

MINUTES 126TH FC MEETING – 18 JANUARY 2011

Attendees

FC Members	Guests	MT	Official Secretary
Guido Berens		Steef van de Velde	Catheleyne Jurgens
Daniel Gasperz		Dominique Campman	
Mignon van Halderen			
Fatih Kaya			
Bernardo Lima			
Tom Mom			
Martine Schey			
Pieter van Wijk			
Wieger Verberne			

1. Opening

Guido opens the 126th FC meeting at 10:35 am.

2. Agenda

There are no questions or further points to be added to the agenda.

3. Minutes

Development 'Operational Management 2013': it is questioned if a draft report is already presented to the Dean. Dominique will check the MT minutes on the intermediate findings.

The minutes are approved without further remarks or amendments.

4. Announcements

The MT makes two announcements:

1. As it seems now, RSM has a profit of €1.7 million. This amount is not fixed yet and could be less because of the (CAO) salary raise of November. RSM expects a dividend from the B.V. of €0.5 million which will go into a Dean's research fund with no fixed target.
2. The enrolment figure is for the fulltime MBA 139 and for the executive MBA 95 (from 78 last year). These are positive figures and the MT expects more activity within executive education as well. A new pilot with a closer collaboration between T & J in teaching and selling where more Faculty is involved, should contribute to this.

5. New business model of the RSM

There are four points that stand out for the FC with regard to the document

I. High ratio faculty/staff

A justification is mentioned for the high number of staff on page 7 but not a policy to hold numbers as is in place for faculty. Dominique says that hiring policy for staff is as stringent: the approval of the Director of Operations and the vice-dean is needed and staff will have a flexible contract as long as possible. Steef adds that the concern of the Executive Board was directed at too much tenured staff. Furthermore, the numbers of staff are including for example the B.V. and PTO, RSM is a large school with internationalisation and recruitment which creates extra costs for staff, and you should realise that the turnover rate of staff is not so high.

II. Teaching fees

The teaching fees have been kept stable over the last decade while salaries and other costs have been raised. Steef explains that the fees are connected to the money received from the government which gets lower year after year. RSM will need to handle this problem by leverage of scale (especially in BSc programmes), flexibility, productivity increase, more private programmes, focus on master and non-EER students and more 3rd level funding and endowments.

The teaching quality will not decrease if routine tasks are replaced by e-learning or by making use of lectures instead of costly associates or professors. It triggers new ways of working and efficiency. The transfer of courses to non-research staff aimed at improving skills could for example save 5-10%.

III. Research vouchers

The costs of the 40% voucher are not in line with the actual costs. The document mentions raising the voucher standards. The FC asks how RSM will deal with this. Steef explains that the voucher system is under consideration since it is expected that many faculty will promote from a 40% to 60% voucher which will not work out for the future. The new ERIM director will come up with a new proposal.

IV. Flexibility carried by UDs

Steef states that RSM will only hire full professors from outside if the position cannot be filled by an internal candidate who will have a 4-year contract. Policy is aimed at creating a career path for UDs. Raising 2nd and 3rd level funding will be an indicator for promotion. RSM should be entrepreneurial which will be rewarded. Drafting the document took some time because it has been discussed widely within RSM. The document now has the support of RSM's stakeholders.

6. Penalty clause for programme duration

The School's policy is not set yet. It is expected that the Senate (*Eerste Kamer*) will block the plan as it is now because they find the principles unfair. However, one way or another we will face some cuts. The implications for RSM are as yet unsure. It is in the interest of RSM and students to find a solution for student board positions so students should not worry too much about this. RSM is more concerned about the drop-out rate. The current plan is contentious because universities are under pressure to give a degree to students in order to avoid the penalty. The Rector would like to see that Faculties introduce problem-based learning. The document '*Collegegeldtarieven 2011-2012*' is under discussion as well. It concerns the fees for students who are not registered in the municipal administration in the Netherlands, Belgium, Luxembourg, or the federal states of North-Rhineland-Westfalen, Nedersaksen, and Bremen of the Bonds Republic Germany. RSM has the intention to equate the fees of these students to the fee of EEA-students. This means a fee of €7.950 for a bachelor programme and €14.950 for a master programme. It is made clear that Benelux + some German students pay a fee to the Dutch government as it is now. Other students pay the fee as set out above as well as students who would like to have a 2nd bachelor or master degree.

7. Internal communication

The communications department concluded in one of their meetings that the internal communication is not optimal within RSM. It is not clear for Faculty and staff what the MT discusses and which decisions they take. The ways of informing the RSM community could be improved for example through the intranet and information provided by the Faculty Council. The FC could work on a stronger profile, be more outgoing through a more prominent position on the intranet/ student website, invite RSM community to every meeting, making the minutes more prominently available. The marketing department would like to hear the FC's ideas and work together to achieve this goal.

The following ideas are raised: use of Facebook, I Will, physical promotional material in T-building, PC screens, toilet marketing, promotion material for recruitment for the elections etc.

The FC will contact the Marketing department and work out some ideas.

8. Any other business

- *Examination Board symposium*: Martine announces the Examination Board symposium on Testing Skills on 22 February from 14.45-17.15. Martine invites everyone to come and will send the invitation around.
- *Search New Dean*: The search agency and search committee will meet this week on a shortlist of candidates.
- FC Meeting in March will be held in room T03-39 instead of room T03-42.

9. Closure

The meeting is closed at 12:00 pm

Next FC meeting 22 February 2011 10.30 am in T03-42.

To do before the next meeting

Topic	Task	Person Responsible
Draft Minutes	Check MT minutes on ICT Plans	Dominique
New business model RSM	Write letter to Dean.	FC
Penalty clause	Write letter of advice on programme fee ('collegegeldtarieven') to Dean.	FC
Internal Communication	FC discuss how to proceed and contact Willem Koolhaas	FC / Pieter
<i>Symposium Examination Board</i>	Send invitation to students and shorten the FC meeting so everyone can attend the symposium as well	Martine
RSM Faculty regulations	Send questions and comments on the Faculty Regulations to cjurgens@rsm.nl before Monday 24 January, 9.00 hrs.	All FC Members