

MINUTES 145TH FC MEETING – 7 FEBRUARY 2013

Attendees

FC Members	Guests	MT	Official Secretary
Juup Essers	Paul Willaerd	Frank van der Kruk	Joy Kearney
Lizzy Veldt	Anne van de Graaf	Steef van de Velde	
Thomas Eichentopf	Dominique Campman		
Marlies Koolhaas	Manon Bakker		
Marnix de Kool	Wouter Drinkwaard		
Jan Sirks	Ad Scheepers		
Pascal Redaoui			
Sharmayne Schneiderberg			

1. Opening

Juup opens the 145th FC meeting at 10:30 am.

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

The MT makes six announcements:

1. The financial statement shows a surplus of 2.4 million euros. The BV had small loss of 200K and some secondary issues. This year we try to break even and the BV to bounce back. The MBA market is under pressure, though we have an increase of 35%. The Executive Education needs to be restructured after which we expect a profit of between half million and 1.5 million euros. The outlook is positive.
2. Rankings are important for our reputation. We dropped three places in full time MBA, but that's acceptable. We dropped in 'value for money'. Business Week introduced new rankings; we are number one in Europe. In diversity we are number eight currently. We have more and more applications so we can become selective.
3. The McKinsey Project entails a strategic review of our whole school. This has cascaded into a number of projects. We want to be more selective and more private. We are still mainly state funded, but this will decline further due to the economic crisis. The retention of the Faculty is an issue. Technology is now a new issue due to Mooc (massive open online courses). More online courses will be desirable in the future, so we need to explore and invest in this. The process was more important than the outcome.
4. There is an opportunity in offering an MBA in Healthcare, as we are the number one medical school in Europe at present. A premium programme in finance in the pre-master phase. We are very affordable. We offer thirteen master programmes in total now; some are growing, some are staying stable. A dual programme in MBA and Master Finance is another possibility.
5. The Strategic Platform is being used to examine the school values: ambitious, competitive and entrepreneurial. The goal is to be a frontrunner in terms of academic rigour and research scan. Juup adds that the FC could add an incentive to the debate regarding plagiarism, academic ethics etc. in the research scan. Steef replies that a few FC members will be interviewed about it. Marlies asks if it will be made public. Steef confirms, but we have to be careful.

6. Frank mentions that he is starting up a project to increase synergy between the Faculty and the BV using consultants.

5. ICT reorganization

Dominique mentions that since the last time we discussed this topic we visited five faculty councils and we took all questions and input to reach the definitive concept. It is extremely complex, because there are a lot of different interests involved. We made a switch in how we want to deal with ICT on campus so it is more service-oriented. In May we will have visited all faculty councils and the University Council, after which we will start with the transition phase. Every step in the transition will be approved by all relevant parties. Juup asks if it will take the rest of the year. Dominique thinks it maybe takes even longer. Marlies asks if it means that, for employees of the ICT SSC, it is like: 'here is your desk and chair; this is your new position'. Dominique replies that it depends on the role and function. Juup says that previously no serious change in function was what was agreed upon. Dominique says we succeeded in placing people in same role up to 80%, but there are some nuances here and there. It is a new model of organization in which there are more people than jobs at present. In the new ICT department people will be approached to get them involved. Juup states there is an overcapacity of sixteen people and asks if this will be done without redundancies. We have overcapacity in several positions, but that will be solved in phase three because by then we will have 26 vacancies. Juup asks if this will be solved by offering vacancies. Frank confirms; there will be ten more vacancies. Wouter mentions that it may be that there is no fit in the vacancies. Frank says that we will try to fit people into the available vacant roles. Wouter adds that there will be career opportunities.

Juup states that this will lead to too much variance in cost estimates over the years. Paul states that we have a poor estimate at present. Dominique says that faculties have skipped certain investments in the past. The basic rule we agreed on is that ICT costs will not increase. In the transition phase we will go step by step together with schools to manage financial implications. Wouter claims that it will not become more expensive. Frank says the actual amounts may be a little bit higher than anticipated. Juup states that the Ministry of Education wants to bring down the cost of overhead. This will be around seventy FTEs. How will this affect the ICT department after this reorganization is completed? Wouter states that if we didn't have this reorganization this would stay the same or be even worse. Frank thinks the overhead cost of ICT may be a little higher than the rest. We will protest very much against being average as a business school. Wouter says what money goes into support staff is the question, it is being examined in terms of FTEs. Therefore, we must be very sure of the definitions before filling in the forms.

The FC says that we advised our BIT colleagues not to be concerned, but is this correct? Wouter thinks we should be careful about making this interpretation as it would have happened anyway, and maybe worse. It is not all about personnel. It is about services. Juup states that Frank mentioned we could have a discussion on a smaller scale. Frank replies that any issue should be discussed here. Marlies feels the plan we now read is quite basic. When will people be informed on their new positions? Dominique answers it has already been done. Marlies states they were informed two weeks ago by means of a letter. They should send a letter to Bart Straatman if they are not happy. Dominique adds that all documents are on the web too. Some staff members are very specialized, but some people like a broader field of work, others have to do with naming of jobs. Who their colleagues are and who the boss is are the general remarks in BIT. Marlies asks Manon about the concerns regarding placements. Manon does not see any concerns.

Frank requests a letter of advice in about two weeks from now.

6. MSc. Finance & Investments selectivity

Juup states Ad has done his best to get us many figures from other sources. Thomas explains the FC wants to make sure all numbers add up. The average time to graduate with a Master does not differ significantly between students under or over a GPA of 7.0. There is strong coalition between Master GPA and Bachelor GPA. The average time to graduate is different for those two groups. Externals have a GPA of 7.0 or higher. Anne adds there are Dutch externals as well as internationals. Internationals pay higher tuition fees normally. Thomas asks why a 7.0 is a better criterion than a 6.5 for example. Ad replies that FE shows that a 7.0 is the right criterion. Anne adds that we use 7.0 for external students for pragmatic reasons, which works very well. The fact that it's a level playing field carries some weight. Ad mentions that the Master GPA is correlated with duration; the longer you take the lower the grade. Thomas thinks it just means the time for graduating between Bachelor students below and above. Are we covering up by putting in an artificial boundary? Ad claims that Dutch students are not that competitive compared to internationals. They get higher grades and are faster.

Juup states NRC had a piece about the reduction and stupefaction of Dutch education. Actually making a Master selective implies that we disqualify our own Bachelor students. Ad thinks if you have more challenges in your programme the performance improves. Anne claims the selection is so large that we can take the top students. Can teachers handle the more ambitious students? Thomas asks if, since it's a pilot, in how far it is going to be used in the future. For the financial master the 7.0 GPA is discriminatory. For around half of the other Master programmes this is not the case. Ad did a new analysis with this new external group. Thomas is suspicious. Ad says he can show Thomas the figures. Anne expects the number of students getting above 7.0 GPA will increase. Thomas thinks the now appearing higher grades are maybe due to the non-strict grading in the Bachelor. Grades in the Bachelor are easier than in previous years. Teachers want to make sure students reach the criteria. Anne thinks there is an increased pressure on teachers by students to receive higher grades. There comes a point when you have to make the switch in order to avoid A and B brands.

7. Master redesign

Anne explains there is not enough support to start sharing courses. The reports have been sent to Examination Board. Some programmes are more elaborate in the documentation than others. One programme has included learning outcomes. Some items are easily solved. Most electives have dual functions, but a number of electives are only for programme students. Juup is surprised at the variation of offering, they can learn from each other's formats. It is good to stimulate the exchange of ideas. Anne says that the PC supports the quality control issue. The Examination Board wants to preserve the function of co-reader in the master thesis. A committee has been trying to find a way to guarantee quality in grading. It is important to provide good documentation to students on what to expect. Juup thinks the current memo is rather disappointing. Certain programmes assume external co-readers do not add to the quality of the thesis. People are given the opportunity to know very little about very little. You only raise the bar in terms of the level of knowledge of the specialist. Anne states we produce highly educated specialists. Juup thinks they should be able to explain their research to others as managers. Thomas doesn't agree. If students specialize, it is because the market is changing and previous graduates were able to be general managers and now specialists are needed.

In terms of quality assurance the memo offers very little. Juup thinks the public defence ensured a control mechanism. Anne explains criteria will be made on what is needed in the combination of co-reader and thesis. Juup states that power relations within organisations exist and cannot be turned off just because people don't want them. Marlies says they want to avoid that people are in the same team. Thomas asks are you suggesting students would have worse grades if there were power issues. If the student has issues with the grade they can ask for an independent evaluation. Thomas raises the point of the 30% tax issue for PhD students.

8. Faculty regulations/revised PAC proposal (preliminary discussion)

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9. Any other business

No further topics for discussion.

10. Closure

The meeting is closed at 12:30 pm.

Next FC meeting 4 April 2013 10.30 am in T03-42.

To do before the next meeting

Topic	Task	Person Responsible
BIT reorganisation	Write a letter of advice	Juup, Marlies