

MINUTES 196TH FC MEETING

Thursday March 15th 2018, 10:30 AM – 12:00 PM, Mandeville T03-42

Secretary to the Faculty Council: Job Heidkamp

Attendees

FC Members	Guests	EB
Marja Flory (MF) (Chair)	Marc Gijsbers (GS)	Steef van de Velde (SvdV)
Helen Gubby (HG)	Nadine Nieuwstad (NN)	Anne van de Graaf (AvdG)
Amy Janssen-Brennan (AJB)	Erik van Raaij (EvR)	Dirk van Dierendonck (DvD)
Elisa Vandensteene (EV) (Vice C)	Jannet van der Woude (JvdW)	
Beatriz Zambrano Serrano (BZS)	Sandra Langeveld (SL)	
Mohammad Ansarin (MA)	Irene van der Veen-Leegwater (IVL)	

1. **Opening**
2. **Agenda**
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3. **Approval minutes 195th FC meeting**

The minutes are approved.

4. **Announcements**

MF: We strongly urge the EB to push for a FC Facebook page, as greater visibility is needed, also for future elections. AvdG: I will take this up.

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
Contact PCs on accreditation, evaluations	FC (MF)	After April
Send letter of endorsement on MSc BA	FC (JH)	Done

MF: I was told to start the discussion on the course evaluations after the accreditation of the school ends, as this takes up a lot of time of the people involved. It will remain on the to-do list.

6. Discussion on work pressure, final report EUR Central

IVL presented the slides of the RSM action plan on work pressure, also in relation to the EUR Central report by the USC. The plans and actions of RSM are also in the Central report, as this serves as an umbrella for the plans of all faculties of the EUR.

MF: Will the EB replace leadership that lacks the essential competences, as is stated in the Central report? DvD: That is somewhat strongly formulated, we do not agree on that wording, but we do take into account this kind of competences when placing people on leading positions. MF: Who are the confidential counsellors of the RSM? AvdG: Jan Dul, Monique van Donzel, and Ting Li.

HG: What is the view of the EB on the recommendations from page 10 of the Central report, on increasing the availability of personnel, while minimising the uncertainty as a result of temporary contracts, and on creating education-free weeks ('reading weeks')? DvD: There is a lot of work pressure with the theses, for which we sometimes hire external people – who are usually looking for ways to add to their current activities - on temporary contracts. Besides that, we have positions that are temporary by nature, such as tenure trackers. Of course, we keep an eye out for this issue. With regard to the education-free weeks, we do have teaching free periods. HG: Those are not structural. AvdG: When we would introduce education-free weeks, we might run into legal problems. We only have 42 weeks for education and cramping the same education into less weeks might conflict with legal requirements.

MF: Will tenure trackers have exemptions from research to be able to teach? DvD: We are going to make sure that they have a time slot for both teaching and research, in order to create balance.

7. Discussion on appointment female professors, Westerdijk funds

MF: What is the reaction of the Dean on why RSM did not make use of the Westerdijk funds to appoint a female professor? This is also something the UC asked for. SvdV: There were nine positions available, with an incentive of 10,000 euros per year, for five years. We do not need an incentive, also since smaller faculties could use the funds more than RSM does. Recently, four female professors were appointed, with others in the pipeline. Ten years ago we started with the tenure tracks and now those people – of which the women actually did slightly better than the men – are up for promotion. Lastly, we also think it is stigmatising to hire on the basis of such a fund.

8. Discussion on application Numerus Fixus IBA 2019-2020 (advice)

AJB: Since Adri Meijdam is not here, he asked me to present this. I will do so in my role as Admissions Manager. We are not entirely happy with the current system, but we do not have a choice. We also need a cap, otherwise the quality will go down. Some small adjustments were made, to improve the selection method. As it proved that the high school grades determine the chance of a student succeeding at IBA the most, we increased the weight to 75%. The other 25% will be based on their CV and the international experience reflected in there. The motivation letter will be transformed into three questions to let the candidate reflect on whether the programme is something for them, like the Dutch 'studiekeuze check'. It will lose its weight for the selection. BZS: Will the rankings still be published? AJB: Unfortunately yes, as this is still obliged by the government, but we will add information to it.

The FC advises positively on the application for the Numerus Fixus IBA 2019-2020 and the adjustments to improve the selection method. A letter of advice will be send.

9. Discussion on current status Boost the Bachelor

MF: The first question is, what timeline can we expect in terms of giving advice and consent (from the PCs)? EvR: We are updating you now, during the meetings in April we would like to ask for advice from the FC and consent from the PCs. Content-wise, we first draw up a list of what should be covered by the courses. Then the design teams draw up expectations per course. Finally, faculty will formulate the end goals of a course.

MF: Second question is, given some negative rumours, did you have discussions with the department heads and how did these go? EvR: We had those discussions and of course, some people are not going to be happy. There will be a rebalancing of the curriculum, so some gain some, some lose some. We had good meetings with the department heads, but as soon as they got out of the meetings, and the details became clearer, some started contacting us when ECTS or courses were lost. It is important that the big picture is kept in mind.

HG: The minutes of the discussions with the PCs state that “both programmes need a clear ‘slogan’, showing their identity”. How should be distinguished between the two programmes? EvR: IBA will still make use of smaller groups, with different nationalities, and slightly different methods, but it is important to stress that we will ban out the idea of a student of one programme being superior over one of the other, so I am also not happy with that phrasing. Since IBA and BA are actually the same programmes – instead of one being international business and the other business administration, which is the case at some other universities – we aim merge the two cohorts in the third year. BZS: Will that not lead to resentment among IBA students, as they were selected and more ambitious? EvR: I do not think so and again, we aim to ban out this idea. Besides that, we will offer extra-curricular activities to all ambitious students.

EV: With the design of courses and some becoming shorter, do know that it is sometimes already quite tight. Students need time to wrap their head around the material. JvdW: Note that the courses, with the same names as before, might actually not be the same courses, they still need to be defined.

To do before the next meeting

Task	Person responsible	Progress
Contact PCs on accreditation, evaluations	FC (MF)	After April
Send letter of advice on Numerus Fixus	JH / MF	Pending