

MINUTES 174TH FC MEETING – 14 JANUARY 2016

Attendees

FC Members	Guests	MT	Official Secretary
Gabi Helfert	Anne van de Graaf	Steef van de Velde	Joy Kearney
Marja Flory	Peter Elsing	Frank van der Kruk	
David Unterdorfer	Eric Waarts		
Dominik Scherrer	Suzanne Bickes		
Mike Jennekens			
Marina Arnaudova			
Paolo Perego			
Andrea Petrini			
Kevin Ren			

1. Opening

Marja opens the meeting at 10.30 am.

2. Agenda

There are no questions or further points to be added to the agenda,

3. Minutes

The minutes of the previous meeting are approved without further remarks or amendments

4. Announcements

Frank makes an announcement:

- The FC had requested information about using the NS Business Card, Frank received information that this would lead to a significant increase in the administrative workload. The reason for this is that private/business travel cannot be distinguished as NS will not split the bill. Dominic asked if there is a card for general travel everywhere which would be a simpler solution to this but there is apparently too much diversity of travel distance, and Frank also mentioned that RSM has to comply with EUR regulations. If someone has a question it should be addressed directly to Frank/Peter.

5. 'Studievoorschot'

Eric introduces the subject of the spending of the 'studievoorschot'. It will be distributed according to identified needs but he advises not making changes at this stage. We need to modernize the teaching from the start using the professors we have. Furthermore, we need to restructure courses after 2017/18 – directors want some space to innovate, sometimes there is no budget so this could be used. It will need time to be implemented for this purpose. David mentioned that more small classes create a space challenge, which could add to our problems, but Eric feels this is not an issue. This could partially be solved by using the virtual classroom - Bas and Richard (IT) are looking for more support, training of lecturers has begun, some courses have been redesigned.

Anne mentioned that it needs to be argued by directors on a course by course basis, more interaction and feedback possibilities are needed. Marja also added that for web lectures no training has yet been given. People

The business school that thinks
and lives in the future

can be trained to make movies etc. using scripting, this would provide a lot of scope. Anne added that some content already exists so it would not be necessary to design it yourself. Eric mentioned that building content should be done with careers in mind. In this respect, Gabi observed that positions at Career Services are often taken by young Dutch women with little experience with international companies, experience at international level is lacking which could be crucial. Assurance was given that internationals will be employed at Career Services with the necessary international experience for the job.

Paolo commented that while this will mean quick wins for MCs he wondered if there was any answer on smaller programmes, is there availability for postdocs for example? Anne replied that spending money for innovation is now available for these activities Anne mentioned that a lot of thought will have to be put into what is needed.

They are not structural funds but when individuals are hired temporarily for such positions or for projects they should clearly add value that will still continue to be felt when the person is gone and the term of employment has ended. Eric again emphasized that the funding should largely be spent on teaching, he will keep us informed on the further developments regarding this issue. The FC will send a letter of consent regarding this issue.

6. Update Tenure Track system

Peter provided a brief document with Tenure Track statistics showing statistics concerning 33 tenure trackers. The TT departures including diversity of candidates concerned (male/female, Dutch/International). It concerns one third of the TT population. Peter and Abe are willing to provide more details if needed. The bar is lower for attaining tenure at other schools. This is a reason why some leave, or if their spouses leave for career reasons.

7. Re-evaluation MSc thesis trajectory

Gabi asks if the evaluations are on a 1- 5 scale and Anne confirms the Likert scale is used. Anne explained that the workload does not correlate with number of ECTS, 3.5 is fine and they are happy with it.

Gabi asked how the students can be better supported. Anne mentioned that we ask the Academic Director about what's happening when evaluations are low, such as strategic management for example. In the evaluations green means it's gone up, whether this is good or not would have to be examined closely. Thesis trajectory – response rate at the end only 30% for evaluations. This is part of the problem.

Gabi mentions that some theses with a lot of quantitative data take a long time and asks how we can better accommodate these students. Variations in programmes are considerable, supply chain management for example is difficult because they do an internship.

Marja mentioned that some students did not even have a topic when she had them in class, they should start earlier but they have the core courses. Eric mentioned that the research clinic always scores low, not sure if the methodology fits their own trajectory.

Suzanne asked if the evaluations compare to other courses. Eric replied that we are 3.9 or 4 so in top 30 we are 5 or 6 which is acceptable. We ask a lot of our students. Kevin observed that the green areas are an improvement on last year which was confirmed by Anne.

Gabi recalled lots of discussion among thesis coaches and co-readers when the Master trajectory was introduced – do we have any evaluations? Anne confirms we did evaluate, and upon Gabi's request Anne agrees to perform a new evaluation among coaches and co-readers. The Faculty Council will follow up on this.

Marja mentions that in the Programme Committee some professors are trying to lower the amount of work, students are too busy. Anne replies that they attempt to work around certain deadlines, extending electives to run some courses parallel. Eric also mentioned that students are less happy in block 5.

8. Communication on the workflow

Frank mentioned that we briefly discussed this, department regulations will give basic requirements, no progress there at the moment. Marja asked when we can have the basic points. Frank says that the 'Vakgroepreglement' (Department Regulations) document is being written and Abe may be busy with this issue of a minimum level of communication.

Frank suggested discussing the issue when the Department Regulations have been drawn up, and Marja agrees this would be best.

9. Facilities and budget for retired professors

Marja mentioned basic needs should be met for retiring professors with PhDs they are still supervising. If a professor still coaches 9 PhD students, like in a current case, they bring in 450,000 euros or even more for RSM. Marja requests that these emeritus professors should be given a flex room to meet with PhD students, and to let them travel to conferences with a school budget. Steef replies that the department chairs have decision autonomy in this matter. Marja argues that such a space is provided by other universities and also e.g. in the social science faculty. Steef sees no possibility for a general policy, because emeritus professors are not employed by the school anymore, but replies that individual needs that aren't met by the department can be discussed with the dean directly. Hospitality agreements have to be endorsed by the department head.

10. Sustainability

Andrea stated that the use of e-books instead of paper, more awareness creation, as in honours programme, would promote Sustainable RSM. Steef asked if he would put suggestions in writing. Marina mentioned volunteering in sustainable projects but mentioned that most students don't volunteer, and asked if RSM can boost this. Steef sees a possible 4th year as a gap year in IBA suggesting the development of a structure to make volunteering possible. Andrea wonders if many people would do it. Steef feels a lot of the Dutch would, but you can't force them, some student organisations do it. Andrea suggested they could get 5 credits for volunteering. Gabi pointed out that there are no established communication channels towards the students outside of the educational channels on SIN-Online, and Marina stated that SIN online should be used. Steef mentioned that we have a professor dedicated to Philanthropy who can be approached regarding these topics.

Commented [GH1]: What does that mean?

Gabi mentioned that there is a large section on sustainability on the RSM website (www.rsm.nl/sustainability).

Next FC meeting 4 February 2016 10.30 in T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Draft a letter to Eric approving Studievoorschot spending plan	Joy	Done
Draft a letter to Steef about Sustainability ideas	Andrea	Done
Integration of newcomers	Abe will take this up with HR/academic depts.	Pending
Preparation for FC elections, checking of updated documents	Joy (with Claudia Rutten)	Pending