

Annual Report of the Faculty Council

Academic Year 2024–2025

This report summarizes key activities and developments discussed by the Rotterdam School of Management (RSM) Faculty Council across various meetings in 2024 and 2025, offering insights into its activities and commitment to its community.

Executive Summary

The Faculty Council (FC) of Rotterdam School of Management (RSM) has had a pivotal year marked by structural reforms and a strong commitment to the welfare of the community. This report outlines the Council's key activities, decisions, and collaborations with the Executive Board (EB) and other university bodies.

Key initiatives involving the FC include the comprehensive "Future Proof" initiative, aimed at ensuring long-term financial stability and organizational efficiency, the redesign of the bachelor programs, and changes to the MSc teaching portfolio. The Faculty Council has actively engaged in these processes, emphasizing transparency, stakeholder involvement, and the welfare of staff and students.

1. Strategic Initiatives and Oversight

Future Proof - Reorganization

- The FC played a central role of oversight for the multi-year Future Proof plan aimed at financial sustainability and organizational restructuring.
- Legal counsel was engaged to ensure procedural clarity.
- The FC advocated for improved communication strategies, including a dedicated intranet page for Future Proof project timeline and updates.
- Consent for Phase 1 of the reorganization plan was granted after extensive dialogue with representatives of the EB, with emphasis on fair redundancy practices, workload redistribution, and transparent communication.

Budget and Financial Health

- The FC merged the Budget and Future Proof Committees to streamline oversight.
- The FC provided consent for a projected €7.2 million deficit for 2025.

2. Governance and Leadership Transitions

- **Faculty Council Structure:**
 - The FC adopted a new governance model with two Co-Chairs and an Official Clerk.
 - The number of FC members increased to 6 staff and 6 students, enhancing representation of professional services, and bringing the staff portion of the FC into closer alignment with the distribution of employees at RSM.
 - The new bylaws of FC emphasize flexibility, digital voting, onboarding, and shared leadership.
- **Ensuring student involvement:** The Council advocated for student inclusion in all discussions—including those related to Future Proof project.
- **Advice on the appointment of an Interim Dean of Education:** The FC provided positive advice for the appointment of Dr. Mirko Benischke as Interim Dean of Education while emphasizing the need for an open procedure to fill the position on a permanent basis.

3. Academic Policy and Program Oversight

Teaching Evaluation Reform

- The FC raised concerns about bias in student evaluations and advocated for alternative assessment methods for teaching quality.
- The Promotion & Tenure Committee was advised not to rely on student evaluations until comprehensive reforms are implemented.

Education Reform

- The FC raised concerns about the timeline for reducing electives in the Masters programs in light of the simultaneous restructuring of the bachelors programs, as well as the financial basis for the reductions.
- The FC provided consent to changes in the TER, including changes to intended learning outcomes (ILOs) for some programs.

Admissions and Program Capacity

- The Council addressed fairness in admissions, particularly for the Finance & Investments MSc program, and supported delaying OLAF access to ensure equal opportunity.
- Discussions included GPA thresholds, rolling admissions, and resource constraints.

Internationalization and Language Policy (WIB)

- The FC monitored the impact of the proposed “Wet internationalisering in balans” law on the IBA program.

4. Inclusion, Diversity, Equity, and Accessibility (IDEA)

- The FC welcomed the Associate Dean of IDEA and supported initiatives to promote inclusive practices.
- The Council emphasized the importance of IDEA in the context of reorganization and academic culture.
- Concerns were raised about gender disparities in senior academic roles, and data collection efforts were supported.

5. Institutional Collaboration and Representation

- The FC strengthened ties with the Erasmus Labour Council and the University Council.
- The FC started good practices for coordinating with Program Committees on shared missions such as the revision of TER.

6. Looking Ahead

- The FC will continue to monitor the implementation of the Future Proof project, support IDEA initiatives, and oversee the implementation of academic policies, especially those pertaining to tenure and promotion.
- A legal training program and onboarding for new members are planned.
- The FC envisions starting coordination among other faculty councils of EUR.