

Minutes 243rd FC meeting

Thursday February 16th 2023, 10:00 AM – 11:00 AM

FC members	EB
Tom Verlijndonk(TV) (Chair)	Myra van Esch(MvE)
Jacomijn Klitsie(JK)(Vice-Chair)	Werner Brouwer(WB)
Edward Oldenburger(EO)(Vice-Chair)	
Silvija Prancane-Verhoef (SPV)	
Luuk Veelenturf(LV)	
Anass Boukakar(AB)	
Max Meuser Bourgognion(MMB)	
Luca De Jong(LdJ)	
Boudewijn Pieteron(BP)	

1. Opening
2. Agenda
3. Announcements

- Interim Dean

Introduction round for the new acting dean Werner Brouwer

WB If there are any issues and things needs to happen fast, feel free to reach out to me. I like short lines because I feel that works better than only being present in the formal meetings.

- Faculty model

TV Since Daan Stam was not able to attend the meeting, he will share his contributions via e-mail.

- 'Bestuursakkoord'

MvE We are trying to figure out what we can do with the incoming money. This has to do with the rules and regulations. We do have a plan on how to integrate some of the starter grants into the tenure track system. We do this in close cooperation with ESE, because they are in a similar position. We hope to not change the tenure track too much, while still being able to incorporate the money coming in. We should take into account that the government might change their mind on the grants and we do not want to end up with a huge influx of people and then get into a situation where we do not receive the additional money. We are trying to do the sensible thing without violating the things that RSM holds dear. There is a deadline in the summer, so we are doing everything to make that deadline.

WB The main thing is to work with the regulations from the government. Subsequently, we are receiving additional regulations from the university. Then we need to transform this into a solution that is feasible for RSM. This is coupled to assistant professors and it needs a bit of thinking how that relates to tenure track. Once we are there, this can be implemented relatively quickly. The other thing is the longer term. In the longer term, the money will be less than the incidental money. Therefore, we need to make a risk inventarisation where we decide whether we want to take the risk to absorb all of the money and end up with a huge amount of people. The one thing that you do not want is that you have to let go of people in 10 years' time.

JK Does this mean that you are considering not taking all of the money?

WB That is certainly one of the options.

LdJ I heard that the CvB made a guarantee to provide the funds if the government changed the funding.

MvE The CVB said that they want the faculties to focus on how to absorb the money without knowing all of the regulations. If we then make a decision that is going against the government regulations right now, they are going to compensate. It is not the case that when the government funds us right now and when they run out of money, the CvB is going to compensate for that.

We are doing this step by step. You have got the starting grants and the incentive grants are the next step. We have not looked at the incentive grants yet. We are doing everything in concession with other faculties, which is helpful. We are working on this with a large team, but it is very complex.

SPV How do you organize these discussions?

MvE There is a group of people from different faculties that prepare the reading of the documents and regulations, then we discuss it within the EB and then with the heads of department who can give feedback. This could lead to leaving money behind if that is the best thing to do. There is nothing wrong with that, because the CvB approaches it in a way that if we use less of the starting grants, we can use more of the other grants.

LV When will we be involved in the process?

MvE You will certainly be involved in the process, but we want to present you with scenarios and we are not at that level yet. After receiving feedback from the heads of department, we will build scenario's and discuss them with you. We will not leave you out of this, but we want to present something concrete.

JK It might be good to tell you that we are concerned with work pressure now. If you leave money on the table now, I want to be able to explain to my colleagues why this is the case.

WB First, all options are still on the table. Second, due to the way the starter grant is devised, it is very much hooked up to one person. If we are not careful, the end result could be that one person reduces workload and the other person increases workload. There is a lot of coordination and work to be done before we can present something that the board and other faculties would agree to.

LdJ The starter grant are for hiring new assistant professors, right? What are the incentive grants for?

MvE The starter grants are not particularly for hiring new people, but we are using it to reduce workload which can be related to hiring additional staff. To be honest, we are not looking at increasing our workforce indefinitely because we will end up with problems along the way. Part of the money is also for non-personal support such as better research facilities. The incentive grants are not for people who are starting their career, but for people who are further along. This is about what these people want to do and how we can enable this. This can again be done through personnel, but we want to do this very carefully. The biggest difficulty about the starter grants is that it is not meant for people in a temporary position while our tenure trackers have a temporary position.

JK There is a research requirement, right?

MvE There is always a research requirement, but it should not compete with the teaching that needs to be done. The CvB has also been very explicit about this.

LV If you have this money for someone, then you can hire a lecturer to free up teaching time from the original funds.

MvE That is a possibility, but what will you do with the lecturers in the long run? Are you going to let them go when you run out of money? Because then it is a temporary Band-Aid. We need an overall view of the amount of teaching we have, the amount of research we have and then the amount of people we need to actually accomplish this. We also need to know where these people are in their career. To conclude, we need a faculty model. We have been talking about the faculty model for a long

time, but the 'bestuursakkoord' money is making things fluid now. It is so important to have this money that things are moving much faster than they were a year ago. We need a longer-term vision instead of fixing things in the here and now.

LdJ I remember there was a big discussion about the 'bestuursakkoord' money, because it was only for permanent contracts and the tenure trackers had long-term temporary contracts. Has this issue been fixed?

MvE In the proposal, from which we do not know if it is accepted, we found a way to keep the tenure track and still comply with the rules of the 'bestuursakkoord'. This means that you wait a bit longer for people to be eligible, so you know whether they are doing well in their job. We do not know if this will be accepted, but it should be possible to have the tenure track and still absorb the money from the 'Bestuursakkoord'.

WB In a more general sense, the starter grants do not fit very well to the way that RSM is organized. If you keep everything as it is, it will be difficult to make use of the money. As Myra said, this makes things fluid because we have to act relatively quickly.

SPV Are we the only faculty that works with such a tenure track system?

MvE No, ESE as well. That is why we are collaborating with them. University of Maastricht and University of Tilburg have a similar tenure track system so we are keeping in touch with them as well. However, the end-solutions might differ. Some universities might stop with the tenure track, but we are not planning on doing this.

LV What does this mean for the temporary lecturers we now have?

MvE We do not know yet.

LV Does this mean that they will have unclarity until summer?

MvE Hopefully not until summer. The way I see this is that every time we take a step, we reduce the number of options. As soon as we have a limited number of scenarios, we can start informing people about where we stand in the process. We do not want it to hit like a wave when we finally know what the end result will be. I also do not want to give people a sense of where we are going and then disregard that in the end. We are trying to find a mix between being as open as possible and also reassuring people that we try to be fair to the population as a whole.

WB There are also external factors that might make things more complicated. The next labor agreement might limit the number of options that we have.

LV In last year's faculty council meetings there were discussions about the fact that there were too many temporary lecturers. We have to take into account that there are still a lot of temporary lecturers.

JK There are a lot of temporary lecturers in the master programs and in the centers.

SPV Is the dean of faculty in the lead?

MvE Pursey Heugens, the dean of research, is leading this project.

- Dean of Engagement and partnerships

MvE Daan Stam will follow up on this via e-mail.

LdJ Do you have any update on the process of recruiting the new dean of engagement?

MvE No, I think Daan Stam should really respond to this.

LdJ We are sort of in the same situation with the dean of research because his term is ending. At some point, we need to find a new dean if Pursey does not continue.

MvE Pursey has not defined an end moment yet, so it is not the same situation.

JK There was never a dean of engagement and partnerships, so it is on the table that there will not be a new dean of engagement and partnerships?

MvE Everything is on the table.

WB In general sense, I would be in favor of not having too many shifts in a short amount of time. If Pursey can stay on, that would be perfect. For the dean of engagement, everything is still on the table.

4. Follow-up to-do list 242nd meeting

TV "Provide information on extra compensation for lower salary scales" We noticed that since the energy crisis, people have been compensated with a percentage. In absolute numbers this will be

much lower for the lower salary scales while they need it more. We were wondering if there is anything the EB can do.

MvE We are looking into this. One of the things Ansgar was enthusiastic about was providing people with the opportunity to do something with sustainability for their home. This is difficult because the people in the lower salary scales often do not own a home, but they rent. We have not found a solution yet within the bandwidth that we can do things. I have also asked around and a lot of organizations are struggling with this.

WB For me, this particular point is new in the sense that I did not know this was something we were searching for. I think this will be really difficult to do. My honest hope would be that this is something that can be arranged in the general labor agreement. My hope for that is not that high honestly, as they typically do not talk in absolute amounts, but in percentages.

LV You have some freedom in giving people an extra step earlier, right? I understand that it is very complicated because some are at the top already, but one extra step can really help.

TV Whenever this can be figured out, we would love to hear about it. Could you give us a prognosis on when that will be?

MvE It will probably coincide with the new CAO. It really depends on the outcome of that discussion. If they will get an additional 8-14%, it will be difficult because the government will not compensate this. In conclusion, I cannot give you a prognosis on when that will happen.

TV We will probably send out the letter on numerus fixus to Amy Janssen Brennan today, because we just voted in favor during the internal meeting.

TV Myra was supposed to send us documents on the unwanted behavior procedure. This has been done. Thank you for that.

5. Follow-up minutes 242nd meeting

TV The minutes are approved.

6. Recording for students with functional impairment

LdJ A study advisors at RSM mentioned that for certain students the facility of having recordings would help them and that there is no policy regarding this. They do provide this facility in ESL. We were wondering if there is any discussion within the faculty about this.

MvE I do not think there is a discussion about this. That is not because we do not want it, but maybe there has not been a case that made it necessary to actually provide it. I do know that there is a lot of discussion on impairment in general, specifically related to the buildings. We are willing, but there have not been many people who have requested this. If it would help to make a policy for this, I am fine with that. I think you followed the correct route by indicating that this might be something you need.

WB I have two additions. The faculty where I come from was smaller, but we had a policy like the one that you described. Having a policy also induces a bit more demand. Second thing is that we had a functionally impaired student assistant and I had to walk her from the aula to the Bayle building. She could not get out of the building and then the elevators were broken. I had to push her up the road because it was too steep. As a university, we really need to step it up on this matter.

MvE ESHPM and ESL have a policy, so maybe we can reuse one of those.

LV We should look at two sides when making such a policy. We should not automatically say that we should record everything, because this could have an influence on the interaction during class for example.

LdJ I agree. We should ask the other facilities how they handle these things. For example, how can you make sure that a recording meant for a small number of students does not end up in the general population?

WB To be clear, the recordings were only for lectures and not for working groups. Secondly, only people who get access via an official channel when they prove they cannot come to the lecture physically, can see the recordings. Whatever you do, people can simply hold their phone in front of the

recording to get a copy you can send anywhere. If we would do this, everybody needs to feel comfortable and know what is going on.

SPV About the personal recordings with a phone for example, it is officially not allowed according to the regulations.

LV I see pictures of a lecture hall on Instagram accounts. I do not think they asked for approval.

MvE I come from a background where you need an official agreement before you can do anything. I am a bit shaken by the fact that when we are in a meeting, people just come in and take a picture sometimes. I have been to conferences where you can get a badge if you do not want to be in any of the recordings or the videos, so they can leave you out. It seems like we swam to the other side where we need to a bit more aware.

WB The recordings that I was referring to only focus on the person who is presenting.

LV Cameras are always on and you can end up standing in front of the camera with your laptop or phone while you do not want people to see this.

LdJ When I spoke with the study advisor, she told me that there is definitely some demand for this.

MvE We could invite a privacy officer to talk about this.

7. Any other business

TV I want to thank the board for their flexibility in agreeing to have longer meetings.

TV I will be stepping down as chair of the faculty council. I have given this a lot of thought, but I will be handing in my letter of resignation to the dean very soon.

JK Will you also step down as a student member?

TV Yes, and also from the bachelor program committee. I want to say that I learned a lot from working with you and I want to thank you for that. I will be mainly focusing on my degree from now on.

8. Closing