

MINUTES 192ND FC MEETING

Thursday November 16th 2017, 10:00 AM – 11:30 PM, Mandeville Building T04-36

Attendees

FC Members	Guests	EB	Secretary
Marja Flory (Chair) (MF)	Adri Meijdam (AM)	Dirk van Dierendonck (DvD)	Job Heidkamp
Tatjana Schneidmüller (TS)	Ad Scheepers (AS)	Anne van de Graaf (AvdG)	
Helen Gubby (HG)			
Mohammad Ansarin (MA)			
Amy Janssen-Brennan (AJB)			
Elisa Vandensteene (EV)			
Gatien Devictor (GD)			
Tania Bhulai (TB)			

1. Opening

2. Agenda

Agenda item 6 was postponed to the next meeting as the head of HR was unable to join the meeting because of a conflicting meeting on EUR level (about work pressure), and the FC did not have a chance to study the related document, as it only came in a few days before the meeting.

3. Approval minutes 191th FC meeting

The minutes are approved.

4. Announcements

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
Look into possibilities of a survey on demand for more opening hours	AvdG	Pending
Meeting of HR committee with the EB on 'six month loophole'	HG	Pending
Chase up issue of coffee machine at EUR Central	AvdG	Pending
Meeting with EB on tagging structural funds studievoorschotmiddelen	MF	Done

AvdG: From USC we have got a quote of €500,000 for extending the opening hours of Mandeville on Saturday for two hours and opening the building on Sunday from 09:00 a.m. till 05:00 p.m. We are looking into the trustworthiness of the quote, to ensure it is a realistic one. Subsequently, we will decide on doing an extensive survey and after that the final decision on the opening hours will be made.

HG: Concerning the temporary contracts, there is no progress as I feel stuck in this process. People told me their stories in confidence but the EB will only follow-up if they have names, which I cannot provide of course. AvdG: Based on more abstract numbers we get the impression that a sound policy is in place. Of course, a small sprinkling of people with temporary contracts on top of the temporary contracts by nature is there, of which some might be discontent. HG: This means we need an anonymous survey to see whether they are content or not. DvD: We also need to look at the numbers compared to the people who are on a fixed contract.

MF: The discussion is not only about this, but also about the FC in her signalling function bringing stories of people within RSM to the EB, to which the EB replies that the issues are not supported by the numbers. This kind of communication does not lead to an open discussion. DvD: We formulate and revise policies based on numbers from 500 to 600 people. There will always be some people who are discontent. People can come to us, especially since we are not their direct boss, or to the confidential counsellors. EV: It is not necessarily about people being satisfied or dissatisfied but more about people getting treated fairly. AJB: It seems we are in some kind of loop here, but it is also about people feeling safe to go tell their bosses about their dissatisfaction. MF: We will have a separate meeting with the EB on the story versus numbers issue, with the representative function of the FC in mind.

AvdG: The issue of the coffee machines is still pending. We are working on getting a 'vegan-proof' machine on at least one floor. TS: There are no sachets on every floor and some people started to bring their own coffee machine to the building, also because some people think it tastes bad. AvdG: The discussion about people who are vegan or have a lactose intolerance is valid but let us not discuss the taste of the coffee in the FC. Also note that is not allowed to use your own machines.

6. Discussion of final report employee survey

Postponed

7. Discussion on follow-up earmarking studievoorschotmiddelen

MF: The EB is still in discussion with the departments about the implementation of the spending of these funds. For next meeting their might be an update and the FC urges the EB to have it by then.

8. Discussion on student evaluations

Ad Scheepers presented the findings on the current state of the student evaluations at RSM, some of the practices at other European business schools, and the results of a semi-experiment conducted at eight core courses. From that experiment no clear relationship was found between the grading of exams and the rating of the courses.

The FC raised different questions about the reliability of the drawn conclusions, considering the sample size and the focus on big groups. AS: We think we can base the conclusions on this sample, and big courses were used as the groups needed to be split in two for the different treatments.

Subsequently, a discussion followed on the fact that this issue has been raised for a long time, the amount of people who get to see the results of the evaluations, confidentiality, the idea of taking out outliers, the possible relationship between response rates and satisfaction of students, mandatory evaluations, and qualitative assessment. In spring (depending on the response of other European schools) a European benchmark should be created, on which further comparison can be drawn.

9. Any other business

Adri Meijdam presented two important topics. The first concerned the intended introduction of a so-called Sandwich Year and an Add-on year in the Bachelor programmes, which should increase the employability of graduated Bachelor students and broaden the choice of students. It is also an embedment of some practices already in place and it has legal advantages as students should be enrolled in order to do an internship. This was well received by the FC.

The second concerned the findings of the research into the consequences of the selective admission criteria for Master programmes. Among other results, the students affected by the introduction of the selective admission is limited, although it is clearly higher for BA than for IBA students (19% versus 7%, respectively).

10. Closure

To do before the next meeting

Task	Person Responsible	Progress
Look into possibilities of a survey on demand for more opening hours	AvdG	Pending
Meeting of HR committee with the EB on 'six month loophole'	HG	Closed for now
Chase up issue of coffee machine at EUR Central	AvdG	Pending
Meeting of HR committee with EB on communication	MF	