

Minutes 263 FC meeting (ext.)

Thursday December 19th 2024, 10:30 AM – 12:00 AM

FC members
Jessie Lee
Jason Roos
Sara Tieman
Taslim Aslade
Patrick de Koning
Birgul Arslan
Cecilie Ostenheden
EB members
Dean RSM – Aukje Hassoldt
Director of Operations - Myra van Esch
Dean of Faculty – Daan Stam
Secretary to the EB – Claudia Rutten

Agenda

1. Introduction to the new Dean
2. Introduction of the Associate Dean of IDEA
3. Update on Faculty Model
4. Update on Futureproof

Meeting Minutes:

1. New Dean Introduction to the Faculty Council¹

All members of the Faculty Council briefly introduced themselves to the new Dean, Prof. Aukje Hassoldt, and vice versa, and established expectations for future collaboration between the two. Both parties welcomed each other's points of view and general expectations. Prof. Hassoldt also presented her view of how the school should be run in general terms and encouraged members of the Faculty Council to approach her and other members of the Executive Board (EB) to continue the constructive dialogue that the two have.

2. Update on the Faculty Model

The Dean of Faculty informed the Faculty Council that a committee will be formed with the Dean of Engagement and Executive Education to work on an engagement profile for associate professors from January onwards. Due to the holiday season, progress on the project has been somewhat slower than usual, but according to the Dean of Faculty, this does not pose a serious consequence to the integrity and development of the project.

3. Introduction of the Associate Dean of IDEA

RSM's Inclusion, Diversity, Equity and Accessibility (IDEA) team attended this meeting to provide the Council with a brief introduction of the members of the IDEA Steering Committee, the scope of IDEA within RSM, its relevance for the future, the goals and priorities associated with IDEA, and how this team can enhance collaboration with the Faculty Council, including highlighting the role of the Faculty Council in relation to IDEA and RSM's reorganization plan.

The presentation was given by RSM's Associate Dean for IDEA and the IDEA Project Leader. A strong focus was placed on their mission to ensure that both staff and students feel welcome and comfortable in our school, regardless of their nationality, physical impairment, gender and other individual characteristics, and the importance of considering such principles in the context of RSM's future-proofing plan and the institution's future, ensuring that measures are in place to safeguard such principles.

Data was also presented to show gender inequality in the education sector in the Netherlands regarding academic roles, highlighting the fact that most people in senior academic positions, such as full professors and associate professors, are male. Projects are underway with the central HR of Erasmus University to collect more data on IDEA, as well as within RSM. It was pointed out that some obstacles related to requesting data from EUR's HR depend on the approval of RSM's legal department, which can hinder or even stop the process. Amongst the IDEA team's priorities for RSM are communications campaign

¹ This was the first Faculty Council meeting with the new Dean of RSM.

illustrating inclusive behaviour and the hope campaign, onboarding the new Dean, mobilizing confidential counsellors and conducting an IDEA oriented survey.

The Faculty Council expressed their willingness and dedication to support the IDEA initiatives within RSM.

4. Updates on Future Proof

The Faculty Council inquired of the current members of the EB about plans to implement planned Future Proof Plan measures, and emphasized the importance of having ongoing information about such plans, even if it is only an intention to implement changes, stressing that without such information the Faculty Council would be unable to approve or advise on the plan, which would undoubtedly be to the detriment of both parties. The Council's main concern was that some plans were already being implemented without the Council's formal approval and/or advice, and that this could potentially interfere with the Council's prerogatives.

In response to the inquiries, both the Dean and the Director of Operations informed the Faculty Council that some of the actions taken without consulting the Council were not necessarily related to Future Proof but agreed that maintaining an open dialogue was the best course of action. It was further explained that some actions had to be taken as soon as possible due to legal requirements and therefore did not allow for consultation. However, Council members pointed out that this was not necessarily true for all actions, but only for some, and both parties agreed to review this and keep each other better informed in the future.

The Council also noted that the letter it sent to the EB regarding the Future Proof process provided extensive advice on the plans presented to the Council by the Executive Board. It was agreed that increased communication was welcome and agreed to by both parties.

5. Closing

****THIS WAS THE LAST FACULTY COUNCIL MEETING OF 2024****