

## MINUTES 189<sup>TH</sup> FC MEETING

Thursday May 4<sup>th</sup> 2017, 10:30 AM – 12:00 PM, Mandeville Building T03-42

### Attendees

FC Members	Guests	EB	Secretary
Marja Flory (Chair) (MF)	Beatriz Zambrano Serrano	Dirk van Dierendonck (DvD)	Job Heidkamp
Tatjana Schneidmüller (TS)	Elisa Vandensteene	Anne van de Graaf (AvdG)	
Paolo Perego (PP)	Gatien Devictor		
Helen Gubby (HG)	Marcin Nguyen		
Rashko Angelinov (RA)	Julie Geelen (JG)		

### 1. Opening

### 2. Agenda

Agenda item 9 is more an update by the EB on the process instead of a discussion on the topic.

### 3. Approval minutes 188<sup>th</sup> FC meeting

The minutes are approved.

### 4. Follow-up to-do list last meeting

The to-do list of last meeting is updated as follows and on some points discussions followed, which are presented below the list.

Task	Person Responsible	Progress
Raise point of PhD giving IBA course with Dean of Education	TS / MF	Done
Send report on diversity (when completed)	SB / DvD	Pending
Look into further details on opening hours	AvdG	Done
Put issue on coffee machine forward to University Council	KH	Pending
Check sharing possibilities for information on Boost the Bachelor	AvdG	Done

TS: With regard to the opening hours the EB replied that the opening of the new University Library should be awaited. All these new study spots will probably satisfy the needs of students, but not those of faculty and staff. For example, from the Marketing Department I received signals that they want to work in the weekend. What is the rationale of having offices with good facilities but for the weekend relying on spots in the Library? Would granting access to the Mandeville Building, with for example a card system, be an idea?

AvdG: I will go check with Facilities what the possibilities are for that, but we first need a survey to determine the actual need for this.

## **5. Announcements**

AvdG: A new Executive Secretary was found, Claudia Rutten. The position is new and has as its primary aim to professionalise decision making processes at the school. RSM also attracted a new legal advisor, successor to the previous one. Lastly, there will be some changes in the HR Department, which is short staffed compared to other Faculties, and needs to make a shift from a human resource management agenda to one of human capital development. A new head of department will be attracted and the current head will step down and focus on his areas of expertise in HR policy and HR advice for Faculty.

## **6. Agenda items of the Executive Board: -**

### **7. Voting on the new Faculty Regulations**

Five members of the Faculty Council are present: five vote in favor of approving the new Faculty Regulations, none vote against, none abstain from voting; the new Faculty Regulations are approved.

### **8. Discussion on the use of temporary contracts**

HG: If you take a look at the total number of academic staff that works on a temporary basis, that number is quite substantial. This has various consequences of which the most important ones are as follows: that it leads to a knowledge drain when people leave as they do not see their contract renewed; that it is disruptive in the sense that new people have to take over their teaching responsibilities, it leads to uncertainty, especially for young people; and that the use of the 'six month loophole' (between temporary contracts) is not in line with good citizenship. The law mandating three temporary contracts only and then a permanent contract was meant to protect people.

MF: Note that these are the concerns of the FC, for the younger generation of staff, in particular for the positions of the lecturer/docent and tenure trackers. The 'six month loophole' only concerns the former.

DvD: I do not agree with you that it leads to a knowledge drain. With the old 'Dutch system' we used to have a more or less pyramid structure in which you could only grow to the next position (for example from Assistant to Associate Professor) if a place came free. That actually meant that knowledge drained as people were not put in the positions they were already suitable for. With the tenure track system RSM is able to retain the best talents it has and enable RSM to compete internationally, where this system is very common. Note that I acknowledge the problems people can face while experiencing uncertainty. However, using this system instead of the 'Dutch system' is a strategic choice of RSM.

HG: This system leads however to a disruptive knowledge drain: some people contributed a lot to teaching, while giving courses or designing programmes and after they leave, the wheel has to be found again. Moreover, young people, trying to get mortgages and maybe build families, get in trouble when they do not get a fixed contract. Is an alternative career track in the capacity of teaching a possibility?

DvD: I disagree that this is by definition bad. Of course there is an investment in terms of time, but while you are young it is good to move around, to be flexible. Moreover, for the quality of education it is also good that new people are coming in, since this brings in new perspectives and change.

MF: It all boils down to the question whether an alternative career path for teaching might be possible.

DvD: We are looking into possibilities but for purely teaching there will be a limited amount of positions because of accreditation reasons.

DvD: With regard to the position of lecturer/docent, for the unexpected high number of students for BIM and Finance, extra people were needed, on a temporary basis. Also, if you take the positions which are by definition of temporary nature, the amount of staff working on a temporary basis is actually quite lower. Many people are also content with a temporary contract, especially if it is known that they do not completely fit within or do not qualify for RSM.

HG: But the practice of hiring people again on a temporary basis after a more or less forced break of six months is against the spirit of the law. It is a misuse of people and of the system.

AvdG: We are going to look into how many people were affected by this practice.

#### **9. Discussion on the preliminary report on the employee survey**

At the moment all the departments discussed the results of the survey and the reports of those discussions are coming back. First the needed actions will be discussed with the EB, after that it will come back to the FC.

#### **10. Any other business**

#### **11. Closure**

**Next FC meeting is June 29<sup>th</sup> 10:30 AM in Mandeville T03-42.**

#### **To do before the next meeting**

<b>Task</b>	<b>Person Responsible</b>	<b>Progress</b>
Send report on diversity (when completed)	SB / DvD	Pending
Put issue on coffee machine forward to University Council	KH	Pending
Discuss with Facilities the current possibilities of opening times	AvdG	
Looking into number of staff effected by the 'six month loophole'	AvdG	
Send final report on the employee survey (when completed)	DvD	