

Minutes 237th FC meeting

Thursday July 7th 2022, 10:00 AM – 11:00 AM

FC members	Guests	EB
Jacomijn Klitsie(JK)(Chair)	Martine Schey(MS)	Myra van Esch (MvE)
Luuk Veelenturf(LV)	Anouschca Bholanath(AB)	Claudia Rutten (CR)
Shihao Lin (SL)(Vice-Chair)	Marja Flory (MF)	Ansgar Richter(AR)
Stephan van Roon(SvR)	Wim Hulsink(WH)	
Jasper Oosting (JO)	Jannet van der Woude(JvdW)	
Bas Crombag (BC)	Eilen Claes Escalante(ECE)	
Cesar Wapenaar(CW)		
Edward Oldenburger(Eo)		
Boudewijn Pieteron(BP)		

1. Opening
Speech Marja
2. Agenda
3. Announcements

JK I have asked Martine to join us, so let us start with that. There has been a last-minute change of plans that requires students to have two cameras during examination. We do not have very large concerns. Is there a check whether students are able to install a second camera?

MS We learned from ESE that there are no problems because all students have a smartphone. We have less issues instead of more because you always have a second camera when one of the camera's fail. We see students doing a lot of things on the camera and they always have a story. With a second camera, we can eliminate this problem because you have a way better overview of the room.

JK The plan is to already do it in this academic year for the re-sits, right?

MS Yes, we are going to communicate it through all the channels and we will use the instruction manual from ESE.

4. Follow-up to-do list 236th meeting
5. Follow-up minutes 236th meeting
6. TER(With Anouschca Bholanath, Eilen Claes Escalante, Wim Hulsink and Jannet van der Woude)

JK There were two main conclusions. The first one is that we will have a pilot in bachelor one where we use bonus grading without a minimum grade requirement. The other is that we will ask the

program committee to start a project about better defining improvement option versus re-sits. We do have one question about appointing examiners. Maybe Luuk wants to explain.

LV If you finished your PHD and you are a tenure tracker, then you are automatically an examiner. If you finish your PHD and start as a lecturer then there are all kinds of procedures to become an examiner. What is the reason for this distinction?

JvdW I know we have to appoint examiners and that is one of the main tasks of the examination board. Up to now, Carla was doing this but she has fallen ill unfortunately. Therefore, I do not know what is behind it. I do know that we have three categories in which you can fall as a potential examiner. It has to do with your contracts and it has to do on the level of knowledge. However, I cannot answer why a tenure tracker has a different position than a lecturer.

WH It has to do with research. The ambition of the school is to remain a research driven university. Tenure trackers are involved with research and that is why the examiners have to meet this requirement to show that they are to some extent senior experts in their field. There are also some opportunistic reasons for this and there is a bit of history to that. There is also input from HR in terms of contractual provisions, as Jannet already mentioned. The most difficult category are the external examiners that do not have a contract. We have to judge their capabilities of supervising and examining students.

MvE I think you raise an excellent point. If we change the faculty grid and we change the track for a lecturer and want to create more equal opportunities, we also have to look at how this is reflected in examination regulations. We are currently figuring out how to implement the faculty grid and what the requirements will be. We plan to have it ready by the end of the year. The policy should be that we value lecturers in the same way that we value professors. Please keep indicating if there are places where this should be reflected.

JvdW I was not aware of these plans, but if we appoint examiners, all of the work has to be done directly with the cap groups and HR has no say in this. It is a very time-consuming process and the information should be in the system to reduce the work load.

JK I will draft a letter regarding the approval for the TER.

7. Midterm review EUR strategy

MvE We have not formally heard back from central about the midterm. Ansgar did have some meetings with them, but since I am the one who send it in, I expect a response from central on the status. If it is okay, I would like to wait with that until after the summer.

JK Are they also discuss the recognition and rewards status

MvE For us, it is very closely related to the faculty grid. I know it is broader than that but it is also very linked. In the end, it is all about figuring out what the requirements are to judge people by in order to advance. ESL is now completely separating the monetary part from the evaluation part. That is a very new way of looking at things and we should take that into account if it is a good model

8. Blended working group update.

MvE We created a document with guidelines and they have been shared with the EB and the heads of department. We now want to open it up to everyone and make a document where people can comment on it. This is also to find out if there are best practices. In the previous round, we got all kind of best practices from the different departments. We would very much like to gather opinions and do listening sessions. The plan is to finalize the document and hopefully start an open discussion. This is the update on blended working and the question is; "What then?". We feel like we have accomplished a couple of things for homeworking facilities and we are also looking at the hybrid environment. There was a question in the town hall about napping pots and we are testing out phone booths that people can use when they have a short Teams call. The idea is not to sit there the entire day, but it is geared towards quick meetings where you have to stand up. If it works, we are going to install more. Also, if people really want napping pods and see the need for it, we are going to find a supplier, order them and check out if it works.

MF I remember that a couple of years ago I had some problems with my energy. I asked Aisha if I could use a room to take some rest and that was no problem, so there is already the possibility to do that.

MvE Yes, but that is a person to person basis. Therefore, if people do not know who to ask, they do not know it is there. If we create relaxation units and advertise it, for example, it will be very clear it is there.

9. Any other business

JK We did have some questions about the building. The parking garage has been closed for a very long time. Do you know how long this will be?

MvE I assume that once the basic structure of the building is ready, we can open up the parking garage.

JK You also cannot park your bike there anymore and this sounds a bit ridiculous.

MvE The way that they explained it to me was that if you do not allow the garage to be used, it does not matter whether you are a car or a bike.

JK Also, the elevators are not working.

MvE It is a very interesting discussion with the supplier because they say they do not have the supplies to fix them, but they also do not shut them down entirely. However, right now they are fixed. We are currently suffering from outside organization that do not have supplies, but this is a global issue.

MvE I also want to give an update on temporary contracts. There are three separate elements that we have taken care of. First of all, there are certain contracts that have been extended with 4 years to give people more security. Second of all, we have changed the end date of 2022 to a permanent contract for some people. The criteria for getting this is that they have talent in their role, we see further growth in the organization, there is a true wish for a lecturer career or they are critical in terms of teaching.

JK So it is not having a PHD?

MvE No, that is not one of the criteria. I know that you have to be one level up from the people you teach. Third of all, for the group of people with a contract until 2023, we want to take the development of the faculty grid into account. When we finalize that, we will put those people along the criteria that I have just mentioned and make a decision.

SPV How many people did not get an extension?

MvE These are only the people that have a contract ending in 2023, but this is a very limited amount.

LV So you got a four-year extension or a permanent contract?

MvE It is up to four years, so not everybody has four years.

MF What about the lady who said that she could go to the position of assistant professor, because it was a temporary contract?

MvE That is not a lecturer position, right? Because this is about the lecturers.

JK Yes, but we will need to make a new story out of postdoc

LV I think it is partly related to a lecturer position. It is now not possible to switch from postdoc or lecturing position to tenure track.

MvE From what I have seen, this will be possible but you have to have a PHD.

JK It is also about information provision beforehand. When people got into this position where they have to be super aware that they only get one renewal. It is about letting people know that when they are hired as a post doc, they will be here for one or two years.

MvE I think we need to revise what is temporary and what is permanent. They are currently very fearful of creating permanent contracts. Also, I like the fact that people have to be aware of their perspective, but I do not like the fact that you have to be aware and otherwise you miss the boat.

JK That is what happened and the only way to fix this is with good upfront information provision.

MvE I would really like to change the perspective of temporary and permanent contracts. Another point that I want to make is that this requires departments to make a strategic personnel plan and think about how much flexible and permanent people they need.

10. Closing

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