

## MINUTES 181<sup>TH</sup> FC MEETING – SEPTEMBER 15<sup>TH</sup> 2016

### Attendees

FC Members	Guests	MT	Official Secretary
Marja Flory (Chair)	Anne van de Graaf	Frank van der Kruk	Job Heidkamp
Paolo Perego			
Joey Johannsen			
Rashko Angelinov			
Marien Rodriguez Lopez de la Calle			
Kyra Heidemanns			
Johannes Ottmann (via Skype)			
Doménica Salazar			

### 1. Opening and official start to 2016-2017 Academic year

Short agenda today. Points 8 and 9 go to the next meeting. After the meeting a Vice Chair has to be appointed. AvdG is present as successor of FvdK.

### 2. Introductions

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### 3. Agenda

Some points are postponed to the next meeting, see below.

### 4. Approve minutes

Approval of the minutes of the 179<sup>th</sup> and 180<sup>th</sup> FC meeting is postponed to the next meeting.

### 5. Announcements

The Council and other attendees deeply regretted the passing away of professor Kroon. He was a decent and well regarded man.

FvdK announces the final student numbers: 750 for BA, 550 for IBA and 1850 for the Masters, of which around 1000 external. Huge growth, area of concern, especially BIM which goes from 200 to 350 students. The Council stresses its concerns with regard to the quality of the education and the possibilities of interaction with teachers. AvdG: currently the RSM does not have a maximum, if a student is eligible, he or she may enrol. The problem with maximum numbers of students is that it is not clear for students in advance whether they will be accepted or not, with eligibility it is clear. Selective procedures are being explored, however the Dutch Education Board is not very comfortable with (too) selective education programs. This is also of political concern. For the current year, among other things, temporary lecturers are scouted for the thesis trajectories, courses are double scheduled and taped, and students were asked for other solutions.

FvdK announces that the budget had been finalized. Financially the RSM is doing well. Where a small loss was projected at first, right now a surplus of around 1 million is projected, of which 0,8 comes from central because of compensation for a salary rise in the CAO.

FvdK announces that the trajectory for HR innovation has been started. The goal is how to improve the way HR services can support the whole organization. An external party is hired for this, with whom a brainstorm on this is to be planned. It could be an idea if someone of the FC joins this brainstorm session.

#### **6. Meet new STAR Chairperson – Julie Geelen**

Postponed to the next meeting.

#### **7. Update nomination procedure PhD candidate and Academic Staff member by MF**

For the PhD position there are two candidates, so an election has to take place between October 3<sup>rd</sup> and 7<sup>th</sup>. For the Academic (tenure track) staff position there is only one candidate, so if the Faculty Electoral committee approves the nomination, there will be no election for this position, since the deadline is September 16<sup>th</sup>.

#### **8. Update on Vice Dean nomination and Director of Operations by FvdK**

The update on the Vice Dean is postponed to the next meeting. Anne van de Graaf is introduced as the new Director of Operations by FvdK and welcomed by the FC.

#### **9. Update on the 'studievoorschotmiddelen' by JvdW**

Postponed to the next meeting.

#### **10. Any other business**

FvdK thanks the Council for its input the last years, asked and unasked.

JJ: at the Personnel, Facilities and Organization committee from the University Council an update was given by the HR director of the University on the performance assessment of the new Performance & Development cycle. The campus wide pilot and evaluation of this took place. University Council members stressed that proper documentation and training of both the supervisors and employees is necessary. The HR director confirmed that this going to happen campus wide, but since RSM has its own HR department two questions arise: 1.) what are the results of the pilots at RSM and 2.) what are the plans for RSM HR to introduce this new P&D cycle? FvdK: the full update and answers to this come next meeting, but for now it has to be noted that the two pilots at RSM went quite well. However, from the academics pilot group (and other academic groups from the University) it was made clear that the P&D form does not work that well and by i.a. Top Support it was made clear that first another pilot is needed with regard to the evaluation reports, before a complete roll-out is realized. Central will deliver the service, RSM HR will implement. Probably an external is going to be hired for this, possibly the current person from central who was involved with the development. A question is whether for the next P&D cycle the new system will be used or it is going to be the one after that. The former seems feasible.

Invite Peter Elsing to provide an update on RSM's plan to implement the new P&D cycle. And also present the evaluations of the P& D cycle pilot sessions that were implemented at EUR.

#### **11. Closing**

MJ closes the meeting at 11:11.

**Next FC meeting: October 6<sup>th</sup> 10:30 in T03-42 (internal starts at 09:00)**

**To do before the next meeting**

<b>Task</b>	<b>Person Responsible</b>	<b>Progress</b>
Contact Master program committee	MRLdIC, KH	
Invite Peter Elsing	JH	
<b>Invite Jannet van der Woude</b>	JH	
Invite STAR Chairwoman – Julie Geelen	JH	