

MINUTES 193RD FC MEETING

Thursday December 16th 2017, 10:00 AM – 11:30 PM, Mandeville Building T03-30

Attendees

FC Members	Guests	EB	Secretary
Marja Flory (Chair) (MF)	Irene van der Veen (IV)	Dirk van Dierendonck (DvD)	Job Heidkamp
Helen Gubby (HG)	Nadine Nieuwstad (NN)	Anne van de Graaf (AvdG)	
Mohammad Ansarin (MA)	Marc Gijsbers (MG)		
Amy Janssen-Brennan (AJB)			
Elisa Vandensteene (EV)			
Gatien Devictor (GD)			

1. **Opening**
2. **Agenda**
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3. **Approval minutes 192nd FC meeting**

The minutes are approved.

4. **Announcements**

AvdG: On EUR Central level the new allocation model is coming up, which is planned for introduction in 2019. It will be a stable transfer from the current model, because the changes mainly involve clearing the model of inefficiencies and other systems that are based on historical decisions that have no base today. The strategic steering is somewhat limited, but it suffices. For RSM there are no worries. Although the FC has no formal role in this process, the EB will send information.

AvdG: Also coming up is the GDPR which is more stringent than current legislation on privacy. The support from EUR Central is somewhat limited, but it is noted that RSM is ahead compared to other faculties. Secondly, in the financial prognosis of October, RSM is looking at a surplus of 1.4 million euros. Lastly, at the moment RSM is under accreditation of NVAO. The results for the master programmes are expected in the beginning of 2018. NN (UC): Note that they are including an assessment of the participatory bodies, also on programme level, so it might be an idea to contact the Programme Committees.

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	Closed
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	Done

AvdG: The quote of 500,000 euros we got from USC is confirmed by them, which remains a rather high amount of money. This does mean RSM is not going to extend the opening hours of the Mandeville building.

6. Discussion on follow-up earmarking studievoorschotmiddelen

Almost all conversations with the department chairs, together with Eric Waarts, have taken place. These were mainly about the visibility of the spending of the studievoorschotmiddelen on teachers. For the next FC meeting a list with the results will be send. Some departments are explicitly hiring, some to a lesser degree.

MF: The FC was invited to a meeting of the UC. It became even more clear that if the studievoorschotmiddelen are not really spend on teaching staff, the money will have to be returned to EUR Central. DvD: We are aware of that.

7. Discussion of final report employee survey

MF: We are quite happy with the way RSM handled the survey, combining both quantitative and qualitative methods. The main issue remains the work pressure for academic staff, which is also illustrated by my observations that people do not call sick when suffering under work pressure, but instead they say they will work at home.

DvD: Note that work pressure is not only about hours but also about perception. It remains a challenge how the different departments have to work with the same outline, in order to create a co-productive environment. Interesting to see is that the two most different departments are now working together and exchange insights.

9. Any other business

EV: Following up on the discussion we had last FC on student evaluations, the FC came up with some ideas. The first is to simply inform students about the fact the evaluations are actually being read by the professors, which could decrease abusive behaviour. This could be done at the beginning of each evaluation and during the kick-offs at the start of the academic year. Another idea might be to create a system in which the evaluations remain anonymous from the professor, but somebody else will be checking the comments on abusive behaviour and will link this back to the student if necessary.

AvdG: We will pass these ideas on. MG: I think this also comes down to giving students the idea that they and their feedback are being taken seriously. An idea might be to show what is actually done with the feedback. DvD: This topic also moves into territory of the PCs. Also note that during appraisals we do not draw quick conclusions from

the evaluations. It should be a clear pattern over a certain timespan for example, which, for example, might indicate that the person in question is not suitable for the specific course.

MG: Given the time constraints I only want to address the issue that EUR has dropped in the Keuzegids (Dutch guide for upcoming students), mainly because of lacking basic facilities, such as having sufficient study places. We should have a discussion on this next time. AvdG: This is something for EUR Central, but of course we are very much pushing for solutions and we are keen on having that discussion.

10. Closure

To do before the next meeting

Task	Person responsible	Progress
Chase up issue of coffee machine at EUR Central	AvdG	Pending
Contact PCs on accreditation, evaluations	FC	
Send information on allocation model	AvdG	