

# 213<sup>th</sup> FC external meeting

Thursday April 2<sup>th</sup> 2020, 10:30 AM – 12:00 PM, Online via Zoom

FC members	Guests	EB
Jacomijn Klitsie (JK) (C)		Anne van de Graaf (AvdG)
Alexandra Bul (AB) (VC)		Dirk van Dierendonck (DvD)
Mohammad Ansarin (MA) (VC)		Claudia Rutten (CR)
		Ansgar Richter (AR)

Secretary to the Faculty Council: Rixt Baerveldt

## 1. Opening

## 2. Dean of Engagement and Partnerships

JK: There are some concerns among several members, and we will not agree with the proposal. We would like to re-discuss the profile in the meeting in May. In concept, we agree that the position can benefit the school. However, the first concern is the timing. Basically, from a financial perspective, we think that the current crisis will put a strain on finances. We were wondering if it is the right time to pay a big salary for a new Dean, instead of prioritizing the already existing salaries. The other thing is that there is an emphasis on the research abilities, and not the experience in public speaking and seminars. We think that this might be emphasized for the position. Someone also mentioned the emphasis on networking, and how important liaising with other universities was. AR: Is the concern that there is not enough emphasis on networking and building relationships? JK: Yes, that is true. To add to the financing concerns, somebody asked if this would be a person that we are currently paying? Than it would be a different situation from our side.

AR: With respect to the teaching ability, I can see that very easily fits the job description. There is only so much that we can expect from a person. We should not have a person that is poor at teaching, and we should expect someone that is not bad in public. These are things that are worthwhile adding into the job description. On the financial side, this condition is also there if you see this as an investment to generate funds as well. I am trying to start a balance between these two objectives.

As an organization we see the funding going down, in particular with the current prices. We need to develop and find ways to generate extra income. This is exactly the role of the Dean of Engagement and Partnership. I appreciate your point, but my response to the current situation is not to suspend the role, as you are not trying to create more funding. I would say that at this point, we are looking for the Dean of Engagement and Partnership on an internal point, but this has not come to a conclusion. I have a number of people in mind that could potentially play this role. It is ok to go with an internal application process first and only if we do not succeed, we can try talk about an external appointment. I would be happy to give that assurance. If we do not find this person internal, I would be happy to go to the Faculty Council again.

In terms of funding, I do not have a concrete budget in mind, but a function must be built. I would start with some resources we already have within the organization. There are some portfolio's that could fall into the idea of the Dean of Engagement and Partnership. I do not think that we are hiring a lot of people from the start, but the Dean of Engagement and Partnership will rely mostly on the functions that we have. One of the things that AvdG and I have discussed, is that RSM has made

insufficient use of the dividends of the BV. We want to change that, and that is one of the sources of the fuel for this position.

JK: The general impression was not that you are planning to generate funds, but when you put it like that it makes more sense. Furthermore, are the dividend expected the same with the current situation?

AR: the BV also has reserves. Also, we have the problematic situation that requires some work. Overall, I continue to believe that it is an unutilized area that I have a lot of hopes for in the future.

AvdG: I think that one of the strengths of RSM is to have a clear eye for opportunities and to be able to jump into action. One of the things we did before is to create an extra program to increase revenue rather than cost savings. We will look at cost savings, but it is a dead end to go down that route completely. For that, we really need this role. It is short-sighted to say we do not have the money, let's not invest. We still have a healthy reserve. We do not know what Corona will do. The largest impact will be with the new number of students. I have good hope that the ministry will somehow help out when the impact is quite large. I am not so worried about the financial situation. We can send a letter on these arguments so that you can distribute it to the Faculty Council.

MA: How many of RSM deans are female? AG: at this moment, none of them. This is a major concern of us. There are quite a few dean positions that are up for renewal, which are not discussed in the Faculty Council. In these positions we are hoping to appoint some females. However, we do not want to be discriminating to force women in the position.

### 3. Online Assessment

JK: one of the concerns are about the digital examinations. How will they be carried out, there are a lot of things needed and there are no bathroom breaks. Teachers have to change their examinations, but there are no directions. It would be helpful to know what kind of examination would be needed, and support from program management would be helpful. I will send a letter to Lucas Meijs, to ask if they are working on an option set for testing students so that it is more clear for teachers what their requirements are. Lastly, there was a message send to students that the examinations may be changed to the end of the academic year. Would it be feasible to have all exams in these two weeks?

AvdG: The university has made budget available to hire extra locations. In terms of how many exams they still have open, it is a problem. I do not have insights on this, but because of the online possibilities we need to keep this option open. It is not an ideal situation to work with.

JK: Another thing is about the tuition being paid for students that are experiencing delays in their thesis. There is a lot of flexibility but when the students do not finish their thesis in August, they have to pay tuition. AvdG: This is discussed on national level at the moment. The ministry is looking if it is possible if the formal educational year can be extended. Another option is to use tuition fee waivers for certain situations. We are not looking at tuition fee waivers for this year, but if there is indeed a possibility of students running late due to Corona we are trying to harmonize an approach to that on National level. When people cannot pay their tuition fee because jobs are falling away. We have a lot of sympathy for that, but we cannot extend income help to the students. We are also pushing the ministry to consider this. There are no clear results yet, but they are working on it. JK: Great, that would solve a lot of the concerns for now.

### 4. About the document:

JK: We have a few questions on the document that you have send. The extension of the PHD that potentially is being granted to tenure track teachers is something that is voluntary, but their contract cannot be extended. We were wondering if there are implications for the standards that are being used for when they go for that extension? Both for teaching, the evaluations will probably change because of difficulties. A member explained that all papers are send to journals because there are no

conferences now, so it will be harder to get published in a paper. DvD: I do not think we will change the standards. We will be looking at the contacts. For the teaching part, we know that everybody is doing its best. The first signal is that they appreciate what is happening. It is a lot of effort and we see that. We look at contact, but also innovation. So when it comes to teaching, the standard will not change but we know how things are going. It might actually help them to make us proud of how they have handled the situation. When it comes to research, we were looking to find out if there is a possibility for extension. I do not exactly know what the difference is between conferences and journals because as they are parallel processes. You send something to a conference before it is ready, and you do not do this with a journal. Some people have problems with gathering data. Furthermore, some people have children at home, which is also a problem and therefore we try to give them more time. With this time, they can create the research on the quality level that we have. JK: You give them the time before the decision is being taken, but you are not giving them more time to find a new position? You are not extending the contact. DvD: This is a small group, and the timing is the same. It would be automatically be a tenured contact. We are looking at individual cases. These coming five months are crucial, but we should be aware that this is only five months. We are checking on how they are doing, and whether they are going forward or not. We cannot change the labour law. We are happy that we have a possibility, so we are using what we can. JK: For clarification, there is a moment in October, but they can choose to extend it to April. I do appreciate the fact that this is done.

There is a set proposal period for PHD students. Are there accommodations for these students? Furthermore, are there accommodations in the job market. DvD: We have a talent program to give students an extra year. This is very unusual, and we already created this opportunity. We asked which PHD students have a difficulty and if we can extend this for another year.

MA: What about the students that are working on their proposal? They might have difficulties making the proposal. DvD: That is a fair point, I will have to pass this on.

MA: Conferences and research visits are a big part of the market. This affects PHD students as well.

AR: this is true for the whole academic market. There will be fewer conference attendances. Overall, we need to accommodate these changes. The PHD program would be the first one to use online classes as well, other than the rest of the faculty. I would therefore expect the effect to be a little bit less on that front.

JK: We were wondering if you are working on budget scenario's in 2020. Related specifically, we were wondering about the HOKA commitment and if there is anything that can be done. AvdG: we are working on the forecast of the 2020 budget. To the extent that it is possible, we will try to include corona-related adjustments. If there is any significant adjustment, it would be less travel costs. This will be coming out shortly. AvdG: I do not have the details of HOKA. Would you mind if I contribute on that on the next update? In the context of what is happening, thinking is done to which these projects can be seen as HOKA expenses. JK: We would like to make sure that 100% commitment is still reached. It would be nice to be updated on that.

## 5. Any other business

## 6. Closing

To do before next meeting

Person responsible

Progress

Send a letter with arguments on Dean of Engagement and Partnership

AvdG