

MINUTES 186TH FC MEETING

Thursday February 2nd 2017, 10:30 AM – 12:00 PM, Mandeville Building T03-42

Attendees

FC Members	Guests	MT	Secretary
Marja Flory (chair) - MF	Saskia Bayerl (SB)	Dirk van Dierendonck - DvD	Job Heidkamp
Joey Johannsen - JJ	Marius van Dijke (MvD)	Anne van de Graaf - AvdG	
Helen Gubby - HG			
Tatjana Schneidmüller (TS)			
Paolo Perego (PP)			
Johannes Ottmann (JO)			
Rashko Angelinov (RA)			

1. Opening

2. Agenda

Because of pressing time schedules of the guests, point 9 and 7 are discussed at the very beginning.

3. Approval Minutes 185th FC meeting

The Minutes of the 185th meeting are approved.

4. Follow-up to-do list last meeting

All items were completed, except the discussion with the Vice Dean of Education, which is still a pending process internally.

5. Announcements

MF: For next meeting all the programme directors are invited to answer multiple questions, which first will be send by email, also to AvdG. Another thing is that the employee survey showed that the visibility of the participatory bodies scored low and the FC wants to tackle this issue.

The student section requests a Facebook page to increase the visibility among students. The employee section stresses that in order to increase the visibility within RSM and to improve internal communication in general, a strategy has to be formulated. This issue will be discussed next meeting. Lastly, HG and MF will cover the process of the new Faculty Regulations. It is important that a legal translator is involved to prevent discrepancies in the Dutch and English version.

AvdG: In the Financial Times Global MBA ranking RSM rose globally from place 40 to 31 and in Europe from 16 to 11, being the only Dutch school in the ranking. Another thing is that the Careers, Corporate & Alumni Relations Department will be split, since the alignment of those three parts does not always work out well. Careers will be split

off and operate independently as Career Development Services, with a dedicated director. At the BV level this means a reorganization, which the Employee Council of that department already approved and is made public.

6. Agenda items of the Executive Board

No agenda items from the EB.

7. Update by Saskia Bayerl (Associate Dean of Diversity) on the RSM diversity policy

SB: It is nice to see that EUR Central has replicated the RSM diversity policy more or less. It also makes sense to align the policies of the Faculties. The report on the current state of diversity within RSM is being written now. The RSM action plan to reach the goals set by EUR Central is prepared in collaboration with DvD and PE, and will be completed around the end of the second quarter.

JJ: When you started on your position two important issues or goals were increased visibility of and support for your function and responsibilities. Do you feel those goals were met by RSM? SB: With regard to visibility, yes. With regard to support, not as much as hoped for, although a lot of support was given by Gabi Helfert. At the moment I have a student assistant, but having someone more systematically supporting me would improve it. The communication with EUR Central could be better.

Subsequently it is mentioned that if people have certain issues with diversity, they can go to SB, in confidentiality. The confidentiality officers are also an option. People need to be aware of this. The need to communicate with these persons or SB is stressed, because otherwise the EB cannot do anything to solve these issues. It is proposed to let SB have discussions with the different representatives within the FC.

8. Update by Peter Elsing (HRM) on the results of the employee survey

PE: Last Friday the results of the employee survey came in and subsequently a process plan was drafted, which will be discussed by the EB in the coming time. MF: Why did the Dean write that he was pleased with the results, while the results still need to be discussed? DvD: Because of the high response rate, the increased score on engagement and involvement. We are not there yet, but a positive trend is visible.

MF: A research by FNV (a big labor union) showed that University personnel experiences high work pressure. DvD: Actually, within RSM the development is positive, although it is still high. Per department this issue will be discussed. MF: But what will be done, how will it be handled? This issue is raised almost every meeting. DvD: It is important to differentiate between objective and perceived work pressure. Also inter-context is of importance, for example, a lot of autonomy is given to employees and efficiency has increased. Perceived work pressure is less easy to be solved.

9. Questions by Tatjana Schneidmüller (PhD representative) about support for PhD students (housing, non-academic job preparation, statistical courses)

MF welcomes Marius van Dijke as ERIM Director of Doctoral Education, while mentioning the positive fact that RSM FC is the only Council of the EUR with a PhD representative.

TS: I have got four issues, which resulted from meetings of the ERIM PhD council. The first is about teaching support. PhDs are expected to spend 20% of their time on teaching, but are not enough supported or trained. From ERIM no solution was brought up, since they say it is too expensive. MvD: This is already an old issue. In the past

ERIM was responsible for research only, while the departments were responsible for teaching, but now a different line of thinking is formulated. Since teaching is now an important factor within (a career in) research, an arrangement with Risbo was made. In May the first two cohorts of PhDs will start with a three day course in teaching. This is only meant for PhDs who actually teach, is on a compulsory basis and completion will result in a certificate. It is financed by ERIM. MF: Is it not strange that we require a BKO (Basic teaching qualification) from (Assistant) Professors but not from PhDs? MvD: The vast majority of PhDs are assigned to small scale teaching and not to big lectures or complete courses. TS: There is an example of a PhD who had to provide an IBA 1 course with 300 students. MvD: This point should be raised with the Dean of Education.

TS: The second issue is about the statistics courses, in particular the course Statistical Methods that does not meet the research needs. PhDs are also not aware of the courses they can take at partner Universities. MvD: The course used to have good evaluations, till three years ago, when the focus moved from SPSS to R. Last September the introductory lectures in R were discussed and it was recognized that the required starting knowledge of R is not there and that the course needs to be more useful, with more context. Additional teachers, who use the methods themselves will be brought in. With regard to the awareness, the other courses will be in future course manuals. It is not possible to present all courses, since the field of management is very broad, which also results in PhD student being allowed to take on any course they like, everywhere on the world, as long as it is useful.

TS: The third issue is about the low level of non-academic job preparation by ERIM or RSM. MvD: When we recruit new PhDs we communicate clearly that ERIM prepares for a career in science and 80% ends up in science too. Moreover, we cannot really offer non-academic job preparation as the people at ERIM are scientists who do not really have knowledge about that. Therefore we rely on EUR Central and on RSM Career Services. TS: When we contacted Career Services they replied they were not responsible for this. AvD: I will take this up.

TS: The last and fourth issue is about housing. What is recommended by RSM is not at the price level of PhDs or is presented in Dutch only. For example, Eindhoven University provides housing through Vestia, at a reduced price. MvD: This is not exclusively of concern for ERIM but for EUR as a whole, and ERIM it not able to provide such a service. AvdG: We are relying on EUR Central for this and I will inquire whether the rooms provided to students are also available for PhDs.

10. Any other business

No any other business.

11. Closure

Next FC meeting is March 2nd 10:30 AM in Mandeville T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Inquire PhD housing possibilities at EUR Central	AvdG	
Contact Career Services about PhD job preparation	AvdG	
Raise point of PhD giving IBA course with Dean of Education	TS / MF	

Have discussions per representative with Associate Dean of Diversity	FC (if needed)	
Send report on diversity (when completed)	SB	
Invite programme directors	JH	Done
Raise returning issue of work pressure	MF / JJ	