

# 222<sup>nd</sup> FC external meeting

Thursday December 10<sup>th</sup> 2020, 10:30 PM – 11:30 PM, Online via Zoom

FC members	Guests	EB
Jacomijn Klitsie (JK) (C)	Gabi Helfert (GH)	Anne van de Graaf (AvdG)
Younes Assou (YA) (VC)		Dirk van Dierendonck (DvD)
Mohammad Ansarin (MA) (VC)		Claudia Rutten (CR)
Silvija Prancane-Verhoef (SPV)		Purseij Heugens (PH)
Helen Gubby (HG)		
Marja Flory (MF)		
Ruben Schwagermann (RS)		
Mathilde de Jonge (MdJ)		
Keisha Mathews (KM)		
Absent: Tristan Davanzo (TD)		

Secretary to the Faculty Council: Rixt Baerveldt

## 1. Opening

## 2. Agenda

## 3. Announcements

### Online e-masters

This afternoon we will have the 'bilateraal overleg' with the CVB, and we will raise it there. Rutger was the owner of this project, and we want to proceed with this. We will be discussing how to make the next steps.

AvdG: The strategy process will be picked up in January 2021, we will get back to the Faculty Council then. You are welcome to come to the townhall meeting this afternoon.

AvdG: We are asking everybody in the organisation not to plan many meetings in the first week of January, so there is space to take some leave dates.

AvdG: We would like to send our gratitude for a very productive year. We really experienced this as a very constructive dialog with the faculty council. We hope we can carry forward this relationship. We have resumed normal communications and timelines a while ago already. We can through this together, in this period of togetherness. Thanks to you from our end.

## 4. Follow-up to-do list 220<sup>th</sup> meeting

JK: AvdG, you were working on overview of methods of examination, in terms of proctored versus proctored and physical versus non-physical examinations. Are you working on some kind of report on that? Maybe GH might know that. GH: RSM has decided that all students will be able to get all their credits from remote. A number of our students are currently not in Rotterdam and have to take their exams remotely. Another thing with the exams is that there is still very limited exam space in the halls.

That is why we have been asked to only allow people to make the exam at the university when they have special circumstances. They can make a claim with the study advisors. There are about 100 spaces per exam that we have for these students. That has also been discussed with the programme committee. In general, they will also have the same conditions as the students at home. It will also be proctored in the exam hall. We have left the decision of proctoring with the examiner. We did issue a number of recommendations, as we think that we should limit the number of proctored exams. Rather we recommend that there is less testing in total and that instructors should alternative methods of exams. That has been done in a number of programs successfully as well. In some programs there is still issues with creating alternative testing methods. A lot of quantitative programs would prefer to do proctored exams. The larger the program, the more compler would be to have elaborate assessment methods. It is also a workload issue. AvdG: Basically, we are releasing resources to make an online assessment team. HG: I also teach in the law-school, that take a different approach. Facilities are made available in the M-hall for masters. This is appreciated. In the hall, it is the old-fashioned way of doing exams. This is something that a lot of students like. This is another option provided to students if they wish to use this. We have not done very much to do something about this. Why haven't we managed this? GH: It is a capacity problem; we have to share the M-hall with other faculties as well. As RSM, having all these students following from remote, we are also accommodating the faculties that have students from closer. With the 100 students and we are going into the elective season, it should not be a problem anymore. HG: Have surveys been done? GH: No, we are trying to limit the amount of surveys, as students do not want surveys. We have discussed it in the programme committee, and they are aware of the opportunity and are also aware that they can recommend to the students to take the exam in the exam hall.

MF: I asked HR why they are making use of EURflex, and they told me that if the contract for a TA is shorter than four months, it goes through EURflex. If it is more than four months, it can go through RSM. This is to cut costs. All our TA's are having problems with contracts, because all the contracts go through EURflex. AvdG: Can we take this offline? The students receive the same amount of money. The admin associated with a student assistant contract is very expensive. For the students it would not matter. There is a decision tree on when we do which. I would like to talk you through the details. MF: If you give students via EURflex a contract, they can only have three contracts. If you do it via the CAO, you can give them as much contracts as you want. CR: They are looking into that right now. At HR central they are looking into this clause. It is different now, and it is because of the CAO that they will look into it. It applies to all faculties. AvdG: When we hear from this, we will come back to you.

JK: The premaster changes get a positive advice.

## 5. Approval Minutes 220<sup>th</sup> meeting

AvdW: I have some changes to be made. I will send them.

## 6. Dean of Education

JK: We have some questions as to the selection process and some comments as to the candidate. We were wondering if the application also goes through the application tracking system. AvdG: The search started before we had the system. Because it is a search, it is a different process. It is a less formalized thing. PH: It started before we implemented this. JK: Would it be recommended to use this system. AvdG: They are far less predictable. JK: Is there a moment where you can apply in the system? It is really nice to see the full list of applicants. When you start shortlisting, the system keeps track of characteristics we are aware of. AvdG: This is one of the reasons why we wanted to do these search. AvdG: Once a candidate mentions that they have an interest, I do not see a problem with letting them apply in this system. PH: The initial selection will be hard to monitor, as there is a difference between

people that actually apply.

JK: Were there more people on the short-list that you have talked to? PH: That short-list of people that went to the final interviews consisted of three people. One person withdrew before these interviews. JK: Were associate professors and senior lecturers approached for this position? PH: Yes, we had a shortlist of people in that category. We got no nominations at that level from any of the departments. We have not approached them personally. I think that we have gone out of our way and asked department chairs if they could get good candidates. We have had three internal candidates who have all withdrawn. MF: How is it possible that these people withdraw? PH: I think that we should not overestimate the attractiveness of the position we offer. This puts you on an administrative track on an early stage of your career. You are going to forfeit other attractive and more lucrative opportunities further down the road. At the beginning of the funnel we had roughly 120 people. In terms of the shortlist, this really emphasizes the essence of the people that we can make enthusiastic for this position. We offer very little over regular professorship. The next four or five years there will be a lot of educational challenges facing the school. It is a hard job, and it has been disappointingly long to get a long list of candidates. MA: It is really impossible to increase the pay and benefits? PH: In terms of the official allowances, they are very limited. There are some equity norms and collective agreements norms. I do think that the idea that we can pay our way out of trouble is not there. AvdG: If never got the impression that candidates withdrew before the negotiations of salary. PH: The current candidate is facing a reduction of salary, so he is not here for the money.

JK: We had some comments that will be in our letter. The general sense is that the candidate has some leadership experience, but we also hear from external sources that there are worries about leadership qualities and level of seniority. We would suggest some kind of training and coaching so that he is up to the tasks. AvdG: The HR director is looking into that now. We have not made next steps concrete, but some kind of coaching or leadership training will be part of the next steps. JK: The candidate speaks Dutch, but we are concerned with the knowledge of the current state of the Dutch educational system. We are hoping and expecting that you are taking up the task to prepare him for this position. Speaking Dutch is not all that is necessary for this position. We are relatively positive, and we will get you a letter before Christmas. JK: There will be some concerns in the letter. These may be concerns that you have already considered as well. PH: His previous workplace offered him the same position as Dean of Education when he announced his termination there. There is always an information asymmetry with an external candidate, certainly on your behalves. It is good to hear that his own institution would interest him with a similar role. The second thing is that the other candidate did not accept the offer. What we found attractive of this candidate, is that she wanted to start a strong programme of pedagogical research on our own student body. We have decided to take up that challenge and do it nonetheless. We cannot replicate her, but we will replicate the knowledge challenge. Part of what made her attractive was simply a knowledge challenge that we can also take up. JK: I think that would be very useful. You will receive our letter next week.

## 7. Any other business

## 8. Closing

To do before next meeting	Person responsible	Progress
Send letter premaster changes		
Send letter HOKA I Do		
Send letter Dean of Education		

