

# Minutes 239<sup>th</sup> FC meeting

Thursday October 13<sup>th</sup> 2022, 10:00 AM – 11:00 AM

FC members	EB	Guests
Tom Verlijdsdonk(TV) (Chair)	Myra van Esch(MvE)	
Jacomijn Klitsie(JK)(Vice-Chair	Claudia Rutten(CR)	
Edward Oldenburger(EO)(Vice-Chair)	Ansgar Richter(AR)	
Silvija Prancane-Verhoef (SPV)		
Luuk Veelenturf(LV)		
Bas Crombag (BC)		
Max Meuser Bourgognion(MMB)		
Luca De Jong(LdJ)		
Xena Welch Guerra(XWG)		
Boudewijn Pieteron(BP)		

1. Opening
2. Agenda
3. Announcements
  - New sector plans government

**MvE** There are a lot of new plans coming our way. Next to the new sector plans, there are also two grants that we can apply for as an organization. For next year and the years after, it entails about 50 million for EUR. These grants are starting grants and incentive grants. We do need to send in a plan to get the extra money for the grants. Some of the criteria for the grants are very clear and some are a little fuzzy. The CVB advised us to start planning already and if there turns out to be a criterion that we do not know of right now, the CVB will pay the money from the reserves. The extra money from the grants and the sector plans allows us to hire more people. We will be lucky if we get all of these people at the end of September 2023. That is how long these processes take. Therefore, we need to act now.

**JK** Is the specification that it has to be tenure track faculty?

**MvE** There is a discussion about it for the sector plans but it cannot be a temporary contract for the grant.

**JK** My question is more about teaching versus research faculty. Does the teaching faculty fall within the requirements?

**MvE** yes, it falls within the requirements. For the grants, they do not all have to be academics. They can also hire more support staff.

**AR** As Myra correctly said, this money is not meant to be for temporary positions. There is a conversation as to what this means. We have to look at what the natures of the contracts will be. Technically speaking our tenure trackers are on a temporary contract, although it is a very long-term contract. You have to understand that the governments motivation and they do not want universities

spending this money on precarious labor. It is the tradition in some areas that people accumulate short term contracts, one after the other. As to Jakomijn's question in terms of education, we can also use this money to have more education faculty. To conclude, there are a lot of discussions going on to really make good use of this money without getting into a mess.

**MvE** This money is on top of the budget that we have discussed last meeting. This seems like it is all great, but it is a little stressful because if we do not make use of this money in time, it will go away. We need to make sure to do relevant things with it in the given timeframe.

**LV** If you change the rules for the tenure track contracts, what will the current tenure trackers say?

**MvE** It will be for all tenure trackers, also the current ones.

**LdJ** The reliance on temporary contracts within education is because most of the funding from the government is temporary. To what extent is this funding permanent because I heard about a guarantee the CvB will cover the losses if the funding falls away?

**MvE** The CvB guarantee is applied when we do not do it according to the rules that we do not know are being set. The money is now guaranteed for 5 years from 2023. We do have to take into account that things could change in the long term. When they stop giving us the money, we can do a hiring freeze and we expect that we do not have to let anyone go.

**MMB** Can we see the plans when they are ready and know what the requirements will be for the funds?

**MvE** Yes.

- PMB appeal hearing

**TV** What does PMB stand for?

**MvE** it is a degree that we had a very long time ago and there is a press statement on where we stand now. I will read it to you. : *"In 2018, the ministry of education and cultural science requested an investigation into a number of aspects of a EUR RSM degree, including the costs charged by the Part time Master in Business administration. The inspectorate took the position that charging a fee for extra activities, curriculum elements and services is not allowed. EUR RSM disagrees. Unfortunately, a number of alumni have filed a lawsuit with the aim of reclaiming their tuition fees paid. The civil court has considered this matter and does not consider itself competent to go on this case. The administrative procedure should have been followed and they were at the wrong court. In line with this, the court declared the claimant inadmissible on the 26<sup>th</sup> of May 2021. The plaintiffs appealed against this ruling in the court and on September 26<sup>th</sup> the parties were able to explain the arguments in the court of appeal. The court will make a decision and this will probably take place somewhere in December".*

As far I understand, the most important element of the discussion is whether it is part of the public or private part of the school. If it is part of the private school, we are free to allow higher fees.

**LV** What is at risk?

**MvE** That we have to pay back the tuition fees.

4. Selection procedure DoF

*DoF procedure is discussed.*

5. Follow-up to-do list 238<sup>th</sup> meeting

6. Follow-up minutes 238<sup>th</sup> meeting

7. Any other business

**TV** We had some questions, mostly regarding the budget. We are going to hire four new professors for about 600k a year. We would like to have a bit more clarification on what these people are going to do, especially related to work pressure.

**AR** We cannot exactly say where the money is going to go, because opportunities arise over time. However, we wanted to have the money reserved.

**JK** I heard that three positions have already been allocated to departments and one is open for bidding.

**AR** We can be open that we did already advertise a position in information systems with a particular focus on artificial intelligence. After having done the interviews, we have decided not to fill the position with the candidates that we have received. In other words, this is not set in stone. We are also

in discussion with the finance department about the position of sustainable finance in order to complement our strength there. We are also in discussion with the accounting department about a particular area of ESG accounting. These are areas where we need additional strength. We would like to start with this process and see whether it is successful because there is not a particular plan for the full positions. There is not so much competition for these positions and we are working with all departments to really determine the needs they have.

**TV** Have you thought about the extra compensation for lower salary scales that we discussed last meeting?

**MvE** We are looking at possibilities without getting into problems with tax officers to facilitate something. For example, something with a sports membership in terms of vitality. I heard some organization give out free loans, so people can make their house more sustainable. There are a lot of restriction for these kind of things, but we want to find something where we can include everyone in the lower pay grades.

**TV** The budget is almost always late. Is it possible to gain access to drafts of the budget before it is finished to make sure we are better-informed when we approve this?

**MvE** I have to say that this year's chaos was exceptionally big on central's end and you were the victim of this.

**TV** We would like to have an info session for students who do not exactly understand the organizational chart of RSM. I think Daniel can do this.

**MvE** Yes, he already offered this.

**LV** Is the building still safe now the circular doors are closed? What happens if we have to evacuate everyone through these small doors?

**MvE** I expect that it is safe. However, I am not sure so I will have to check.

**MMB** What are your priorities that you are working on for the upcoming months?

**MvE** Part of it has to do with filling in positions, last week we had a meeting about vitality and I want to move this further into the organization and have a dialogue about this and we also have a BILO coming up halfway through November.

## 8. Closing

Task	Person responsible	Deadline
Check whether building is still safe for evacuation with the broken doors.	MvE	Not specified
Inform FC about requirements for the grants.	MvE	Whenever it is determined.