

Minutes 260th FC meeting (ext) Public

Tuesday September 26th 2024, 10:30 AM – 12:00 AM

FC members

Richard Brunnuell de Stachelski
Karthik Rapaka
Taslim Alade
Cecilie Ostenheden
Jakob Bertram
Birgul Arslan
Sara Tieman
Jessie Lee
Jason Roos

EB members

Dean RSM – Werner Brouwer
Dean of Faculty and Vice Dean – Daan Stam
Director of Operations - Myra van Esch
Dean of Education – Michel Lander

Other guests

Daniel Feenstra
Luuk Veelenturf
Claudia Rutten

Agenda

1. Opening
2. Update about RSM's new Dean
3. Budget committee
4. Update future-proof
5. *Evaluation of teaching*
6. *Less hours for thesis co-readers*
7. *Update on court case*
8. *Update on grants and sector plans*
9. *Mirko's title adjustment involving faculty regulations changes*
10. Closing

1. Update on RSM's New Dean

The new Dean of RSM, Aukje Hassoldt, has been selected and will start on December 1. The selection process was centrally managed by the CvB with input from the selection committee. The current Dean of RSM expressed satisfaction with the choice and highlighted the importance of stability for RSM moving forward. Further details about the new Dean are available on her profile page.

2. Budget Committee

Daniel Feenstra presented the current budget situation, emphasizing the connection between the Future Proof plan and RSM's financial health. A €7.2 million deficit is projected for 2025, which the Future Proof initiative aims to reduce to €1.7 million through significant cost-saving measures. The urgency of Future Proof implementation was highlighted, as delays could cost between €500,000 and €1 million per month.

The budget has also been influenced by the recent Collective Labor Agreement (CLA), which adds a €400,000 negative impact, while increased revenue from non-EU students provides an additional €750,000. Despite this, RSM is facing significant financial pressures.

The Faculty Council was requested to form a budget committee to review and ensure consistency between the Future Proof initiative and the budget. A consent letter from the committee is needed to continue with the budgeting process. Meetings are planned to proceed with this review.

3. Update on Future Proof

The Director of Operations provided an extensive update on Future Proof, which is now entering a formal phase after receiving approval from the CvB. Confidentiality is crucial as both the University Council and Labor Council become involved. Legal and HR support, as well as an external project manager, have been brought on to facilitate the reorganization process, although delays are expected due to limited council meeting schedules.

Communication plans include updating the RSM community next week and providing FAQ documents for managers and employees. The primary concern revolves around job security, with a legal minimum of three months' notice confirmed for affected staff. There are ongoing efforts to clarify the formal reorganization process, particularly for international staff who may be unfamiliar with Dutch regulations. The biggest concern for many staff members is job security, and while the Director of Operations cannot provide specifics yet, they assured that anyone affected will not immediately lose their job or financial support. The legal minimum of three months' notice will apply.

It was also noted that effective communication is vital throughout this process. The Director of Operations highlighted the importance of repeating key messages to ensure everyone understands the situation, as not all employees are present at every meeting and some may misinterpret information based on their emotional state. To address concerns, they have been holding department meetings and preparing FAQ documents for managers and employees. Jason Roos stressed that more detailed information could help alleviate confusion, particularly for international staff who may not be familiar with how reorganizations work in the Netherlands compared to other countries. The Director of Operations agreed, emphasizing the need for clarity while setting boundaries on what can and cannot be promised.

The Faculty Council's formal role in the reorganization process was also discussed, and members will undergo legal training to ensure they understand their responsibilities. The CvB has approved moving forward with Future Proof but will closely monitor its effects to ensure quality in education and research is not compromised.

Agenda Points 5-9 were not Discussed

The following agenda items were not discussed during this meeting. An update was given in an e-mail.

5. Evaluation of Teaching

6. Less Hours for Thesis Co-readers

7. Update on Court Case

8. Update on Grants and Sector Plans

9. Mirko's Title Adjustment Involving Faculty Regulations Changes