

Minutes 276th FC-meeting (ext.)

Thursday 26 March 2026, 10:30 AM – 12:00 PM

Faculty Council (FC) Members	Guests
Jason Roos	Aukje Hassoldt
Cecilie Ostenheden	Myra van Esch
Birgul 'Rose' Arslan	Claudia Rutten
Patrick de Koning	Daan Stam
Sara Rodrigues Soares	Amy Janssen-Brennan
Kristina Strezoska	Alexander Baanen
Amalia Capmari	Aisha de Valk - Abubaker
Viktor Nosyk	
Tijs Slijkhuis	

1. Opening

2. Agenda and minutes

3. Update on Housing

The Faculty Council has been provided with a report on the issues that RSM community faced in connection to the use of flexible working spaces and its coordination. The FC noted that feels that the report sometimes lacks resolutions to the raised concerns.

RSM EB states that concerns regarding the need for private meeting spaces are resolved through the use of meeting rooms.

To book meeting rooms and booths, we use an EUR-licensed booking platform. The problem with that is that different faculties may have different demands from the platform that cannot both be flexibly adhered to – an example being receiving booking confirmation emails.

The Faculty Council thanked EB for establishing this feedback system and using the feedback to improvement working conditions.

4. RSM Strategy Update

FC has been informed that RSM Strategy Team are currently penciling things down regarding the school's new strategic lines and are starting conversations with the stakeholders. They view the Faculty Council as a very important stakeholder and are requesting the Faculty Council to create a Strategy Committee to provide feedback on a draft of the strategy document. The formal strategy will be submitted in June.

5. Salary Document

FC has been informed that the new salary policy is undergoing final changes requested by the Executive Board. These include recommendations such as:

- Clarification on how to define and measure satisfactory performance now that we no longer have performance appraisals?
- Discovery of populations which will be most significantly affected by the changes.
- Establishing a more detailed plan for implementation.

Once these requests are handled, the FC will be presented with the new version.

6. Sabbaticals for senior leaders

The Dean of Faculty explained that, currently, there are no sabbatical arrangements at RSM, but there is a need for that. Allowances have been stopped for senior positions as a result of Future Proof Program, but taking a senior role means giving up an academic's precious time otherwise spent on research. One way to bridge this gap is introducing academic sabbaticals.

Financing such sabbatical arrangements will in part be financed by stopping those allowances. Academic sabbatical will involve allowing for a period of reduced teaching load to allow for more research time.

Currently, the Dean of Faculty is working on the remaining few remarks from the EB and heads of departments.

7. Ius Promovendus

The EB started creating a new policy for awarding Ius Promovendus. The policy proposes that requirements for Ius Promovendus will have 3 criteria: (1) The applicant must be an associate professor, (2) the applicant must demonstrate solid research background, and (3) a good PhD supervision track record.

How we define good PhD supervising is something that we, as RSM, must define and explain to the EUR.

The FC has been requested to provide a letter of advice on the finalized policy.

8 & 9. Appointment of the Dean of Engagement and update on engagement and strategic partnerships

The FC has been informed that the Dean of Education roles have been reorganised. The roles of Dean of Pre-experience Education, Dean of Post-experience Education, and Dean of Executive Education remain separate, but are now all carried out by one person.

In addition, the EB decided to create two new positions as associate deans of engagement (two for the different types of research that the university conducts, e.g. qualitative and quantitative) and a team for program director engagement and strategic partnerships.

10. Update F&I enrollment proposal

The university received some appeals from students regarding the application process for the Finance & Investment Master.

A document regarding the process has been installed describing what went wrong, and an external law firm has been hired to handle any further engagements with students regarding the process.

11. Change in admission requirements for MSc Management of Innovation & Business Medical Innovation

The MSc MI Management of Innovations and the MSc MI Medical Business & Innovation intend to reduce the current requirement of 15 EC in business administration for candidate students. The rationale is that innovation management field does not require a vast previous knowledge base to successfully complete the program.

The Faculty Council recommended that the content of the MSc program be reviewed to determine if accommodation will be necessary to account for the lack of business administration knowledge.

12. Update on Diversity Travel

The Director of Operations informed the FC that RSM is tracking all reported issues with respect to Diversity Travel, but Diversity Travel has been slow to respond to requests due to lack of personnel.

For RSM personnel getting stuck within the travel platform, it will be communicated that they should call the Diversity Travel team.

13. Retrieval of communication through official letters

The FC expressed the need to make official letters public to RSM personnel. One option is to create a SharePoint of all letters.

The EB suggested that, once the platform has been identified, it is important to establish a structure that conveys the context of the letters, because the context can influence how the letters are interpreted.

Both the Faculty Council and the RSM EB agree that it is important to be transparent about the issues that are discussed.

14. Transition of Erasmus Centre for Data Analytics (ECDA)

The Faculty Council raises concern on the communication of the transition of ECDA to ERS. RSM takes this signal very seriously and will discuss this with the director of ERS

15. Role of student evaluations in promotion and tenure evaluations

The FC asked whether there is an update on the removal of student evaluations from the submission files for promotion and tenure decisions. The Dean of Faculty informed the FC that the application file template has not been changed yet. But a meeting with tenure trackers were held on the 25th of March to convey that the P&T committee has been informed to not take the student evaluations into account in their decisions.

16. Any Other Business

17. Closing