

Minutes 264th FC meeting (ext)

Thursday January 23rd, 2025, 10:30 AM – 12:00 AM

FC members
Jessie Lee
Jason Roos
Birgul Arslan
Taslim Alade
Patrick de Koning
Sara Tieman
Amalia Capmara
Richard Brunnquell de Stachelski
EB members
Dean RSM – Aukje Hassoldt
Director of Operations - Myra van Esch
Secretary to the EB – Claudia Rutten
Guest
Amy Janssen - Brennan

Agenda

1. IBA *Numerous Fixus* Update (20 min)
2. Future Proof Update (20 min)
3. Teaching Evaluation Update (15 min)
4. FTE Increase Update (15 min)
5. Any other business

1. Agenda

The agenda was reviewed and approved without any amendments.

2. IBA Numerous Fixus Update

An update was provided regarding the IBA Numerous Fixus. It was noted that the policy remained unchanged from the previous year, but concerns were raised about whether adjustments should be made due to a decline in Dutch applicants.

A discussion followed regarding the potential modification of admission criteria. There was a strong preference for lowering the GPA requirement for Dutch applicants from 7.0 to 6.5, as internal research showed that students admitted with a 6.5 GPA perform similarly to those admitted under the current standard. However, there was reluctance to implement this change due to external regulatory considerations. The Dutch government is considering measures to reduce the number of international students, and adjusting the admission criteria now might limit the university's ability to manage its student composition in the future. Since admission policies must remain non-discriminatory, lowering the GPA would have to apply to all students, potentially affecting the overall intake balance.

Given the uncertainty surrounding government policies, no immediate changes will be made. The council will monitor developments and revisit the issue when more clarity on regulations becomes available.

3. Future Proof Update

Concerns were raised that elements of the Future Proof plan were being implemented without formal approval or adequate communication. It was emphasized that the council holds a right to consent to substantial organizational changes and that this right should not be undermined by fragmenting the decision-making process. A request was made for a revised, detailed version of the plan to allow for a comprehensive evaluation of its scope and impact.

The Director of Operations addressed the concerns and explained that Future Proof is designed as a four-year process, with certain elements being developed and implemented in phases. Breaking the plan into smaller approval stages was acknowledged as a possible approach. It was also noted that discussions and evolving circumstances had slowed progress. Additionally, some communication issues contributed to misunderstandings about the status of the reorganization.

Faculty Council reiterated that approval for partial implementations cannot be granted without full visibility of the broader plan. The council emphasized the need to retain oversight, particularly in decisions affecting staffing and faculty structures.

The Director of Operations shared that that leadership plans to provide an updated version of the Future Proof plan in the coming weeks, following further discussions with senior leadership. The formal approval process is expected to extend into April 2025, with communication to affected employees likely to take place in May 2025.

The discussion concluded with an agreement to push for greater transparency and a structured communication strategy to ensure that faculty and staff remain informed throughout the process.

5. Admissions Capacity and Program Constraints

The council discussed the overwhelming demand for the Finance & Investments master's program, which saw its application process close within 11 hours due to an exceptionally high number of applicants. While previous years had already indicated rising demand, the speed of this year's closure was unprecedented. The issue of fairness in admissions was raised, particularly for external applicants who faced delays in acquiring the necessary application credentials, putting them at a disadvantage compared to internal applicants.

To mitigate this issue, a proposal was introduced to delay the opening of the Online application form, OLAF, by one week after the StudyLink registration begins. This would allow external applicants additional time to receive the required credentials, making the process fairer. The Faculty Council supported this adjustment as a practical measure to reduce inequalities between internal and external applicants.

Beyond the application process itself, the long completion times for the program were identified as a major issue. A significant number of students take more than a year to complete their degree, adding pressure on faculty and administrative resources. Analysis showed a correlation between GPA and timely program completion, with students who enter with a 7.6 GPA finishing faster than those entering with a 7.4 GPA or lower. A suggestion was made to increase the GPA requirement as a means of improving completion rates and reducing the strain on faculty. However, concerns were raised that increasing selectivity might conflict with the university's goal of remaining inclusive and ensuring accessibility for qualified students.

A discussion followed on whether adopting a fixed-date admissions model would help manage demand. However, it was noted that fixed-date admissions for programs like IBA and the International Management program had resulted in extremely high entry requirements, sometimes requiring an 8.4 GPA or higher to gain admission. This could lead to unintended exclusivity, contradicting RSM's objective of maintaining an inclusive admissions policy.

Ultimately, the council agreed that maintaining a rolling admissions model—where applications are processed on a first-come, first-served basis—was the best approach. To address fairness concerns, the one-week delay in opening the OLAF will be implemented in the next application cycle, and further analysis on GPA requirements will be conducted before any decisions are made on potential changes.

The discussion on the Finance & Investments master's program also highlighted resource limitations and staff shortages as ongoing concerns. Due to the high number of enrolled students, the department is facing bottlenecks in thesis supervision, faculty workload distribution, and overall program management.

There were suggestions to explore options such as:

- Redistributing FTEs across departments to allocate more resources to Finance & Investments.

- Hiring additional lecturers and support staff, though it was acknowledged that this would require additional funding.
- Reorganizing course offerings, including introducing online components or running certain courses twice per year to better distribute student demand over time.

It was noted that faculty workload issues were not unique to the Finance & Investments program but part of broader challenges affecting several programs. While increasing program capacity in the long term was seen as a possible solution, it was recognized that hiring constraints and financial limitations currently prevent any immediate large-scale expansion.

The council acknowledged the complexity of the issue and agreed that long-term planning is needed to ensure that student demand, faculty workload, and program quality remain balanced. No immediate solutions were proposed, but it was agreed that further discussions on resource allocation and program adjustments will continue in future meetings.

Teaching Evaluation Update and FTE Increase Update were not discussed, but there will be a written update through email.

7. Any Other Business

In the final segment of the meeting, concerns were raised regarding communication gaps.

The Director of Operations acknowledged that communication strategies need improvement and underscored that delays in decision-making often stem from internal resistance and shifting agreements within university leadership, rather than intentional lack of transparency.

The meeting concluded with a commitment to continue monitoring the Future Proof initiative, ensuring that the council remains involved in all key decisions moving forward.