

MINUTES 107TH FC MEETING – 8 DECEMBER 2008

Attendees

FC Members	Guests	MT	Official Secretary
Frank Wijen	Robin Claushuis	Steef van de Velde	Catheleyne Jurgens
Linda Huinink		Dominique Campman	
Gianna O'Brien			
Martine Schey			
Jan Sirks			
Vinay Tiwari			
Jimmy Tseng			
Erik van Veen			
Bart Ariëns			

1. Opening

Frank opens the 107th FC meeting and welcomes everyone.

2. Agenda

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

3. Minutes

Kees van Lansbergen had two remarks for textual change regarding page 2: "*It has been decided by... first serve basis*". 'July' should be 'June' and 'rather' should be replaced by 'and'.

The minutes are approved without further remarks or amendments.

4. Announcements

The board makes seven announcements:

- A university-wide committee has been established, named "Ringeling" after the chairman, to investigate the problems concerning the housing of international students that emerged last summer. Eric Waarts is RSM's representative in the Committee which will submit recommendations at the end of February.
- RSM confirms its position in the Financial Times Metaranking 2008 of European Business Schools, occupying 8th place. The Metaranking is based on the indexed scores behind the individual rankings of MSc, MBA, EMBA and custom-made Executive Education Programmes.
- The retirement of around 5 senior professors will lead to vacancies in the near future. The process of exploring possible successors has started already because of the 2-3 years duration of the procedure. If a position should be filled internally in the case of retirement, this is a timing issue. This is the most ideal situation but circumstances such as professors who unexpectedly leave to work for another university cannot cause RSM to have to search outside its own faculty for appropriate candidates. The most urgent need is at Department 1.
- New Director of ICT: Jan Willem Husing, has been appointed at RSM. Projects are his strength and in this regard he has led the new RSM website process.
- RSM is in negotiations with the Erasmus School of Economics to merge both Accounting Departments. Accounting is a field which operates between Management and Economics. The

accounting department at RSM is very strong from a research perspective but does not have enough corporate partners which is contrary to the position of the accounting department at ESE.

The disadvantage could be: losing control over the department. To avoid this, the merger will only be feasible on three conditions: the new department should be in a neutral environment, ... and

- A new Executive Director: Josephine de Goede, has been appointed at RSM, replacing Harald Benink.
- RSM has been finding new ways to discourage new students since the enrolment figure has reached a number of 1050 students which is too massive. RSM's capacity is around 900 new incoming BSc students which relates to the amount and size of rooms as well as the number of faculty and the guarantee of a certain quality of educational programmes. The costs of failure are high. Managing the expectations of future students using special means of communication towards those exhibiting a high risk of failure, the "grey zone", is one solution. Gianna is not in favour of discouraging people before they start because in this way RSM could miss students who just need stimulation in the beginning and then turn out to be highly qualified students.

5. Side Positions

The Executive Board has received a letter from the Dutch Ministry of Education, Culture and Science (OCW in Dutch) asking for the provision of a binding regulation on auxiliary activities or side positions. Faculties have the opportunity to formulate a generic policy for a more detailed division of the income received from Side Positions of which the "RSM Policy on Outside Income" is a result. The FC has some questions concerning this policy which have been answered as follows. The "the administrator of the organisational department" refers to the Dean, and the "line manager" is the department chair. The differences between limits based on the total number of days per calendar year that can be used for outside activities can be explained as follows: assistant professors still need to invest their time in their tenure track and for full professors it is necessary that they are more visible to the outside world to promote the reputation of the School. The aim of the policy is to stimulate academic staff to go outside and also gain more transparency about their outside activities between staff within the departments. It should also attract international faculty. The spirit of the policy: to encourage faculty members to hold side positions is keynote. Thus it is not the intention to restrict people to hold side positions by writing this down. There are cases of activities which competed with the University or were incompatible with the tasks and/ or interests of the university.

6. Financial Management

The FC has prioritised "Improving RSM's Financial Management, in particular the budgeting system". This focal issue has been pursued with special attention by Jimmy and Erik, who have set out the scope for action which needs to be undertaken by the MT in order to improve the exercise of the right of the FC to give advice regarding the budget.

Jimmy stipulates that the FC would like to see more transparency in the financial information given by the MT. He suggests incorporating deviation figures and that a deviation of more than 15% from a previous year's budget should be explained by the MT. Furthermore, he recommends a financial summary rather than individual accounting. Currently, the budget contains a lot of data while the FC has been more interested in deviation and ratios. The document provides little management information and shows more or less a balance of cash flows. What is missing is a financial strategy while sufficient reserves are available to make investments. A lot of issues exist for which a multiple-year strategy could apply. The vice-dean explains that the income has been delegated to the departments which have to make their strategy. It is the departments which have reserves. They hand in their policy and figures for the budget. P&O, Marketing, ICT all have their

own strategy. At RSM, most of the investments are in people and not in assets. The FC emphasises that the problem with the budget is also that the relationship between the different documents is not visible. Therefore, the question is: how does the MT know when a gap exists between RSM's mission and figures. Finally, it is the MT that decides on the division of the budget. The FC asks for more transparency and a better process. The Vice-Dean suggests having a meeting with a couple of people from the FC, a small committee, to discuss the budget in more detail in the future.

7. Any other business

- A meeting has taken place with EFB and a consultancy agency in which a draft report has been considered. More information is needed e.g. on the number of FTEs and what the definition is of a meeting room. A solution could be found in new ways of working. In January two pilots will start probably at the 6th and 9th floor which will combine creative ideas resulting in a better use of m².
- The elevators are not working well in the T-building all the time. Something needs to be done about that problem. Dominique will try to tackle the problem.
- On behalf of a faculty member, Frank asks about purchasing "green" Christmas trees. It seems plastic trees aren't that sustainable. The best is a tree with roots that can be planted back in the ground after Christmas. The trees will be delivered at central level.
- Every RSM staff member has received a list of places in the T-building where you can find a first aid post. It is worth noting that every floor should have two of these places but what you see is that at the 6th, 7th, 9th and 11th floor there is no first aid post at all, and at the 8th floor only one. Dominique will look for a solution.
- Dominique will have a meeting about the security in the T-building with Kees van Lansbergen in the near future and will keep the FC updated.
- Gianna asks about the state of affairs regarding "Greening the Campus". Catheleyne will send the latest update on this topic to Gianna.

8. Closure

Frank closes the meeting at 14.55 hrs.

Next FC meeting: 20 January 2009 10.00 in T03-42.

Action points FC meeting 8 December 2008

1. The FC will establish a small committee which could discuss RSM's financial management issues in more detail in the future.
2. The FC will be updated by Dominique on the office space issue; the problem with the elevators in the T-building; and, the security in the T-building.