

MINUTES 187TH FC MEETING

Thursday March 2nd 2017, 10:30 AM – 12:00 PM, Mandeville Building T03-42

Attendees

FC Members	Guests	MT	Secretary
Marja Flory (chair) (MF)	Daniel Baltzer (DB)	Dirk van Dierendonck (DvD)	Job Heidkamp
Joey Johannsen (JJ)	Anita Török (AT)		
Helen Gubby (HG)	Julie Geelen (JG)		
Tatjana Schneidmüller (TS)	Adri Meijdam (AM)		
Paolo Perego (PP)			
Johannes Ottmann (JO)			
Rashko Angelinov (RA)			
Kyra Heidemanns (KM)			
Domenica Salazar (DS)			
Marien Rodriguez dIC (MR)			

1. Opening

2. Agenda

Agenda item 8 is removed from the agenda and postponed to coming meetings, as further results are awaited.

3. Approval minutes 186th FC meeting

The approval of the minutes of the 186th meeting is postponed to the next meeting, in order to make the minutes more 'actionable'.

4. Follow-up to-do list last meeting

DvD: The information on housing only came in yesterday, so there is no update yet.

MF: The questions with regard to Career Services being available for PhD students were answered through email.

The other points are not done yet or postponed

5. Announcements

MF: At the meeting for the Chairs of all Faculty Councils, organized by the University Council, it became clear that not all Faculties are fully aware of the implications of the needed changes in the Faculty Regulations with regard to the Programme Committees (PCs). The FC continues the discussion on the changes before it will give its consent and first external legal advice is needed, besides the workshop the University Council will organize on this topic.

DvD: On EUR Central level the financial allocation model is revised in cooperation with Ecorys, a consultancy, and the University Council. It has not necessarily changed or improved on a fundamental level, but is made more easy to understand and more transparent.

DvD: Improvement of the course evaluations that students fill in is being looked at, in cooperation with Ad Scheepers (policy advisor) and by consulting other European business schools. Results from the latter are expected late spring and after that a redesign will be proposed. The EB will initiate a discussion with the FC on this.

DvD: Unexpectedly, 2016 was a good year in financial terms. A surplus of €1.5 million now results in the reserves being at €5.4 million.

DvD: So called MKI (Management, Knowledge and Innovation) positions at professor level will be introduced, to broaden the portfolio of education and to reach out to businesses further. One to a maximum of three professor positions will be created for very specific profiles. DvD, as Dean of Education, together with Frank Hartmann, Dean of Executive Education, will recruit for these positions, but ideas are more than welcome.

DvD: After years of having the plans for it, the function of a Executive Secretary will finally be created, and that person will contribute to the decision making process. For this, a person with a bit of a legal background will be recruited. MF: Related to this and in general the ratio between academic and non-academic staff, how does RSM meet the so called Berenschot norm? DvD: I would have to check that, but it is true that RSM has a large number of non-academic staff compared to other universities. This personnel does take away tasks from Faculty, which enables them to focus on things they are really good at.

6. Agenda items of the Executive Board

a) RSM 2020 by Daniel Baltzer

The new campaign of RSM is introduced by Daniel Baltzer, who is supported by Anita Török. Among other things it became clear that RSM needs a compelling story and that tension between what RSM needs and what prospects possible investors and alumni have, exists. Investing is possible in both education and research. An important goal is to be less dependent on public funding. Besides the operations of the RSM BV, alumni can bring in funding through sending students on MBA or through donations. Subsequently, some questions from the FC were answered by DB.

7. Discussion on re-application for a Numerus Fixus for IBA 2018-2019

HG: Are the rising number of students not a danger in the sense that IBA will become a victim of its own success, given the limited number of staff available? AM: Back then IBA started with 200 students and has increased with some steps to the current number of 550. After consulting the Dean, this number is the maximum for now. DS: Is there a number which would lead to RSM splitting IBA in two groups? AM: We have thought of it, but right now the number is not big enough and logistically it would be hard.

HG: With regard to the question in the motivation letter that applicants have to write, about working with people from different backgrounds, is this defined as people from different countries or cultures or could this also be people from different classes for example? Or in other words: do students know how background is defined? AM: We formulated this broadly on purpose and actually most of the students know what is expected from them.

JJ: What methodology is used to evaluate the answers to the questions in the motivation letter? It is stated that 'the better the answer, the more points an applicant gets', but how is this assessed, given that this would be quite subjective and that there is a huge amount of applicants. AM: We have a team of five or six persons who are well trained and who have to evaluate on a scale of 1 to 5, based on situations on both sides of the spectrum. Right now, the team is indeed under some pressure.

8. Update on the improvement of IBA by Marien Rodriguez de la Calle

Agenda item 8 is removed from the agenda and postponed to coming meetings, as further results are awaited.

9. Discussion on the use of temporary contracts, introduced by Helen Gubby

HG introduces the note she wrote on the use of temporary contracts and kindly demands an overview of all the different segments or types of contracts that are used. Besides that, a statistical analysis of personnel files is demanded, in order to see how much the method of rehiring people again after six months between their last (third) temporary contract and a newly offered contract, is used (which goes against the spirit of the law). DvD: First of all, the 'Flexwet' (Law flexibility and certainty) is not good, it does not tackle the problem it should be tackling. A large number in the amount of temporary contract comes from PhD students, which are by definition of temporary nature. In cases of Teaching and Learning Assistants (not being students) we sometimes need them, but at the same time, those people often do not have a PhD. Given the fact that RSM is a university, we need people who both can teach and publish in top journals. Moreover, in some cases, we offer them an opportunity to earn some money and gain experience with such a temporary contract, while they otherwise would not be hired. MF: For next meeting we will await the exact numbers and have a complete discussion.

10. Any other business

TS: First of all, because of a lack of study space, students study in the canteen, which results in people finding no place to have a seat and eat. In the social corners on the floors this problem arises too. Secondly, people would like to have the Mandeville (T) building open at Saturday after five and on Sunday, in order to work. Lastly, at the pilot coffee machine, the milk goes through the same canal as the coffee, which means that people with an allergy to milk or that have a vegan diet, cannot have coffee out of this machine. DvD: Good points, we will look into it.

JJ: The sustainable coordinator of EUR Central mentioned that the Mandeville building exceeded its normal level of energy and water use. This could be caused by more students studying at the building, because of the lack of space. Moreover, the issue that the escalator is always running and spilling energy, is still not tackled. DvD: We will look into it.

11. Closure

Next FC meeting is April 6th 10:30 AM in Mandeville T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Inquire PhD housing possibilities at EUR Central	AvdG	Pending
Raise point of PhD giving IBA course with Dean of Education	TS / MF	
Have discussions per representative with Associate Dean of Diversity	FC (if needed)	
Send report on diversity (when completed)	SB	Pending
Prepare statistics on temporary contracts and '6 months method'	DvD	
Come back at the issues of agenda item 10	DvD	
Provide new allocation model	PP / AvdG	