

Minutes 273rd FC-meeting (ext.)

Thursday 11 December 2025, 10:30 AM – 12:00 PM

Faculty Council (FC) Members	EB members and guests
Jason Roos	Aukje Hassoldt
Cecilie Ostenheden	Myra van Esch
Birgul 'Rose' Arslan	Claudia Rutten
Tijs Slijkhuis	Daan Stam
Patrick de Koning	
Chintan Kella	
Sara Rodrigues Soares	
Kristina Strezoska	
Viktor Nosyk (Online)	
Meryem Abayli (Online)	
Daan Peters (Online)	

1. Opening (1 min)

2. Agenda and minutes (1 min)

3. Update: Tenure Track Clarification (15 min)

The Faculty Council inquired about the 3-year cap on the duration of Promotion & Tenure period extension taken due to parenthood. The Dean of Faculty explained that the cap stems from the 10-year duration in the initial contract proposed to the faculty members. A faculty member who extends the Promotion Tenure decision from six to nine years will still have one year for a potential job search before the 10-year contract period expires.

The Dean of Faculty will inquire with Human Resources and Legal functions about the limit of 10 years and in any case will add explanation for the three-year cap in the Tenure Track policy revision.

4. Update: Progress Salary Document (10 min)

The Dean of Faculty informed the Faculty Council that the new salary policy for the academic personnel has been prepared in collaboration with HR and discussed with Heads of Department and the Associate Dean of IDEA. The Dean of Faculty is currently working with a Faculty Council subcommittee on the policy.

The Faculty Council inquired whether a similar initiative is on its way for remuneration principles for the non-academic personnel. The Faculty Council expressed that such a policy may pave the way for improving pay equity and prepare RSM for gender pay gap transparency requirements coming in effect in mid-2026.

The Director of Operations noted that a formal framework for professional services staff is already in place. Salary and employment conditions for non-academic staff are governed by the Collective Labour Agreement (CAO), the UFO job

profiles, and EUR policies. This information is publicly available on the Erasmus University Rotterdam website and is communicated to new employees during onboarding. In addition, each employee receives an appointment letter outlining the terms applicable to their position.

5. Update: Settlement Part-Time Master Bedrijfskunde (15 min)

The Executive Board provided an update to the Faculty Council on the settlement.

6. Shutting Down of Floors for Cleaning (20 min)

The Faculty Council expressed concern that shutting down the offices for floor cleaning activities during a week of work is counter-productive for RSM Community. The Director of Operations indicated that REF, the Facilities Management function of Erasmus University, decided on the period despite RSM's request for alternative timing (e.g. weekends or holiday periods).

Given the current decision on the part of REF, RSM asked the cleaning to be cancelled for this year and is waiting to hear for an update.

Note: It has been decided to refrain from heavy floor cleaning in January. Instead, in consultation with the cleaning company and Real Estate & Facilities, it has been decided to carry out light floor cleaning. This decision ensures that everyone can come to the office.

7. Any Other Business (5 min)

The Faculty Council thanked the Director of Operations and the Executive Board for taking the concerns about the office moves seriously and immediately taking actions to solve them.

The Faculty Council inquired about updates on Phase 2 of office moves. Accordingly, RSM has been asked to finalize plans by September 2026 to fit into four floors in the Mandeville Building. A work group will be formed for the design activities to work effectively and efficiently on the plan.

The Faculty Council expressed their wish to unite RSM Public with RSM BV as part of Phase 2 of office moves at EUR.

8. Closing (1 min)