Board