

MINUTES 173RD FC MEETING – 3 DECEMBER 2015

Attendees

FC Members	Guests	MT	Official Secretary
Gabi Helfert	Adri Meijdam	Abe de Jong	Joy Kearney
Marja Flory			Liz Derks
David Unterdorfer			
Dominik Scherrer			
Mike Jennekens			
Marina Arnaudova			
Paolo Perego			
Samer Abdelnour			
Kevin Ren			

1. Opening

Marja opens the meeting at 10.32 am.

2. Agenda

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

3. Minutes

The minutes of the previous meeting are approved without further remarks or amendments

4. Announcements

Marja makes three announcements on behalf of the FC:

- the FC have spoken to Arnoud Monster about his concerns regarding the extra pressure on the Admissions office anticipated as a result of the change in admission requirements in the IBA programme. The FC will send a letter to Adri.
- the FC was also approached by a member of Faculty regarding reimbursement of travel expenses for public transport which does not cover the full cost.
- The information received from HR regarding the Tenure Track exit reasons are too sparse, the FC would like more information and more details.

Abe makes two announcements on behalf of the Management:

- Invite P Elsing for FC meeting in January regarding more info on Tenure Track
- Diversity Task Force is postponed – preliminary update will be given

Marina requests a summary of the reasons for departure of tenure trackers with no personal details just including main reasons for leaving and why tenure is denied. Gabi asks also if there are any patterns visible in the reasons for leaving and Marja also asks if it's because they leave for a better position. Liz adds that according to Peter those who suspect they will be denied tenure often leave beforehand to save face. Abe can provide information about the reasons for leaving without personal details. Marja wonders why tenure denied seems to be predominantly applied to Dutch male candidates. The TT system since 2007 is included in the data. Marina asks if there are specific quotas for male/female, Dutch/international candidates and Abe states that this is not appropriate, only quality matters.

Abe states that Marta had given a brief summary in the previous meeting and the issue was then discussed at length in the EB meeting. RSM will extend a contract to TT assistant professors that come in after 1 Jan 2016 that are of a different nature to those offered previously; contracts will be for 10 years with evaluation after 5 years, plus any leave taken, plus for female candidates that have periods of maternity leave of 8 months, either in the case of adoption or giving birth, the evaluation will in the case of two children be after 7 years. Termination of the contract will take place a year after a negative evaluation, giving the candidate a year to find alternative employment. This is because the new collective labour agreement only allows a 3-month extension period. In the previous agreement the candidate would not even receive the maternity leave extension. Most have a much shorter period of a contract. There is parental leave applies to both male and female candidates. Current rules apply to current tenure trackers and this cannot be changed. Department chairs will be informed and they will have to inform all tenure trackers. Samer suggests communicating the information directly to Tenure Trackers and feels this is quite progressive. Paolo asks if other schools are moving towards this? TU Delft is moving to implement it for 7 years. Abe is happy with this solution and Marja thanks Abe for his efforts.

5. Status Update Bachelor Curriculum Restructuring (Entrepreneurship courses)

Adri states that he is gathering input. The last restructuring, back in 2008, was aimed at more streamlining of IBA and BA programmes. They should be identical where possible, IBA should be different where relevant. Now it is time for the next restructuring, as many points of improvement have been collected over the past years. Adri had sent a short note just before the meeting giving some further information. Some points are minor, like all finance or accounting courses being concentrated in one trimester, posing staffing problems with the department. A few years ago there was no need identified for flexibility in the programme but that has now changed. Links with the discussion on Entrepreneurship, this may be possible to introduce in line with student needs presently. Marina asks how flexibility will be implemented, Adri mentions some options: cancelling courses, merging courses, giving less ECTS to course or make courses a parallel option instead of compulsory. Students chose the seventh trimester (exchange, internship, minor) as favourite! There is a discussion about the minor, may be 2 minors of 10 ects each. Adri wants a broad involvement in discussions. Kevin asks if a project team is appointed or can FC student members be involved? Adri says yes, but there can be friction. Marja feels it's better for the FC to be involved from the start. Samer feels it's better to serve in a personal capacity, but Marja does not agree and mentions the 'polder model' and the fact that discussion is essential.

Marja asks about the provision of an Entrepreneurship course and Dominik asks why use trimester structures? Adri explains that it's to do with parallel scheduling of courses. Dominik points out that there is some redundancy due to repetition on some courses.

Paolo sees a lack of structure. There should be more aligned than satellite structure. Adri agrees, needs more discussion. Adri – Bachelor thesis we currently offer is combination with research methods learnt, but content is secondary. We know from past assessments that students ask why not make the thesis subject more international. Samer mentions that the coach could guide the students if they can choose their own topic. Adri replies that there are pros and cons, we would have difficulty coping with the workload. The vast majority of students complete their thesis without delay. The new structure will run in 2018 and will have to be implemented in the OER.

Marja mentions that Adri will receive a letter from FC about the additional requirements. We would like to reopen the discussion. Gabi asks what impact the motivation letters will have on the admissions team, fills Adri in on the meeting. We can still cancel our application and work with numerus fixus immediately. Gabi points out that we still have the grades to work with and students can work with an agency to produce a motivation letter so there is little predictive validity. Marina points out that good motivation letters will lead to over-capacity. Adri mentions that there is a restriction on Dutch, German and French students with regard to internationalisation. Adri expects that we will avoid the additional requirements and withdraw our application, and the numerus fixus is no problem. The application fee could be raised to ensure students take the application seriously.

6. Implementation Report Diversity Task Force

Attempts have been made to increase diversity in the tenure track system. Teaching reduction for mothers - there is an allowance of 15,000 euros now increased to 25,000 allowing co-workers to spend time on research. Adapted standards of output of publication for mothers has not been granted as teaching reduction is in place and this is a more satisfactory solution. The current Diversity Coordinator Yvonne Jules will be replaced by a faculty member to be appointed. Gabi states that integration of newcomers needs to be more thoroughly implemented. Marja asks if those who wrote the report were given any compensation hours, as it would be a nice recognition of their efforts. Abe states they did not but will make sure they receive some form of recognition. Gabi points out that this is comparable work to that of the Faculty Council.

7. Any other business

Samer does not understand why all these extra rules are needed, grades should be sufficient for recruitment. Kevin clarifies the situation about numerus fixus that it is not going to make such a big difference.

8. Closure

Marja closes the meeting at 12.10 and thanks everyone.

Next FC meeting 14 January 2016 10.30 in T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Draft a letter to Adri about the additional requirements	Joy	Done
Draft a letter to Frank about NS Business Card	Joy	Done

Integration of newcomers	Abe will take this up with HR/ademic depts	Pending
Invite P Elsing for FC meeting in January regarding more info on Tenure Tenure	Joy	Pending
Further discussion with Arnoud Monster on his concerns	Marja	Tbc