

MINUTES 123RD FC MEETING – 7 SEPTEMBER 2010

Attendees

FC Members	Guests	MT	Official Secretary
Guido Berens		Dominique Campman	Catheleyne Jurgens
Daniel Gasperz			
Mignon van Halderen			
Fatih Kaya			
Bernardo Lima			
Tom Mom			
Martine Schey			
Pieter van Wijk			

1. Opening

Guido opens the 123rd FC meeting and welcomes everyone.

2. Agenda

There are no questions or further points to be added to the agenda.

3. Minutes

Tom has a question related to point 7: is the document regarding the task forces already sent to the FC? The answer is no since the final version of the document is still not available.

Tom has a question related to point 9: Is the letter concerning the TER proposal sent to the Dean? The answer is yes.

The minutes are approved without further remarks or amendments.

4. Announcements

There are no announcements.

5. RSM budget 2011

Koos explains that there is no complete draft budget is yet ready. We are behind schedule because we do not want to show a high deficit forecast to the Executive Board so we had to reschedule the business units' expenses. It is now a nearly balanced budget. Mignon asks where the cutting of costs in the budget can be found. Koos explains that the services such as HR, Communications, etc. only cost money. Especially IT services had a large increase in costs because they have to replace the PC's in the student PC rooms, the storage system needs to be replaced, and several more such issues. We have chosen to reschedule the replacements. We also checked in which cases we could work together with other schools to save some costs. All items led to a total cost reduction of € 500K. Besides, we asked the departments to come up with a balanced budget since two or three departments have a deficit. Tom wonders what the RSM's main financial challenges are.

Koos states that RSM faces three challenges:

1. Over the last few years RSM hired many assistant professors who are in the tenure track system. They receive a salary increase every year so the average salary level will increase within RSM over time. The measure to put new hires on hold so there will be no influx of new people coupled with

salary expenses is therefore taken. This year only two full professors and PhD students are in the planning for to be hired.

Tom asks if this is a problem which needs to be solved by the departments or the School. Koos explains that the School has to change the policy concerning the tenure track system. The departments which have a deficit need to do more teaching or get in more money from 3rd party funding. Mignon wonders if that means that the teaching tasks need to be reshuffled. Koos states that the educational budget plan is divided in two parts. Every year, the second part is allocated in a later stage in the academic year and can help departments with a deficit if they implement more teaching activities.

2. RSM needs to increase its external income and be able to execute projects in a good way. Bernard asks if the external income figure in the budget is wishful thinking or concrete. Koos explains that 2/3 of the money is covered by existing projects such as 'Composite' for which the School received a huge sum as well as great exposure.
3. The uncertainty regarding the state contribution and the amount we receive from the Executive Board for degrees granted. The EUR is working on a new internal allocation model.

The internal income from the BVs is dividend of which a large part was spent on marketing in 2009 and 2010. Tom asks from which income the bonuses and gratifications are paid. Koos says that if someone does an extraordinary job besides his normal duties or acquires a prestigious research project, someone can get some extra money in the yearly appraisal.

Koos explains that the process will be as follows: we will fine tune the figures and include some additional text after which the document will be sent to the Faculty Council for their advice. It is expected that this will happen in the next two or three weeks.

6. Recap 'I Will'

Antine gives a presentation to the Faculty Council concerning RSM's 'I Will' movement and includes the achievements and challenges in this regard.

Some questions, remarks and ideas from the FC regarding 'I Will' are:

- Mignon: the message – regarding what 'I Will' stands for - is still not very clear to me, at least I find it hard to explain to people the story behind 'I Will', why they should join the movement and how they can use it.
- Pieter: how do you get people for the interviews and what are the criteria? Antine: we just ask people for the interview and they should have something interesting related to business to share within the 'I Will' community.
- Bernardo: I feel, and also hear this from others, a little restricted by the 'I Will' statement since it has to be something you do in the future while we live in the present. Antine gives examples regarding how to deal with this.
- Pieter: at Hyves and Facebook a beginning of a sentence is provided after which you can add a statement. This could maybe also help at 'I Will', for example: "What WILL you do today?"

7. Update on New Business Model

The EUR Executive Board expressed their concern regarding the sustainability of all EUR Schools last spring. The MT together with the department chairs and the J-building is preparing a document which should outline RSM's structure and working relations within the school. The document is still not ready since it is

hard to find agreement among these parties. A simplified version should help. This document is expected in the next few weeks and will then be discussed with the FC.

Tom: there is rumour about a reorganisation of the Strategy department which causes some commotion among staff involved regarding their positions etc. As a faculty representative I have three questions which I would like to have answered:

1. Is this information about the reorganisation correct?
2. What are the intentions for such a reorganisation?
3. Why is the FC not informed about these plans before?

Dominique says there is no reorganisation plan for the departments. Last week there was a meeting with all department chairs in which they have been asked to have an 'open discussion' on the most suitable structure of the departments. For example, the vice dean suggested to combine part of department 1 and 6, and since the Eship-group is a relatively small group, to combine this group with department 4. In this meeting individual opinions are just expressed. Tom mentions that this is not in line with the formal statement send out by the daily board of the Strategy department. Dominique will communicate this issue to the MT.

8. Update on "Bedrijfsvoering 2013" (Operational Management 2013)

On 13 October, around 50 people from the focus groups will meet together with the Deans and Executive Board to present a plan which should serve as input for the method of operating for the SSC's.

9. Update on office space

On 23 September, a reference trip is scheduled to visit the Saxion Hogeschool and hospital in Deventer, and the Provinciehuis in Zwolle, to get a better understanding of how the new setup of the offices could develop at RSM. It seems that a 100% flexible and independent way of working is a step too far for RSM so they are looking for something in between, also with flexible working hours etc.

10. Any other business

In the coffee break we discussed having a lunch meeting later this month to discuss how to proceed with the mission statement this year and some other issues. Catheleyne will send an email to pick a date for this meeting.

11. Closure

Guido closes the meeting at 12.30 hrs.

Next FC meeting 5 October 2010 10.30 am in T03-42.

To do before the next meeting

Agenda Point	Task	Person Responsible
5) Budget 2011	Prepare letter of advice concerning the budget as soon as the complete document is available	Guido
6) recap "I Will"	Discuss if and how the FC would like to use 'I Will'. Does anyone have any further ideas for improvement of the 'I Will' website/ movement for the Marketing department?	FC
7) Update RSM Business model	*FC should be a party in the process and not only to discuss the final document. Discuss how to handle the issue. *a simplified version will cause trouble as it did with the merger. Things do not work out automatically. If there is no agreement, the dean should make a strong statement and act according to this.	FC
#	Plan a lunch meeting to: -evaluate first meeting - discuss input/ role students - mission statement (=> make a list with the letter of advice of last year for follow up) - meeting schedule - vice chair	Catheleyne