

# Agenda 240<sup>th</sup> FC meeting

Thursday November 17<sup>th</sup> 2022, 10:00 AM – 11:00 AM

FC members	EB	Guests
Tom Verlijdsdonk(TV) (Chair)	Myra van Esch(MvE)	
Jacomijn Klitsie(JK)(Vice-Chair	Ansgar Richter(AR)	
Edward Oldenburger(EO)(Vice-Chair)		
Silvija Prancane-Verhoef (SPV)		
Luuk Veelenturf(LV)		
Bas Crombag (BC)		
Max Meuser Bourgognion(MMB)		
Luca De Jong(LdJ)		
Xena Welch Guerra(XWG)		
Boudewijn Pieteron(BP)		

1. Opening
2. Agenda
3. Announcements

**AR** I am not entirely sure how the midterm RSM strategy ended up on the agenda. I have not prepared this, but I am open to answering questions on an informal basis.

**JK** We asked for it to be on the agenda, but we can ask specific questions in the next meeting.

**LdJ** I heard that there is a shortage of supervisors for exams at ESL. For example, there was an exam and they did not have enough people to have one at the toilet. I heard that some exams even needed to be rescheduled in the future due to this issue. Have you heard anything about this?

**MvE** This issue has not been raised at RSM yet. However, I have heard that they are struggling with facilities support. I am working with them to find the best solutions without hiring extra people, as this is not a durable solution.

- Accreditation

**AR** I have two updates on processes or initiatives that we are currently working on. One is just to reiterate and many of you will be aware of this. We are currently working on the preparation of an accreditation. This is one of three international accreditations that we are working with. Every four to five years they come around to do a reassessment in order to maintain this accreditation. This accreditation focuses on three particular areas. First, the faculty and faculty resources. Second, the learning outcomes so making sure that learning outcomes are very well embedded in our program and checked on a regular basis. The third area has really come up in the recent years, which is engagement, impact and innovation. We have to write a report that we have to hand in in April and

then a peer review team comes in and has a conversation with us based on this record. This process is going well and there is a lot of energy behind this.

**XWG** Who is coordinating this?

**AR** Wilfred Mijnhardt and .... are coordinating and we also have a steering group.

- Funding

**AR** Another area is the additional funding that is coming our way and the distribution of the funding. We are talking about three different types of funding. First of all, the starter grants, which are grants that are to be made available to have additional hands on deck. Second of all, the incentive grants and they are to be allocated to different faculties across the world. Third of all, it is the additional funding in the context of the sector plans. For the last one, there are a lot of strings attached and there is a lack of clarity about the distribution. We are trying to work through this as fast as possible.

**LV** It has a big influence on the tenure trackers and this message is also coming through in the departments. There is a lot of uncertainty and we also see this in the hiring procedures where we have to make an offer and it is not sure which model we choose. What is the status of this?

**MvE** We greatly value our tenure track and we have chosen this system for a reason. We try to hang on as long as possible, but the requirement for the starter grant is that it is only available for people with a permanent contract. If we do not change that, we cannot be eligible for 3.9 million a year for RSM. We are now trying to figure out how to keep the good things from the tenure track, such as the clear conditions, but find a solution where we can offer people a permanent contract earlier.

**AR** If we offer a permanent contract to a new group of people coming in, we will also be offering that to people who have been working here already, as we cannot have a two-tier system. That would be unfair.

**LV** I see more job security, but less promotion security.

**MvE** I think the biggest worry is that if we give somebody a permanent contract and they do not end up meeting the requirements. Right now, when you meet the requirements, you get promoted which is crystal clear. We want to keep that, but we want to make sure, and I say this with the utmost respect, we do not get stuck with people who do not meet the requirements. We need to have a very clear evaluation system where we are able to end permanent contracts if they do not live up to the requirements.

**JK** In my experience, very few people have not received tenure so it is not something that happens a lot. This is a situation that happens in all regular companies, so there must be best practices and policies that can be applied.

**MvE** We will also have to increase HR capacity to help with setting these requirements. I understand the fear of tenure trackers who meet the requirements and then not be sure whether they go up or not. This is something that we are trying to avoid.

**TV** At some point, you will need advice from us, right?

**AR** Yes, I expect there to be a need for advice next spring or early summer because we need to have this by next summer.

- DoF position

**TV** I have just received the document from Ansgar regarding the nomination for the dean of faculty. We can vote right now, is everyone okay with that?

**JK** We are missing quite a few members, so if I were you, I would just want to inquire if there are any issues.

**TV** All right, then we will get back to this later.

**TV** I have received a document regarding the annual budget questions. We can take a look at them right now.

**JK** I object to the procedure, as we need to have enough time to look at the document.

**TV** Then we will do it differently and I will put it on Teams.

- Midterm EUR review

**LV** What is the vision of RSM on these recommendations?

**MvE** We had a meeting with the leadership of the university and we tend to agree with these conclusions. These conclusions are not a bit surprise, but also a reinforcement that we need to be more aware. I also think the idea of synchronizing strategy periods with a central period for all faculties is going to help us, because then we will be formulating our new strategy and incorporating all of these things at the same time.

#### 4. Follow-up to-do list 239<sup>th</sup> meeting

**TV** You had to check whether the building is still safe for evacuating with the broken doors. Has this been done?

**MvE** I checked and it is still safe, as we can evacuate on time.

**TV** We see that the STAR board is not a good representation of the diversity within the cohorts. This is especially regarding cultural and ethnic backgrounds. We were wondering what the EB thinks about this?

**MvE** We had a discussion with STAR and this year's board has made it a priority to get more people from other background involved, but it is really difficult because they simply do not apply. Especially for the international students, as they are 100% focused on their studies and they do not want to do gap year.

**LV** I am not only speaking about internationals. When I look at my BA class, it is not well-represented in the STAR board. It is the chicken and egg story, because if you see the last 10 STAR-boards consist of people with the same ethnic/cultural background, you, as someone from a different background may not apply as you think you are not part of it.

**MMB** Perhaps STAR is a study association that is more focused on students that are living on their own. In my experience, students from another cultural background are often living at home. I think STAR's strategy is that they focus on people living on their own, so if you change the strategy, you might get different results. For example, organizing events that end earlier so people can get home on time.

**LdJ** is the situation different on the committee level?

**TV** We should ask a lot of these questions to STAR.

**LdJ** How do we have to proceed? Do we have to go via the EB or via STAR.

**AR** We are not managing STAR, so you can approach them directly.

**MMB** What is your opinion on study associations like the Chinese or Islamic study associations?

People will stay in their own bubbles and is this something that the EUR wants to continue? I also see the benefits as well, because you get the feeling of home and you get to know your peers.

**MvE** The reason that we sponsor STAR is that they are related to our school and that is a very clear relationship. If we would sponsor the Islamic association, we should cover all religions. We just fund where are students are.

**TV** Last time, we have asked about the extra compensation for the lower salary skills. Is there an update on this yet?

**MvE** No, there is not. We have looked at providing people a possibility to make their home more durable, but these people are often not home owners. The tax office is making it difficult, because of the compensation is seen as some sort of pay, it is not possible.

**TV** Then we will hear about this another time.

**MvE** When there is an update, I will let you know.

#### 5. Follow-up minutes 239<sup>th</sup> meeting

**TV** There are no comments on the minutes.

## 6. Perusals

**LdJ** I noticed that for most courses, teachers open the perusals for two or three hours. For me, this has proven to be a real obstacle for looking at the exams. Other students have had similar experiences. There does not seem to be a clear reason why this is, apart from getting fewer responses.

**MvE** from what I understood, in 2018/2019 it was discussed in the faculty council and changed due to the recommendations of the faculty council. If you feel it is not doing the trick, we can open the discussion again and take a look at what the consequences might be for the people involved. How would you like to see this changed?

**LdJ** Internally, we agreed upon to guarantee a 24-hour minimum for perusals.

**JK** It is very specific to the ANS exams.

**MvE** Thank you and I will take it to the TER.

**JK** I do think we need to write a letter, so maybe Luca can do this.

## 7. Midterm review RSM strategy

**MvE** We were asked by the CVB about how we feel our strategy is coming along. I can share that document with you. It is pretty cut and dry, but I can get it to you and then we can maybe discuss it next time.

**JK** We would like to talk about the procedure when another dean is appointed.

**AR** It would be good to clarify this as good as possible in advance.

## 8. Any other business

**MvE** When you agreed on the budget, you directed the letter at Daniel but it needs to be addressed to Ansgar. Could you resend this?

**TV** Yes, I will do that.

**MvE** I have one more point on the elections of a new member. There were a lot of issues with this, and I have been speaking with the legal department to see if we can declare new elections. This is up to 'Het facultaire stembureau'. They have to take certain steps to declare this void. They are aware that they need to do this and I will keep you updated on the process on our end.

**TV** We have discussed this internally and this was mostly my fault. They sent me their e-mails and I have not checked this good enough. I sincerely apologize.

**BP** Will the procedure on how to choose a new Dean be on the agenda next time?

**AR** I think we should look at a specific dean position and base it on that, as every position requires a different procedure.

**LV** Is the term of the dean of research ending soon?

**AR** We have agreed that this Pursey will stay in this role.

**LV** You do not need formal advice or approval for this?

**MvE** We will check.

**JK** I have checked the faculty regulations on vice-dean reappointments and we do not have to give advice or approval on this.

**LV** I saw that the EUR and RSM Christmas party are at the same time. If you move the town hall meeting to 15:00, you give people the opportunity to go to both.

**MvE** We had everything arranged and then the EUR decided to do it on the same day, but I will check.

## 9. Closing

RSM - a force for positive change

