

Annual Report 2016-2017

Faculty Council

Rotterdam School of Management

Erasmus University

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Introduction

The Faculty Council of Rotterdam School of Management, Erasmus University is an elected body that represents the interests of the RSM Community, including employees (academic staff, PhD candidates, support staff, and managers) and (Bachelor and Master) students. This Council advises the Executive Board (hereafter: EB) on all issues pertaining to RSM's educational and research activities, as well as its role in society at large. On certain decisions by the EB the Council has to approve beforehand.

RSM's Faculty Council formally convenes about ten times a year with the Vice Dean and the Director of Operations. These meetings are public and can be attended by any interested RSM Community member (this [page](#) shows an overview of the meetings of this year). At least twice a year, the Council meets with the Dean.

The Faculty Council (hereafter: FC) has selected a number of issues that are considered as deserving special attention. These issues in focus include:

- the quality of educational programmes and exams,
- diversity of gender and ethnicity,
- internal collaboration and cohesion,
- transparency and inclusiveness of hiring and promotion,
- sustainability, and
- facilitating the living conditions of international community members.

The Faculty Council is permanently open to issues that are of general interest to the RSM Community. Students and employees are encouraged to flag relevant suggestions, incidents, and other events that can contribute to prioritizing issues and providing well-informed advice to the EB.

Feel free to contact the RSM Faculty Council through the current Secretary to the Faculty Council, Job Heidkamp (heidkamp@rsm.nl), or via fc@rsm.nl.

This annual report will serve as a brief overview of the academic year 2016-2017 and by use of hyperlinks as a portal to the minutes of this year.

Members 2016-2017

Representatives for academic faculty

- Dr Marja Flory (Chair)
- Dr Helen Gubby
- Dr Paolo Perego

Representative for support staff

- Joey Johannsen

Representative for PhD candidates

- Tatjana Schneidmüller, MSc.

Representatives for students

- Rasko Angelinov
- Kyra Heidemanns
- Johannes Ottmann
- Marien Rodriguez Lopez de la Calle (shared Vice Chair)
- Domenica Salazar (shared Vice Chair)

Official secretary to the Faculty Council

- Job Heidkamp, LL.B. BSc.

Contact

- Email: fc@rsm.nl

Activities by area

Education

Boost the Bachelor

In [meeting 182](#) (October 6th) the results of the NVAO Interim Programme Assessment 2016 were discussed. Among other things this led to extra attention for the Bachelor thesis, about which questions about the level and added value were raised. This and the coming academic year 'Boost the Bachelor' should lead to an overhaul of both Bachelor programmes, including the thesis.

Before [meeting 184](#) (December 1st) the Education Committee of the FC had a meeting with the Academic Directors of BA and IBA and it was agreed upon that the FC will monitor the progress.

Increased student numbers

Already before [meeting 183](#) (November 3rd) it became clear that the BIM Master programme got surprised by a very strong increase in student numbers. During the meeting the Chairman of the department provided an update on the measures for that year and the years to come. For the years to come three sorts of caps were proposed. In this meeting

- the FC advised to opt for the third option with a cap of 250 students, in combination with a 'tiered' grade criterion for the BIM course in the Bachelor programmes.
- Ultimately, the FC [advised](#) positively on the proposal for a student cap, as the proposal was in line with the advice of the FC.

Studievoorschotmiddelen

During [meeting 182](#) (October 6th) an update on the 'studievoorschotmiddelen' (Study Advance Grants) was provided. With this as a starting point the FC raised concerns regarding the lack of interaction between students and professors, especially in the Master programmes. Moreover, the possible discrepancy between the government policy of more personal interaction in higher education and the perceived RSM policy was stressed. This also hits the policy regarding the focus on education and/or research. Further discussion was postponed to later meetings.

During [meeting 185](#) (January 12th) another update on the studievoorschotmiddelen was provided. For the end of January finalisation of the plans was planned, but it was necessary that some departments stepped up, otherwise funds had to be returned to EUR Central.

In [meeting 190](#) (June 29th) it became clear that with the structural part of the studievoorschotmiddelen, (senior) lecture positions will be funded, to be earmarked in every department budget.

Education Policy

In relation to the discussions on the studievoorschotmiddelen, during [meeting 185](#) (January 12th) the RSM policy on education was discussed. It became clear that RSM will stay 'two-legged', meaning that both teaching and research are of importance. Ways to offer teaching focused staff more fixed positions are being explored. Another important aspect is the fact that RSM will keep requiring teachers to have a PhD, also if that leads to a knowledge drain caused by leaving teachers that do not have a PhD. The departments are responsible for keeping the knowledge within.

- The FC will monitor the increase of incentives for teaching

Numerus Fixus IBA

During [meeting 187](#) (March 2nd) the reapplication of RSM for a Numerus Fixus for IBA 2018-2019 was discussed. The increasing number of students led the FC to question whether IBA is not becoming a victim of its own success and whether or not the group should be split in two. The Executive Director of IBA indicated that, after consulting the Dean, the maximum was set on 550 students and that this number is not big enough for the group to split, which would logistically be hard to do as well.

Research

PhD topics

During [meeting 186](#) (February 2nd) various issues regarding PhDs were raised. One being that PhDs are required to spend 20% of their time on teaching but are not supported or trained enough. By response of the ERIM Director of Doctoral Education it became clear that this is possibly an issue of the past, as recently arrangements for teaching courses for PhDs were made with Risbo.

The other issues consisted of problems with certain statistical courses and the lack of non-academic job preparation and housing support. These were taken up by the EB.

HR and Finances

RSM Budget

During [meeting 190](#) (June 29th) the RSM budget 2017-2018 was discussed. Different questions were posed by the FC and answered by the EB, however, the main discussion was moved to an external meeting with the controller. Within the bigger picture the financial position of RSM was looking positive.

Workload and sick-leave

In [meeting 183](#) (November 3rd) the progress on the new P&D cycle was discussed. The pilot for support staff went well and this version was rolled out in the first quarter of 2017. The pilot for academic staff went less well and this version needed to be fine-tuned. In order for the FC to compare the old and the new version, it was promised that both would be send to the FC.

In the same meeting it was decided that

- the FC would meet in a separate meeting with HRM to discuss the new results of the employee survey, with a focus on the discrepancy between the perceived work pressure and the low absence rate.

In [meeting 184](#) (December 1st) an update about this meeting was provided. It was discussed that the EB put effort in increasing the participation rate and that in March the HR committee of the FC would meet again to discuss how the steps taken by the department Chairs worked out.

Again, during [meeting 190](#) (June 29th), the results of the employee survey were discussed, in particular the results with regard to the social environment. In order to infer whether the reported abuse mostly comes from students or from within the departments

- the FC requested more specific numbers on the social abuse.w

Diversity

During [meeting 186](#) (February 2nd) the Associate Dean of Diversity provided an update on the diversity policy. It became clear that the RSM policy was more or less used as a starting point for the EUR Central policy. After questions of the FC it was made clear that more systematic support could be useful.

- The FC proposed to let the Associate Dean meet with different representatives of the FC.

Temporary contracts

In [meeting 187](#) (February 2nd) the issue of the use of temporary contracts was introduced. An overview of the different types of contracts RSM uses and an analysis of the personnel files was demanded, in order to gain insight in the use of temporary contracts and/or the use of the method of rehiring people again after six months after the termination of their third temporary contract. In advance the EB responded by providing several reasons for the use of temporary contracts, one being that the majority of those contracts is with PhD students, which is temporary by nature.

During [meeting 189](#) (May 4th) the discussion was continued by the statement of the FC that the number of academic staff working on a temporary base is quite substantial. Various negative consequences were given, one being the knowledge drain when people do not see their contract renewed. The EB disagreed on this concern, as, instead of the old 'Dutch' pyramid structure, the tenure track structure enables RSM to compete internationally and to retain the best talents. The fact that it might lead to uncertainty was acknowledged, but added was that the use of this system is a strategic choice of RSM.

The FC indicated that the whole discussion boils down to the question whether an alternative career path for teaching is possible. The EB replied that the possibilities for this are explored, although for purely teaching the amount of positions will be limited because of accreditation reasons.

Lastly it was added by the FC that the practice of rehiring people after a more or less forced break of six months is an abuse of the system.

Operations

Programme Committees

During [meeting 184](#) (December 1st) an update was provided on the meeting with the Chairs of the Programme Committees about the future regulations for those committees, driven by future law changes. It was decided that already from January 1st 2017, RSM will work as if the law has already gone into force, which is due to September 1st 2017. An important element is that it was also decided that the Programme Committees will work with a system of nominations instead of elections.

Changerism report

During [meeting 189](#) (May 4th) the Changerism report on the ties between RSM and Shell, and the reaction of the EB to the publication of this was discussed. The most important point of critique from the FC was that it is painfully obvious that for the official reaction, no legal advisor was consulted. Various parts of the reaction might be a legal risk for RSM. The EB replied that, among other things, the EB was basically not given the chance to give a reaction to the full report beforehand.

- For future cases the FC strongly advised the use of legal advice, preparation for other actions of activist groups, and complete transparency.

Teaching and Examination Regulations

In [meeting 189](#) (June 29th) the new Teaching and Examination Rules were discussed. Mainly, the obligation to publish exams and answers afterwards was of concern for the FC, as this might lead to students passing their exams easier, by only learning old exams. It was replied that already now all the material can be found online, while it also serves educational motives and as a basis for student complaints.

- The FC approved the new Teaching and Examination Regulations for the year 2017-2018, while stressing her concern about the publication of exams.

Faculty Regulations

As during other external meetings all concerns of the FC were tackled, the new Faculty Regulations were quickly approved during [meeting 189](#) (May 4th).

- The FC approved the new Faculty Regulations for the academic year 2017-2018.

Internal and External Affairs

Student elections

The Faculty Council has elections every year to recruit student members. After the candidacy period five students were elected to be part of the Faculty Council 2016-2017: Rasko Angelinov, Kyra Heidemanns, Johannes Ottmann, Marien Rodriguez de la Calle and Domenica Salazar.

Employee elections

Since the end of the preceding academic year the RSM Faculty Council had two vacant seats, as the PhD candidate representative and one academic staff representative had given up their seats. The RSM Faculty Electoral Committee reopened the elections for both seats at the start of the new academic year. This resulted in Dr Helen Gubby being announced as academic staff representative and Tatjana Schneidmüller, MSc being elected as PhD candidate in October 2016.

Committees

The Faculty Council 2016-2017 decided to work in six committees, with the following members:

- General issues (RSM Internal organisation, RSM Strategy, Reorganisations):
Kyra Heidemanns, Domenica Salazar, Tatjana Schneidmuller
- Education (general/quality assurance, Bachelor programmes, Master programmes):
Marja Flory, Helen Gubby, Kyra Heidemans, Marien Rodriguez Lopez de la Calle
- Research (general, PhD related issues, scientific integrity):
Paolo Perego, Helen Gubby, Tatjana Schneidmuller
- HR issues (general, formation & career development, labour conditions, diversity):
Marja Flory, Joey Johannsen, Rasko Angelinov, Marien Rodriguez Lopez de la Calle
- Finance (budget, other issues):
Paolo Perego, Rashko Angelinov, Domenica Salazar
- FC organisation (Visibility/web page, external relations, back office):
Joey Johannsen, Johannes Ottmann

Member training

In October, a training on the rights and obligations of the FC was provided to the FC members by TAQT, a company that specialises in training participatory bodies within Universities.

Meetings

The Council held around 10 public meetings in total, with an internal discussion preceding each meeting. All public meetings were attended by either the Director of Operations or the Vice Dean, or both, and the Dean participated in at least two of the meetings. Minutes of all these meetings are available [online](#). Other meetings were held to discuss certain specific points that needed clarification or extra fine-tuning.