

Minutes 268th FC-meeting (ext.)

Tuesday 20 May 2025, 10:30 AM – 12:00 PM

FC Members
Sara Tieman
Jason Roos
Amalia Capmari
Taslim Alade (Online)
Birgul Arslan
Cecilie Ostenheden
EB members
Dean RSM – Aukje Hassoldt
Director of Operations - Myra van Esch
Dean of Faculty – Daan Stam
Secretary to the EB – Claudia Rutten
(Interim) Dean of Education – Mirko Benischke

2. Agenda

One member needed to leave early, so we started with point 9 in the announced agenda.

9. Teaching evaluation pilot

FC asked for clarification on the pilot that was ran about teaching quality assessment. EB informed that a pilot was run about two years ago which showed that peer feedback and teaching expert feedback worked well. The conclusion was that these assessments would work well but require additional investment that was not major. However, due to the Future Proof process, it was agreed by the EB, in consultation with the Heads of Departments, to put the project on hold.

The Faculty Council reiterated the issue of the use of student evaluations, which were scientifically shown to be biased especially against women and minority teachers, during the tenure and other promotion decisions.

The Dean of Faculty said that this issue is well known among P&T Committee members and that they have been advised not to take these evaluations into consideration in such decisions.

The Faculty Council expressed the importance of an unbiased decision-making process in P&T decisions and requested that, for the first step, student evaluations are removed from the P&T files until the new teaching quality assessment mechanisms are put in place.

The Dean of Faculty agreed to consider this.

3. Update: Elections and by-elections + onboarding of new members

The elections of Faculty Council members are now finalized, and the new members will be announced in a newsletter once the FC website is updated.

The results of the University Council elections are still unknown.

For the new term, FC wants to hire an official secretary, preferably from RSM staff, to ensure continuity and to assist in matters such as setting up meetings and writing minutes. One of the Co-Chairs will make a profile in coordination with the EB to start the process of filling this position.

The Dean's office will assist in setting up meetings for the next term, as the hiring of the secretary will take time. The FC will reach out to the new members with more information and invite them to attend an internal meeting in July to get started.

4. Update: Campus wide smoking ban (10 min)

The Faculty Council informed the EB that the FC has contacted the University Council about this issue and UC has voiced their intention to bring it up once again with CvB.

5. Update: Future Proof

The EB is ready for the implementation of the reorganization (phase 1) but is awaiting the final approval of CvB. The next meeting with the CvB is planned on May 27th. But it is not certain that the CvB will be able to make a final decision at that date.

The EB has informed the FC that the Erasmus Labor Council (ELC) has come up with requests on the social plan which have been largely incorporated into a new version. The ELC and CvB are still in negotiations on the plan. The process is taking longer than planned.

The FP subcommittee of the FC and the EB will meet as planned on the 12th of June to discuss the next phases of the Future Proof process.

6. Update: The impact of WIB-related offer to government on RSM intake for IBA

The universities in the Randstad area offered the Ministry of Education to discontinue their English taught BSc program in Psychology. The Ministry has not yet responded to the offer.

There will be more clarity on this once the offer has been accepted, and the CvB will give RSM instructions on how to proceed. The Ministry did not provide a timeline for their decision on this offer.

The Dean of RSM has showed support to the Dean of ESSB for the difficult situation due to the loss of the program.

7. RSM BV offerings be offered on TOP to improve quality and save cost

EUR employees are currently being offered trainings by externals on topics such as leadership and negotiation on the TOP platform. Several issues were raised in this regard: The quality of the courses is poor, it costs RSM and other faculties a lot, the externals may not know the organizational structure of a university organization., The Faculty Council indicated that it is a pity to not to use the resources available internally as the school prides itself on being one of the best leadership educators in the world. The EB shares these concerns and informed that there have been discussions previously, but there is concern on how to handle sensitive issues as colleagues, considering these trainings are highly reflective.

The FC will reach out to the University Council to request the issue to be taken up with the CvB.

8. The role

of the co-reader in MSc thesis supervision

The new guidelines on thesis supervision minimized reliance on external co-readers and reduced co-reading responsibilities due to a school wide capacity problem. The FC pointed out that this has in fact led to a higher workload where faculty needs to take up more co-reading than before and the total time dedicated to co-reading per faculty has increased.

The FC also indicated that this increase in the faculty workload may result in pressure in the co-reading quality and therefore recommended for clearer communication of instructions and expectations for co-reading.

The Dean of Education agreed to check communication and see if there is any ambiguity there, communicate even more clearly when necessary and also discuss it with the academic directors.

10. Hospitality agreement policy

The FC informed the EB that the HR taskforce of the UC inquired about whether RSM has a policy on hospitality agreements which govern how externals get access to RSM facilities and systems. The inquiry especially concerns the cases of retirees and the cost of access. The EB will get back to the FC on this matter.

11. Any other business

The FC was recently made aware of funds allocated for increased engagement in the councils and program committees. There is yet no structure in how these funds will be divided or for what they can be used. This discussion will be followed up later. As an initial idea, the FC suggested an event organised by all the FCs to showcase the importance of democracy at the university, the cost of which can be covered cooperatively by all schools.

Lastly, the FC informed the EB that they would be contacting and working with the Programme Committees as they had raised concerns about the TER approval process and the general content of the TER. The FC will update the EB once they have spoken with the PCs and understand the issue in more detail.