

MINUTES 176TH FC MEETING – 3 MARCH 2016

Attendees

FC Members	Guests	MT	Official Secretary
Dominik Scherrer (DS)	Adri Meidam (AM)	Abe de Jong (AdJ)	Joy Kearney
Kevin Ren (KR)	Yvonne Jules (YJ)		
Marina Arnaudova (MA)	Peter Elsing (PE)		
Andrea Petrini (AP)			
Mike Jennekens (MJ)			
Paolo Perego (PP)			
Marja Flory (MF)			

1. Opening

MF opened the meeting at 10.30.

2. Agenda

There were no further points for the agenda

3. Minutes

Minutes were approved.

4. Announcements

AP mentioned that computers are not working in the RSM library study area. This is however not particularly considered a matter for the FC but for Facility services in the first place. If there is no solution the FC can become involved. FvdK will be informed of this issue.

5. Tenure Track report HR

PE was invited to present the figures for absence due to illness at the request of the Faculty Council, the rate of which has been calculated at 0.96 percent sick leave among the RSM population. AdJ asked whether this includes maternity leave and PE confirmed that it does and that this also includes long term illness. MF mentioned that this is an estimate based on incidences of sick leave registration and that she feels it does not reflect the actual number of ill employees as she has spoken to several employees and based on these conversations it appears employees do not always take sick leave when they are ill. So the true number of employees who are actually ill may not be reflected by these data as it appears that not all individuals report illness. This would however be impossible to estimate as each individual case is different. Abe asked if such individual cases can be referred to him. MF mentioned that it is difficult to know if some individuals are really sick or working from home and that they should be urged to call in sick if they are ill. MA asked if employees can be asked for this information, regarding the number of days on which people were sick and not how much sick leave is taken, but this is not permitted by the authorities so it is very difficult to get an accurate picture of the real situation.

AdJ mentioned that there will be a renewed letter on changes in the Tenure Track system which will be emailed to all the current tenure track assistant professors.

6. Reimbursement FC members

A letter has been circulated from the University Board regarding organs of representation. The Faculty Council are required to report to the board on facilitating the FC. FvdK will discuss this with MF concerning having an agreement on paper, by which 0.1 (10%) will be reimbursed. The reimbursement will be paid to the department or employment group to which the employee belongs and will not be awarded on the basis of individual salaries (GPL). MF asked if it is possible for those in diversity and ad hoc committees to be compensated and AdJ replied that we can always make individual arrangements.

8. Mentoring system update

YJ provided an update on the mentoring system, stating that mentors are seniors and meetings are 2 to 4 times a year. Full Professors and associate professors have 1 or more mentees, indicate topics of common interest. An orientation session for new faculty takes place once a year. Next year a survey will be set up to measure the success of the system. Mentors and mentees are supposed to prepare the meeting, have questions and issues requiring advice so that a constructive conversation can ensue. MF pointed out that the mentor has no power to do something but that mentors can only give advice based on experience. AdJ remarked that there are also confidentiality advisors, department chairs, deans and so on for other types of advice. A lot of these discussions are very positive. MF questions the value and the evenness of the workload of the mentor and mentees. AdJ replied that it has been agreed to have a survey as part of the cost of mentoring in order to examine the effectiveness.

9. Integrity update

PP has had a meeting with programme managers, academic directors IBA, BA and Exam Committee to set up a task force on integrity. This will also involve the setting up of a code of conduct for students, concerning copyright infringement, plagiarism, and other issues. There is a legalised formal way of approaching this. MA asked what is the issue with leaking info? PP explained that this could be selling of material, lectures etc This has now escalated as everything is visible online – manuals, exercises, cases etc – but teachers do not realise that they make students legally liable. MA asked if the IT department can technically provide an approach to solving this problem? AdJ remarked that we can implement technical issues, using the legal aspect. Example is a link to a book by one of our professors. MF remarked that web lectures are being implemented widely, but who owns it is the question? People can use the materials freely.

DS added that students cannot technically deal with these issues so it ends up on Facebook. Teachers need to be aware of it. He mentioned that if this practice is encouraged by teachers, that of students uploading texts, then this would not be ethical.

PP also mentioned that experiments are taking place with a new P&D online which will be a new way of inputting the data instead of on paper.

9. Update IBA Numerus Fixus

AM began by saying how necessary the Numerus Fixus is for the IBA with over 1500 applicants for IBA places. Nobody knows what will happen next year when application closes Jan 15. Maastricht, which is the most popular alternative for IBA in the Netherlands, intends applying for the status of 'small scale – intensive', because then they might be allowed to work with the deadline of May 1 again. As it will take around 5 years before this status can be

granted, for the next years to come, Maastricht will keep working with a Numerus Fixus, as they have been doing so far, so Maastricht will also work with the early deadline of January 15. Charging application fee is necessary due to numbers, now only for heavily oversubscribed programmes (set by the minister for Education). The universities are trying to get her to change her mind, or apply for this status of heavily subscribed. MF stated and PP confirmed that we are very pleased with NF and happy that the discussion had internal input. The PC gave positive comments, there is a good balance, more objective grade weights, only a small concern about timing. Communication about the system will start next Saturday at info session, all material regarding new dates for 2017 sessions has been changed, websites will also be adjusted. All current students are not informed but ambassadors are. 50 25 25 score not allowed to limit large populations, otherwise we risk an accusation of discrimination.

KR asked about non EEA students internships. He asked AM about the issue regarding the fact that many students do not get a full 2nd internship possibility. There are no credits for 2nd internship. We will invite the Examination Board to the next meeting. Adri remarked that things are changing, we should take the internship as part of programme and it will be acknowledged (1st internship) and there is no information on 2nd internship. Credits come as extra according to AM. AP asked why 2 minors are allowed, but not 2 internships. The reply is that there is no limit to earning credits. IND caused a problem in the past but not anymore. The Exam Board only allows one internship.

10. Any other business

No further points.

11. Closure

MF closed the meeting at 11.25 hrs.

Next FC meeting 7 April at 10.00 in T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Write a letter to the Dean re Michael Porter visit	Samer	done
Write a memo to Frank re computer/classroom problems	Joy/Andrea	Not required
Invite Exam Board in April to discuss internships etc.	Joy	done
Agreement on paper re reimbursement FC members	Frank/Marja	done
Updated communication on TT	Abe/Peter	done