

MINUTES 199TH FC MEETING

Thursday September 27th 2018, 10:30 AM – 12:00 PM, Mandeville T03-42

Attendees

FC Members	Guests	EB
Marja Flory (MF) (Chair)	Ad Scheepers (AS)	Anne van de Graaf (AvdG)
Helen Gubby (HG)	Gabi Helfert (GH)	Dirk van Dierendonck (DvD)
Tatjana Schneidmüller (TS)		
Amy Janssen-Brennan (AJB)		
Mohammad Ansarin (MA)		
Jessica Woitalla (JW)		
Jonas Kaiser (JK)		
Isabel Boekestein (IB)		
Karen Rickers (KR)		

Secretary to the Faculty Council: Job Heidkamp

1. **Opening**
2. **Agenda**
3. **Announcements**

AvdG: The final NVAO documents came in recently, so if necessary this point can be on the agenda for next time.
 HG: Are these public or private documents, can they be shared? AvdG: Sharing should be going via the academic directors.
 TS: Also take into account GDPR regulations when documents are shared, personal details on the reports on the theses are visible for example.
 JW: Is there a plan of action to follow up on the comments of the NVAO? GH: The process of improvement already started and next accreditation (3-6 years) we have to answer whether we followed up on the comments.

DvD updated on the Committee Pols report, its recommendations, the regular meetings with the rector, and the general progress.
 JK: Is the translation of the whole report already available? AvdG: I will look into that.

AvdG: With the drafting of the profile for the new dean, the FC is already heavily involved, so the question is whether the FC needs more information. I manage the process, but in the end it is the decision of the Board of EUR Central. A search company will be involved and will select potential candidates, but do note that it is possible that a candidate does not accept the offer in the end.

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

The to-do list was empty.

5. **Approval minutes 198th FC meeting**

MA noted that the document name had a slight error. The minutes were approved.

6. Discussion on master admission requirements/restrictions 2019-2020

GH: Every year we have to deliver the admission requirements and restrictions for the master programmes. We have been working with most of the requirements for several years. For CEMS, a flagship programme, quality considerations play a role, we want to keep it small. More practical considerations are that CEMS is part of an international network of partner schools, so it comes with restrictions because of mandatory exchanges for example. BIM exploded a couple of years ago, the department was struggling to keep up with the number of students, students were not happy either. These restricted numbers are manageable. For FI Advanced, quality considerations play a role as well, because of intensive education and internship capacity for example. Contrary to BIM, FI (regular) is way more popular among external students. For this year, we want to reduce the cap for external students from 200 to 175, as some senior faculty left and are hard to replace.

MA: Are there any complaints from BIM students about the cohort sizes? GH: No big complaints necessarily, especially compared to earlier years. Cohorts of electives were reduced as well. HG: Did faculty leave because of work pressure or because of other reasons? GH: I do not know everything in detail, but some of them got really good offers, one faculty member got an extremely good offer from Australia for example.

IB: Is there a policy for when a programme explodes in terms of student numbers? GH: We cannot place a cap during the running year, but it will mean that the next year a cap might be placed. Of course, we are always monitoring and right now, we are seeing stable and manageable numbers.

JK: Are the ratios between the external and internal students' caps based historic data? GH: Yes, they are, BIM has never been that popular with external students but is with internal students, while for FI this is the other way around.

JK: Is the department of FI hiring new people to get the cap back to 200? GH: Yes, they are trying to do that, while there are also plans for redesigning the curriculum. This needs to be discussed when the new faculty members are hired, but maybe starting in 2020 FI will offer small scale education.

JW: Do you have acceptance ratios available, of how many people are rejected? AJB: For the internal population there no real numbers, as because of the restrictions that are in place (GPA, GMAT, English-proficiency), students who do not meet them, do not apply. For the external population, they are available, based on 10 years of data, I can send those if needed. JW: I was wondering whether these numbers are available, since for BIM more staff could be hired to accept more students. GH: At the department of BIM they are always trying to hire more people, but the market for those people is very competitive since that field of science is very popular.

TS: Could for FI selective admissions instead of a cap be an idea? AJB: Because of the Dutch government it is hard to select, selection needs to have a purpose, like with CEMS.

TS: At the department of FI, how many people left? GH: I do not know the exact numbers. TS: From what I heard people also left because of the working climate, not only because of offers. DvD: I will park that for now, but do note that the temporary shortage also has to do with hiring the right people, while maintaining high standards.

MF: Note that this issue probably also needs consultation from the PC. GH: I was asked by the EB to only consult the FC. MF: It might be worthwhile to look into this.

The FC unanimously advised positively on the master admission requirements/restrictions 2019-2020.

7. Update from Task Force course evaluations

AS reported on the progress of the improvement of the course evaluations. AS: The report on the practices of European business schools is almost finished. Furthermore, Task Force 1's job is to optimize the current student evaluations system and this process has started. Several meetings have taken place, it is going well, with a good representation. Task Force 2 will be more from the HR and appraisal perspective.

MF: The separate tracks in the standard questionnaires, when will these be available? AS: First an experiment is planned, in order to ensure quality and sensibility. AvdG: Could you share documents when they are ready, the report on the European business school for example? AS: After Tuesday's congress in Rome I can share that. MF: What is exactly the timeline? AS: We will test the core of the questions after block 2 (block 1 for IBA and BA). Besides that, the recommendations will first be discussed with the Dean of Education and the PCs. If all goes well, the whole school works with the final version next academic year.

JW: I think the involvement of students could be improved. Right now, the biggest issue is the feedback loop: students do not understand that the evaluations are used for appraisal interviews and do not see the results of their feedback. AS: All these issues were discussed in the Task Force and of course the recommendations of the Task Force will be discussed with the PCs, including the student members of course. JW: We need both halves in the process, both students and end users. AS: We did involve students, already last year. JW: I was present and the involvement was mainly of explanatory nature. I would strongly suggest that in the future, students are involved in these proceedings upfront by having them in the task force, because in the current way it is quite reactive. MF: Having a student in the task force is really important and I would suggest to have one of the student members of the FC in that task force. DvD: I would like to stress that input from students is important, but it needs to be in balance, we are responsible in the end.

8. Any other business

Some parts of the marketing of the new house style were received badly by the FC, as they might be seen as sexist. DvD: We are aware and had a discussion on it.

MF: There is no associate dean of diversity anymore, which used to make RSM stand out compared to other faculties. DvD: I have to correct you, other faculties do not have a dean of faculty. The big advantage is that I am in the management board and could bring in issues of diversity directly, so this would mean there is going to be more done than less done, actually.

MF: Lastly, there are not enough Dutch professors to teach in BA. DvD: We are aware.

9. Closing

To do before the next meeting

Task	Person responsible	Progress
Send letter of advice on MSc admission requirements	JH/MF	Done
Check availability translation Mols report	AvdG	Done

