

MINUTES 182ND FC MEETING

Thursday October 6th 2016, 10:30 AM – 12:00 PM, Mandeville Building T03-42

Attendees

FC Members	Guests	MT	Secretary
Marja Flory (chair) - MF	Anne van de Graaf - AvdG	Steef van der Velde - SvdV	Job Heidkamp
Joey Johannsen - JJ	Jannet van der Woude - JvdW		
Helen Gubby - HG	Jacqueline de Nooijer - JnD		
Marien Rodriguez LdIC - MR	Dirk van Dierendonck - DvdD		
Rashko Angelinov- RA	Julie Geelen - JG		
Domenica Salazar - DS			
Kyra Heidemanns - KM			

1. **Opening**
2. **Agenda**
3. **Update by JvdW on 'studievoorschotmiddelen'**

JvdW: For the great part, these plans have been completed or implemented. Some still have to be approved. A full update in December is proposed. There are still some white spots, so some courses still need some attention, while some are already very good. MR raises the point that there is not enough room for personal interaction between students and professors or for feedback on the courses. There are no Student Representatives (hereafter: SR) at Master Programmes, because professors think students should come themselves in order for them to be heard. For smaller programmes this is true, but at the bigger programmes there is not always room for that.

MJ: The first remark is that there is not enough contact between lecturers and students and the second remark is that SR are willing to give feedback, but there is a tendency with professors that they think students should come themselves. So suggestions are to make SR more important or to have office hours where students can have contact with professors. JvdW: Feedback possibilities for students on their work is really looked at. AvdG: There is also attention for feedback of students for professors. Contact details of SR or Programme Committees (hereafter: PC) are send to Academic Directors to make connections. For this year she feels it is working, for later years the FC should monitor.

JdN: BIM organizes a thorough redesign session to benefit all students and other programmes organize these as well. The Learning Innovation Team is always open to talk and open for help in redesigning courses.

HG: There is discrepancy between the government suggestion of more personal education and interaction with lecturers and the perceived RSM policy. In a conversation with Abe de Jong she brought up the suggestion of Minister [of Culture, Education and Science] Bussemaker for a parallel career tenure track for teaching. According to her Abe said RSM is not going to do that because it is focusing on research. At this moment the (quality of) education cannot be sustained. Why is RSM so determined to not deal with this problem? SvdV: in principle RSM can create its own policy, since it is a suggestion of the government. There used to be a vision of a two legged

faculty, with a focus on both teaching and research. This is common practice among other universities and faculties, but some faculties are better in research, while other are better in teaching. Research is expensive. In order to be tenure you need research. RSM will be formulating its policy for the future on this. This issue needs to be discussed with the Vice Dean.

4. Update by Dean SvdV on Vice Dean nomination

SvdV: Dirk van Dierendonck has accepted the invitation to become Vice Dean. The MT is really pleased with this because of i.a. his research on servant leadership and HR. He will start November 15th. After this meeting, which for now served as the obliged consultation with the FC, he can be appointed by the CvB. It has to be noted that in the future 'consultation' with regard to certain decisions means that the FC as a whole needs to be heard, in order for the FC to give a documented reaction, as it is formulated in the regulations.

MF: I hope to have the same cooperation with Dvd as with the former Vice Dean and to continue discussions on the following issues. A very important concern is work pressure within the faculty, answers of the past were insufficient and numbers on this issue were not given. Another concern is the division between research and teaching (focussed) staff. Lastly, the perceived (unfriendly) atmosphere is of concern.

Dvd: I will maintain the level of communication and cooperation of my predecessor with the FC. The mentioned challenges are certainly acknowledged, but first more conversations with people are needed. JJ: with the FC being a representative body it will bring up concerns and issues. Challenges of diversity and sustainability should not be forgotten. Dvd: I am open to concerns and issues, but the solutions for those are one step further than only raising them.

5. Approval Minutes 179th and 181th FC meeting

179th approved. 181th subject to the question of AvdG.

6. Announcements

7. Ratification appointment Domenica and Marien as Vice Chairs

Approved: Domenica first half year; Marien second half year.

8. Introduction STAR Chairperson – Julie Geelen

JG: STAR is working on its policy for 2017 and is open to ideas and plans of RSM, so contact her if needed.

9. Update by MF on nomination PhD Candidates and one Academic Staff member – introduction of Helen Gubby

HG introduces herself. MF: The elections for PhD Candidates will close on October 7th, after that results will come in.

10. Update on developments WHW Education Committees

MF: The FC is not pleased with the fact that for the second time it was not informed by the MT on a certain issue. The Dean should have started a discussion with the FC on the developments of the WHW. SvdV: letter was there only last week. MF: The FC proposes to take two members of the FC, two of the PC, and probably with a legal

advisor, to talk about the implications and consequences of the developments in order to create a division between responsibilities and tasks. Of concern is that the PC will have a say on 140 courses and the PC will probably need elections as well. How will this be managed? HG (being fluent in Dutch and a lawyer) and MJ will represent the FC.

11. Discussion on NVAO Interim Programme Assessment 2016 and Plan of Action

HG: Of concern are the high numbers of students, while the RSM wants to maintain the traditional university interface. Suggestions in the documents for this are small scale activities, but what do those entail? SvdV: studievoorschotmiddelen are used for this. If those funds will rise in the future, which both the government and EUR central are planning to do, RSM can give more body to those these activities (which now entail e.g. e-learning), with more 'hands' (e.g. hiring teaching assistants).

MF: Of big concern is the bachelor thesis. What do they actually learn? It is not really going in depth. In general academic (and soft) skills are missing in the bachelor. DS: The bachelor is more perceived as a methodology assignment, but a thesis is really of importance, because it shows what a student learned in the three years. Right now it does not bring any additional insight. AvdG: This issue is best raised with Eric Waarts. He is on Boost the Bachelor, where the thesis will be reviewed. Eric might suggest to invite the two new directors of education, Gabriele Jacobs and Erik van Raaij, for the next meeting. Best is to ask about the issues and to inform where Boost the Bachelor is now.

SvdV: First 'flipping the classroom' will be implemented, then maybe more staff for small scale teaching is possible. As said, it is not sure the funding will be available in the future. It is not possible to do this immediately. For that, RSM would have to take drastic measures: to cap the number of students or to raise the bar for admission.

HG: A problem arises with the number of students with regard to the supervision of master theses. SvdV: Only with capping RSM would have certainty about the numbers. With BIM for example the RSM was taken by surprise, the numbers have to be accepted.

DS: Of concern is the second trajectory for the BIM theses, which will cost students an additional fee, but is of higher quality than the first trajectory, because teachers have less to correct during that period. AvdG: That conclusion cannot be drawn beforehand and it still a plan. MF: The FC has to monitor it then. AvdG: Note again that it is still a plan. First it has to go through the PC, then the FC will follow, probably during the next meeting. Eric van Heck, director of the programme needs to be invited to inform the FC as well. SvdV: A lot of students already base their thesis on an internship, so they are already taking longer to finish the programme, so essentially you are asking to indicate whether students will do this or not.

12. Update by PE on progress new P&D cycle

Peter Elsing is absent because of a vacation. MF: The item stays on the agenda, because of the earlier raised problem of working pressure. It is important. Every time it is asked, HRM says they cannot give the numbers because of privacy reasons. The atmosphere is also of concern. AvdG: EUR central is on an Employee Survey, so with those results it could be checked. MF: Not enough people are filling in those surveys, so it is hard to use those surveys, but when walking around the problems are observed. SvdV: It is hard to act on anecdotal evidence. MF: It is not anecdotal and happens more than incidental.

13. Update by MRLdIC and KH on contact Master program committee

Already dealt with during other agenda items.

14. Any other business

SvdV: A lot of new students this year, has to be thought of, also in physical terms on campus. Financial Times ranked RSM Master in Management on number 5, so traction of the market will stay. Working on RSM 2020 in relation to its 50th anniversary. Launch is postponed to the early months of next year. Housing is an issue, RSM needs to assess what is needed and what is available. RSM wishes to have a new building on the place of the current V building. This will not house all staff. Of course not sure if this will happen. The budget now shows a surplus of 1 million, where a loss of 0.8 million was projected. The Master Graduation Day was successful, it created a lot of positive attention.

KH: Just like the Chairwoman of STAR, the Chairwoman of SR needs to be invited for the next meeting.

AvdG: I will always be present as Director of operation, except if I am prevented from coming. Eric Waarts attending the meetings could be of value as well, as there are always items on the agenda which concern him.

15. Closure

Next FC meeting November 3rd 10:30 AM in Mandeville T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Invite chairwoman SR	JH	
Invite Peter Elsing again on item 12	JH	
Invite Eric Waarts on Boost the Bachelor	JH	
Invite Erick van Heck on 2 nd trajectory BIM thesis	JH	