

MINUTES 175TH FC MEETING – 4 FEBRUARY 2016

Attendees

FC Members	Guests	MT	Official Secretary
Marja Flory	Suzanne Bickes	Abe de Jong	Joy Kearney
Gabi Helfert		Frank van der Kruk	
Paolo Perego		Peter Elsing	
David Unterdorfer			
Dominik Scherrer			
Mike Jennekens			
Kevin Ren			
Andrea Petrini			

1. Opening

Marja opened the meeting at 10.33 am and stated that we will always provide information to prepare the management team in advance of the meeting and also thanks Peter for the information sent. The Dean will have a meeting with Marja one week before the FC meeting each month to discuss the issues coming up. Abe asked if the Dean is in agreement with this arrangement and Marja confirmed that the Dean in fact requested this himself.

2. Agenda

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

3. Minutes

The minutes of the previous meeting are approved without further remarks or amendments.

4. Announcements

- Frank has investigated the provision of the public transport card ('NS Altijd Vrij' subscription), and discovered that, due to tax issues, only the trajectory card is allowed.
- Paolo Mike and David will talk about the budget with Ben Schotpoort to prepare for the process of getting consent from the FC for the outline of the internal division model (verdeelmmodel).

5. Departmental regulations

- Abe will ensure measures are in place regarding the Departmental Regulations, there is a draft already drawn up and it will be updated as soon as possible. It needs to be discussed regarding the finer points and the details need to be assessed before it can be presented to the Faculty Council.

6. Tenure Track update

- Marja asked about the situation regarding the Tenure Track regulations and information about it, and why it is so unclear that many questions are being asked by Tenure Trackers. She also asked if maternity leave for Tenure Trackers will also mean extension of the contract for the appropriate length of time and Peter agreed that this is indeed the arrangement, 16 weeks after maternity leave, 3 months parental leave, and these 7 months will be added. Abe will ensure an email is sent around to all Tenure Trackers to clarify this. Samer made the point that it is a compliment to RSM's secondary benefits regarding Tenure Track conditions that many young faculty join RSM and state this as being the reason. In case of lack of clarity regarding the conditions that apply to Tenure Trackers those in question should contact Peter or Abe.

7. Training allowance for staff

Training allowance is 3% of the salary for OBP, 0.5% for academics, Marja asks why and Peter says it's a rule of the EUR. In the CAO it states that 3% of gross salary goes to staff training. Peter will raise the question. Abe asks whether there is some definition of training? It's for further development of skills. Marja commented that e.g. trainings which educate teachers about blended learning fits within training and development and 0.5% is not enough. A lot of people don't know about this fund, so it goes to the department and gets lost in the general budget fund. Peter mentioned that it is part of the budget of the dept. and is distributed according to needs and with the agreement of department chair.

8. 'Great Place to Work' claim

Marja commented that this also means transparency in department regulations etc. According to her information the board is thinking about actions they will take, and a project leader will probably be appointed. She is afraid it will end up being an empty slogan. Abe will inform the Dean that we need to be kept informed on 'A Great Place To Work' progress. Transparency is part of the plan we are working on, career and training opportunities being part of this. We intend to increase transparency in all aspects and we will continue to do so. Frank commented that we strive towards creative collective ambition, he will inform the FC as soon as there are concrete results.

9. Any Other Business

Mike had a question about the figures in the Tenure Track document not seeming to add up, but Abe explained that some reasons apply to multiple people.

10. Closure

Since all points on the agenda were dealt with efficiently and concisely, Marja closed the meeting at 11.00 am, commenting that this was a much shorter and more efficient meeting than most meetings. We will continue to maintain this structure of informing the Management Team members in detail on the agenda issues before the meeting to increase efficiency.

To do before the next meeting

Task	Person Responsible	Progress
Abe will continue to inform the FC on status Departmental Regulations	Abe	Pending
Dean will continue to inform FC on updates 'Great place to work'	Steef/Abe	Pending
English translation of Faculty Regulations still awaited	Frank	Pending