

MINUTES 154TH FC MEETING – 9 JANUARY 2014

Attendees

FC Members	Guests	MT	Official Secretary
Juup Essers	Bas Louwman (STAR)	Peter Elsing	Joy Kearney
Gabi Helfert	Jennifer Ritfeld	Frank van der Kruk	Karin Bongers
Jules Maitrepierre	Marijke de Kovel	Rodney Goins	
Patrick Lefebvre	Anne van de Graaf		
Chandro Kandiah			
Jelle de Vries			
Jan Sirks			
Joost Vlot			

1. Opening

Juup opens the 154th meeting officially at 10.30 am and welcomes everyone.

2. Agenda

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

3. Minutes

The minutes are approved without further remarks or amendments.

4. Announcements

Monday there will be a meeting with the president of EUR concerning the PC issue.

5. CCAR

The FC understands from employees of the RSM who have been asked to change their contract from the EUR to the BV that they were not comprehensively informed in time about the differences in labour conditions (salary, number of holidays, pension scheme, etc.). The information provided was uncoordinated, not transparent, and also not complete according to the employees. Employees were sent from one HR department to the other and back. Furthermore, there was barely any time given to consider the contract and/or get legal advice about it. Additionally, some people that were asked to transfer to the BV do not even execute work for the BV which is remarkable. The labour conditions at the BV are in some aspects less favourable compared to the EUR, therefore the FC would like to achieve a harmonisation of the labour conditions of the BV and the EUR so the transition of employees is smooth.

The board acknowledges the communications problems that occurred and promises that they will take care to provide a comprehensive overview of all labour conditions for employees who were asked to transfer their employment contracts to the BV. In practice this will mean that people who are asked to transfer from the EUR to the BV have a meeting with the HR directors of both organisations present. In this way miscommunication can be avoided and also all relevant information can be shared at the same moment.

The reason for the transition of employee contracts from EUR to the BV is because the CvB requires RSM to lower their overhead – due to a severe budget gap, but also in order to meet the Berenschot measure by the end of 2014. In that way the board avoids that the CvB will interfere in RSM's personnel policy and create insecurity about the continuation of work contracts. In order to achieve that, the board has to show that the number of support staff will decrease continuously each year. Only those employees who work for both EUR and the BV have been

approached regarding a transition (marketing, CCAR); staff who work in departments which exclusively work for EUR have not been asked to transfer. The board intends to take care of a reasonable transfer and to harmonise the labour conditions at the BV with those of the EUR. This, however, takes time and the transition of people from the EUR to the BV needs to take place now already. Otherwise, the overhead will still be too high at the end of 2014.

Mr. Goins points out that, in spite of the good intentions, it will not be possible to harmonise all labour conditions. The pension fund is one example, because the EUR and the BV simply have a long term contract with different pension funds. However, in those areas where harmonisation is possible, for example personal leave days, salary scales, the reimbursement of commuting expenses and other labour conditions, the BV should act accordingly.

The FC thinks it is remarkable that the board puts people, who they want to transfer from the EUR to the BV to resolve their problem, in an insecure position because they have to accept new labour conditions although these are potentially or in part worse than they had before. The board objects to this opinion as the positions at the BV are, in the current situation of the EUR, maybe even more secure than temporary positions at EUR. The FC thinks the board should show gratitude to employees willing to transfer. The board will consider this idea, but also stresses that the school has to be careful spending extra money, but the intention is not to give people a less beneficial package at the BV.

The FC requests a complete overview of the labour conditions of the EUR and the BV, so that the differences can be recognised easily and harmonisation can be achieved accordingly. The process of the transition should be clearer and the information complete and on time.

People with a permanent contract have not been approached, only employees with a temporary contract have been approached. The FC asks why the board did not ask employees with a permanent contract to transfer from the EUR to the BV. Frank van der Kruk explains that approaching employees with a permanent contract was not considered as they were expected not to be willing to be transferred to the BV. Frank will consider the idea of the FC to approach employees with a fixed contract.

6. MSc. ChEB update

The FC has approached the current CHEB students (about 40) with a survey. Only 1 student responded. The Faculty Council now plans to approach them again through the Master study club of ChEB within STAR. The board would like to receive the letter of advice by the FC before January 20th and the FC will do its best to do so.

7. Tuition fee 1.5 year trajectory MSc. programme

The FC received a complaint from a non-EU MSc. OCC student who has to pay an extra tuition fee because she has to take 1.5 years to complete the programme because she started in February and the thesis trajectory is solely offered in spring and can only be done once the core courses are taken. The information on the website does not state clearly the tuition fee you have to pay if you start a master programme in February and implicitly take more than one year to complete a master programme. It merely states that the tuition fee is a yearly fee. The FC thinks the information on this point on the website should be improved.

Furthermore, the FC questions why there is an opportunity offered to start in February in the first place without having the chance to graduate within one year. The board also prefer students to exclusively start in September with their master programme, but having only one opportunity for students to start a master programme has been pressed for by national student associations and that is why RSM is operating accordingly. Looking at the content, the board agrees that it is not logical to have a starting point in February, but this has to be discussed with EUR at

central level. Ideally, the board would like to have only one starting point for the Master programme, namely in September.

The FC questions why RSM does not offer another graduation opportunity besides June. The board would like Master students to graduate within a year, which did not happen in the old system with the open end. Therefore, the board decided to structure the Master thesis trajectory which runs in spring only.

Changing the way tuition fees are regulated is hardly possible, because it has to be paid per academic year by law. The FC states that the information should be more transparent, easily available, and we should discourage students to start in February – especially for students from outside the Euro-zone.

8. Any other business

There seems to be information asymmetry among employees about what is discussed in the management team meetings. Right now, the department head is the key for information to employees of the department to access that information. Therefore, the FC would like to approach the dean to publish the CvB meeting minutes on the website so everybody has access to what has been discussed and what has been decided.

The FC will send the board a letter about the fact that Master students have only one intake per academic year if they want to graduate within one year. Two intake moments should also include two graduation moments, so that all students can graduate within one year.

9. Closure

Juup closes the meeting at 11.45 am.

Next FC meeting 6 February 10.30 am in T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Prepare a list of the deliverables to Frank, Martin, and Peter for the HR policy meeting on January 22 nd .	Jan	Pending
Send a letter to letter to the board about Career Services and MSc. ChEB.	Juup, Jules	Pending
Consultation of MSc. ChEB students.	Miruna, Chandro, Jules	Pending
Clarify the selection procedure and the final decision made regarding the fulfilment of the vacancy with dean of faculty.	Frank	01/2014
Make an overview of all labour conditions at the EUR and the BV to make comparison possible.	Peter	01/2014
Draft a document about the communication within departments.	Gabi	01/2014
Write a letter regarding the strict planning of Master programmes of RSM.	Joost, Patrick, Chandro	01/2014