

MINUTES 190TH FC MEETING

Thursday June 29th 2017, 10:30 AM – 12:00 PM, Mandeville Building T03-42

Attendees

FC Members	Guests	EB	Secretary
Marja Flory (Chair) (MF)	Elisa Vandensteene (EV)	Dirk van Dierendonck (DvD)	Job Heidkamp
Tatjana Schneidmüller (TS)	Ton Rooding (TR)	Anne van de Graaf (AvdG)	
Joey Johannsen (JJ)	Ben Schotpoort (BS)	Eric Waarts (EW)	
Helen Gubby (HG)		Steef van der Velde (SvdV)	
Domenica Salazar (DS)			

1. Opening

2. Agenda

Agenda item 7 is moved to the end of the meeting.

3. Approval minutes 189th FC meeting

The minutes are approved.

4. Announcements

MF: The FC is in general content with the communication and collaboration with the EB, but the following issues did not go as wished. First of all the problems around a certain course were not communicated at all. The same goes for the handling of the issue of the Changerism report. Lastly, the feedback the FC gives to certain topics should be taken seriously.

5. Follow-up to-do list last meeting

The to-do list of last meeting is updated as follows and on some points discussions followed, which are presented below the list.

Task	Person Responsible	Progress
Send report on diversity (when completed)	SB / DvD	Done
Put issue on coffee machine forward to University Council	KH	Pending
Discuss with Facilities the current possibilities of opening times	AvdG	Done
Looking into number of staff effected by the 'six month loophole'	AvdG	Pending
Send final report on the employee survey (when completed)	DvD	Done

TS: With regard to the opening hours the EB sent out an email to all secretaries but not all were passed on to other personnel. The FC would like to have an actual survey.

AvdG: I will take this up.

TS: All the coffee machines are replaced now, but sachets for people with allergies or who are vegan are missing.

AvdG: We will keep chasing this up at EUR Central level.

MF: Next meeting the diversity report will be discussed, the same goes for the number of people affected by the 'six month loophole'.

6. Agenda items of the Executive Board: -

7. Discussion on the Changerism report

HG: It is painfully obvious that no legal adviser was consulted before the published reaction of the EB. RSM runs the risk of a defamation case. If the researchers want to pursue a career in research and with RSM calling their research tendentious, biased, saying it contains factual errors, and that the report is 'not up to academic standards' their reputation might be impaired. They could bring this up to sue the RSM. I would advise a different tone, to thank them for the research while saying RSM does not completely agree on the interpretation, and recognizing that some things could have been done differently. For example, it cannot be denied that there is a clause in the Shell-RSM contract that Shell may influence the curriculum. You can have a spin on it but it cannot be denied. Another thing is the case that a professor's communication centre hired his daughter's company to put on certain events, which is 'not done'. A lawyer acting on behalf of the report authors could use this to also open doors to other suspicions. Other allegations are that his research was funded by Shell or that Shell published in his journal. The response published in the EB reaction that 'he was not aware that Shell had ever published in this journal' is not a good defence, as that can be used by such a lawyer against him because the professor could have first have had that fact checked.

SvdV: First of all the published reaction was a reaction to the executive summary of the report. The Board commissioned the research assignment for the whole University, for all connections with companies, instead of only the RSM and only connections with fossil fuel companies. Also, the report was sent to Follow the Money instead of the Board. As researchers, you cannot change the commissioned assignment. In the beginning, the 'draft of the draft' was sent to us, but the researchers demanded that this should be kept within the MT only, otherwise legal consequences would follow. This meant that we could not check the findings with the people involved. After that the executive summary was sent to us in order to give a reaction, but how do you react to the full report if you do not have it? This summary contained various accusations toward RSM and certain professors. We had to stand up and protect RSM and those people.

HG: From the reaction, it is not clear that it is a reaction only to the executive summary and not to the full report. It opens by referring to the 'report'. It repeats that. So to begin the reaction by simply saying that 'the report' is tendentious and biased, incurs a legal risk.

SvdV: Admittedly, in the first paragraph it is not clear that is a reaction to the executive summary but in the following pages it is stated clearly.

HG: I would strongly advise to make use of a legal person to advise the EB on the position of RSM, also in future cases.

DS: Besides replying to Changerism it would be a good idea to evaluate all stakeholders' reactions. Not in a 'firing position' but in a position of explaining why it happened.

SvdV: It is pretty naïve to think that people care about facts, people read the headlines and that is what sticks. They do not care about the facts, even if those show that the conclusions are simply not true.

JJ: There have been cases like this in universities in the USA. Note that the effort of these kind of organisations is to get institutions to respond, it is focused on change, to divest, for example. RSM has to be prepared for these kind of allegations.

HG: If the accusations are baseless, would it not be a good idea for the RSM to provide complete transparency?

SvdV: This is actually what we are going to do by setting up a corporate relations register. But the question is how far that should go. Should it include these people write at companies and guest lectures that are provided? It involves a lot of work.

8. Discussion and voting on the Teaching and Examination Regulations

HG: There is mainly one issue with the proposed changes, the obligation to publish exams and answers after the exam has taken place. There will not be a problem if the material only goes the students who took the exam, but you know it will be published all over the internet. This way it becomes easier and easier for students to pass their exams by only studying the old exams instead of studying and learning the study material.

TR: It is an illusion to think that student do not study exams instead of material already. If it is a specific problem for a course exemptions can made, based on a strong motivation. Additionally, without the answers and exam being published students cannot make precisely motivated complaints. Lastly, it also serves educational motives, since students can learn from it.

MF: The FC can agree with the proposed changes of the TERs but will mention the worries it has with publishing the exams.

9. Discussion of the budget 2017-2018

MF: We have decided that Ben Schotpoort and I are going to meet in August to discuss the budget further. For now we cannot find the results Extended Strategic Platform meetings in the budget. For example, we cannot find the funds for diversity, which is a very important issue in the strategic plans.

AvdG: Within the main lines of the budget these kind of issues are relatively small in terms of size, although they are big in terms of importance. That is why these cannot be found in the budget.

MF: Where are the plans on the new senior lecturer positions to be found? At the same time the 'studievoorschotmiddelen' also speak about these positions. Will this result in two separate posts? Besides that, I believe the Minister of Education declared that the structural money of the 'studievoorschotmiddelen' should be spend on Dutch students, meaning that Dutch speaking teachers should be attracted.

AvdG: We thoroughly disagree on the last remark.

MF: The first plan on the 'studievoorschotmiddelen' was refused by EUR Central because of that reason. Of course it is difficult to divide the funds completely if you 'improve the education', but the majority should be spend on Dutch students.

SvdV: That is not exactly how it works. Some courses in BA are taught in English for example, so you cannot say only Dutch teachers should be attracted.

AvdG: In terms of the budget we will let you know where those posts are placed. After summer we have to have an updated plan from the Teaching Institute where the money will be spend on. At that moment we can have this discussion.

BS: If you look at the current overall picture it shows that RSM has a steady income, but some income streams do contain some ambition. More costs are expected in the coming years, but at the bottom line RSM will be doing well. Also the reserves are sufficient, so no big risks are observed in the budget. This big picture is important and is positive.

10. Discussion of employee survey

MF: With regard to point 10, the Social Environment, the FC would like to have the numbers. The statement that most of the abuse is coming from student evaluations is based on the discussion HR held with the Department Chairs. So in order to investigate whether the abuse comes from students or the Department(s) (Chairs) itself (themselves), numbers are needed.

DvD: The question is very broadly formulated, so it is hard to interpret the results. That does not mean we do not look at what is going on in the Departments.

MF: The FC would like to continue the discussion with the new head of HR, as we are pleased with current way of discussing this. We are also pleased with the fact that the RSM is cooperating with the EUR workgroup on work pressure.

11. Discussion of new (senior) lecturer positions

MF: The FC would like to mention that it is very pleased with the plan, but wonders how it will be funded.

DvD: It is part of the whole budget because it aims to strengthen education in every aspect. It is found in the Department budgets, since every Department will have one of these positions. There is a provision in the 'studievoorschotmiddelen' to fund this.

12. Any other business

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13. Closure

This is the last FC meeting of the academic year. The new schedule will be drafted in the coming time.

To do before the next meeting

Task	Person Responsible	Progress
Put issue on coffee machine forward to University Council	KH	Pending
Look into possibilities of a survey on demand for more opening hours	AvdG	Pending
Looking into number of staff affected by the 'six month loophole'	AvdG / DvD	Pending
Chase up issue of coffee machine at EUR Central	AvdG	Pending