

## MINUTES 110<sup>TH</sup> FC MEETING – 8 APRIL 2009

### Attendees

FC Members	Guests	MT	Official Secretary
Frank Wijen		Steef van de Velde	Catheleyne Jurgens
Jan Sirks		Dominique Campman	
Patrick van Straalen			
Jimmy Tseng			
Bart Ariëns			
Linda Huinink			
Gianna O'Brien			

### 1. Opening

Frank opens the 110<sup>th</sup> FC meeting and welcomes everyone.

### 2. Agenda

There are no questions or further points to be added to the agenda. Point 8 'Alumni Advisory Board', which was put on the agenda with reservations, will be considered at a later meeting.

### 3. Minutes

The minutes are approved without further remarks or amendments.

### 4. Announcements

The MT makes four announcements:

- Employees of the EUR will be offered the possibility to spend 8 hours a year on a voluntary job via WorkMate.nu;
- The committee "Ringeling", which surveys the housing of international students, will report on 20 April;
- As a result of the financial crisis, pension fund ABP will increase the premium to be paid by both employers and employees, which implies a 3% increase of RSM's costs;
- RSM is exploring the possibility of a Hippocratic Oath, where students would promise upon their graduation to act in a professionally responsible way.

The FC makes one announcement:

- Applications for FC membership have resulted in multiple candidacies for faculty and student representatives, so elections will be held for these bodies. Five faculty members have applied for three positions and 11 students for 5 positions. The PhD position and support staff representatives are already known, because the number of candidates matched the number of positions for these bodies.

### 5. Follow up suspension MSc Programme

The FC has received a confidential letter from the Dean of BSc & MSc Programmes, Eric Waarts, in answer to its letter of advice concerning the suspension of the MSc programmes Management of Change. Therefore, this point is discussed confidentially in accordance with articles 17 and 18 of the FC's Code of Order.

## **6. Financial update – March 2009**

Because of a pension costs increase of 3%, the budget's deficit will increase. This year everybody has one vacation day less, so everybody has to work one day more, which should – according the EUR's Executive Board – entail a one-day extra work output and a reduced personnel need. The vice-Dean doubts the veracity of this claim. Furthermore, bonuses and allowances were estimated too low. However, SOC money (i.e., additional, 'small-university' income made available by the national government) is not included and some professorship positions budgeted will probably not be fulfilled this year. The deficit will also be counterbalanced by higher income from fees from non-EU students.

## **7. Diversity update**

The Diversity Committee met last week. The Committee has discussed the 'Van Doorne Huyskens' report with recommendations aimed at hiring STAM employees (i.e., people with an ethnic background in Surinam, Turkey, the Antilles, or Morocco). Apparently, RSM has many teaching assistants from this population, but should have a more open focus regarding other positions. Maternity leave was another issue which has led to the conclusion that more communication within the tenure track system is needed. The question of how to handle part-time positions in the ERIM voucher system has led to two possible solutions, namely: lower the bar, or cross the bar from 5-6 years to 8-9 years. It has been decided to evaluate progress of the research pipeline after 5-6 years and the promotion and tenure committee will then decide whether to prolong the period to 8-9 years. Peter Elsing will report on the legal issues involved in the promotion of part-time staff. Moreover, an 'awareness training' for senior staff will be organised.

## **8. Alumni Advisory Board – with reservations**

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## **9. Coffee Facilities**

The FC has been asked to raise the concern regarding non-filtered coffee for RSM employees' health.

Three criteria have been set which should be met by the new coffee facility: good taste, financial affordability, and environmental performance. Nespresso turned out to be the best option. Probably a solution will be found for the health issue by providing the choice between non-filtered Nespresso coffee and a small machine with filtered coffee.

## **10. Any other business**

Frank raises a complaint concerning the audio equipment in the T-building, which in general works well but sometimes does not work properly. Dominique would need specific information about the nature of the complaint to check it.

## **11. Closure**

Frank closes the meeting at 16.00 hrs.

**Next FC meeting: 12 May 2009 10.30 am in T03-42.**

## **Action point FC meeting 8 April 2009**

Informal meeting: a small committee composed of Patrick, Bart, Jan, and Martine will meet to take stock of issues regarding 'education,' which will be discussed in the next FC meeting.