

MINUTES 178TH FC MEETING – 4 MAY 2016

Attendees

FC Members	Guests	MT	Official Secretary
Dominik Scherrer (DS)	Nadine Nieuwstad (NN)	Abe de Jong (AdJ)	Joy Kearney
Joey Johannsen (JJ)		Frank van der Kruk (FvdK)	
Samer Abdelnour (SA)			
Andrea Petrini (AP)			
Marja Flory (MF)			

1. Opening

MF opened the meeting at 10.34. Anne van de Graaf will be invited to be present on 2 June for PC point and students will put forward their questions regarding programme committee composition.

2. Agenda

There were no further points for the agenda. Points 6 and 7 have been switched and were dealt with in reverse order. More an open discussion about maturing incentive. PC point – we will go deeper into it.

3. Minutes

The minutes of 3 March were approved. The minutes of 7 April will be further amended at AdJ's request.

4. Announcements

JJ will request iPads for the FC so no more paper will be necessary. SA remarked that he has issues regarding the sustainability aspect of iPad versus paper use, as they are not sustainably made. It is therefore debatable whether an iPad is more sustainable than printing documentation for reading at the meetings.

FvdK mentioned that the 'kadernota' has been finalised, approval of the deans will be given today, we are looking at an internal division model.

5. Work Pressure

MF - Stream of communication is not always done in the right way and FvdK wants to know what is needed to make sure he complies with FC requirements.

MF – has heard workload is too high. Complaint at other faculties is too high. P Elsing provided sick leave figures but this does not help. Academic staff will work from home rather than call in sick, and we can send a questionnaire but people won't fill it in. AdJ – important to listen to all signals, from individuals who are overworked and stressed, you should document every quarter on an individual basis. If they have specific suggestions this is important to note. Sick leave is another indication, RSM figures are lower than elsewhere at EUR. No reason for general concern. Anonymous open text in the employee satisfaction survey and exit interviews – AdJ oversees all of these. There are confidentiality advisors these are also indications and it seems RSM is not that bad an employer. FvdK – are people leaving due to workload? AdJ – during Tenure they sometimes opt out beforehand if they think they won't get tenure. MF – our HR committee will come back in a future meeting to bring this more out in the open. What about the mentors? Adj – they are anonymous so no info comes from them. We just check if meetings are

taking place, but its confidential. Senior faculty mentor junior members, idea is that they help them amongst others to become clearer about workload. Regarding non-academic staff, FvdK stated that there are many changes and workload has risen; furthermore, there are too many projects and we can't handle them all sufficiently. Making sure projects get done requires reducing the number of projects. FvdK does not see many burnouts or regular sickness among employees in general. AP stated that he would probably take leave rather than sick leave, can we also include examination of this? FvdK stated that it is very important to take days off to recover. SA added that he generally takes leave but also works! Finds holiday allowance very generous – however this is comparative as it is very country-specific.

It is not always clear whether work pressure is adversely affecting employees. Workload is a concern, Executive Board is examining activities. Each department will provide an annual overview per employee to the EB.

6. Course Evaluation

MF stated that we are not happy with evaluation system. Forms are often not filled in. SA added that it's a recurring theme. There are different best practices, the way courses are measured and evaluated, needs a longer term perspective. People are afraid to open the topic. AdJ suggested putting it on agenda for a later meeting and inviting Anne van de Graaf to discuss this more fully at a FC meeting.

7. Incentives

AdJ stated that this trajectory in past 9 months adds to the strategic attempt to incentivize, this complements the strategy discussion. Reorientation of 3.0 strategy has been re-evaluated and many meetings have been set up with EB and other committees. Dean will visit departments as he does every spring, AdJ glad to see FC is so positive about the incentives, happy to see the support.

MF stated that her concern is that, because of pricing of some courses, between departments, everyone wants a larger course in the Bachelor or the IBA, big competition between departments. Departments need a large income to pay staff and provide education. Some departments require individuals to earn back their salary, we aim to solve it by requiring departments to specify this more fully. Revenues go up with number of students. MF added that if you give a big course, 5 lectures and multi choice, this means lots of money. MF further gave the example of a course of 5 lectures to 24 students with written assignments much more individual attention but less money for the lecturer. AdJ mentioned that we are asked to look beyond the pricing. Balance between effort and funding has to improve. JJ mentioned that the Director of research has a research institute, RSM does not have a teaching institute, where does the Dean of Education get his support from?

AdJ stated that the Dean of Research is also head of ERIM and has responsibility for RSM, improving research and its relevance. There are advisory committees who provide feedback. Giving qualifications and then using those to acquire funding for the school. Programme managers assist the dean in running the programme. AP asked when are payments reviewed? AdJ replied that this will be in 3 years from now.

8. Any other business

Course evaluations will be on the agenda for next time (AvdG). Sustainability will be dealt with in a follow up meeting. MF mentioned that office hours by lecturers also came up in internal meeting,

9. Closure

Marja closed the meeting at 11.45 hrs.

Next FC meeting 2 June at 10.30 in T03-42.