

Minutes 277th FC-meeting (ext.)

Thursday 23 April 2026, 10:30 AM – 12:00 PM

Faculty Council (FC) Members	Guests
Cecilie Ostenheden (Online)	Aukje Hassoldt
Jason Roos	Myra van Esch
Birgul Arslan	Daan Stam
Chintan Kella	Claudia Rutten
Kristina Strezoska	Ali Hussain (Online)
Daan Peeters (Online)	
Tijs Slijkhuis	
Meryem Abayli	
Amalia Capmari (Online)	

1. Opening

2. Agenda and minutes

3. TER – Update on new version

EUR introduced a new template for Teaching and Examination Regulations (TER) for the adoption of all schools. RSM started works to transfer its existing TER to the new template starting with the IBA and MSc programs. The Education Committee of the Faculty Council is taking part in the process for reviewing the transfer.

FC will receive further updates on the process during the external meeting in May. By the June meeting, another update and move towards approval is projected. Final confirmation (if required) is expected for the July meeting.

FC has been informed that the transfer requires changes in the TER that are not substantive or major.

4. Update on Housing

FC has been informed that RSM and EUR Real Estate and Facilities (REF) have been in contact about the expected changes in housing. The current proposal is to investigate whether it is possible for the RSM to move into the Tinbergen Building

RSM Facilities Manager Aisha de Valk will organize a visit to the building, while it is still under construction, with two groups of people to get an understanding of the conditions of the building. A committee will be created to work on the practicalities of moving there, the floorplan being an example of such practicalities. .

Moving to the Tinbergen Building would still mean adhering to the norm of 0.7 workspaces per person. RSM would still need to move from the five floors we currently have to four floors, similar to the scenario of remaining in Mandeville.

If the Faculty Council desires, the REF is willing to give a presentation on the planning and future of the whole campus.

5. Salary Document

The Dean of Faculty informed the FC that the heads of department have no remaining issues and questions regarding the new salary policy. The members of the EB had some questions which resulted in minor changes: The prior version seemed to suggest that HR makes decisions regarding salary raises and promotions, while it is the department head that makes the decision, and HR gives advice.

The Faculty Council suggested that the salary policy needs to clarify the authority that the section heads in the Department of Technology and Operations Management have on the salary decisions.

The FC was requested to think of any groups that may be heavily affected by the changes because it seems that the tenure trackers aren't majorly affected, but the RSM doesn't want to overlook anything. The new remuneration scheme is focused and applicable to future decisions. It is not meant to back paddle any previous decisions.

Before the decision is made, there will be a language check on the document before it goes out; this is to align all the wording to avoid confusion.

6. Sabbaticals for senior leaders

The Dean of Faculty informed the FC that the new policy on sabbaticals lays out the conditions around academic sabbaticals, during which the academic personnel can focus on their research. For that purpose, the sabbatical policy includes provisions for relieving academic personnel from their teaching duties during certain periods

Additionally, the policy creates a budget for those taking a sabbatical to cover research related expenses.

The goals of the policy are:

- To provide employees that served in a senior leadership role relief from teaching duties to recuperate, adjust, reflect, and get back into research.
- To provide an incentive to employees to accept senior leadership roles.
- Efficiently and effectively boost the research performance of RSM.

7. Ius Promovendus

The prevailing Ius Promovendus policy at Erasmus University relies primarily on counting the number of successfully graduated PhD candidates as the key eligibility criterion. For RSM, this creates a particularly acute problem in the context of part-time PhD supervision. Supervisors working predominantly with part-time candidates are systematically disadvantaged under a counting-based approach, regardless of the quality of their supervision. . At the same time there is more need for supervisory capacity due to the growth of the part time PhD program.

Therefore RSM will design a Ius policy and the proposed criteria for awarding Ius Promovendus include:

- High quality research
- Adherence to research integrity norms
- Experience in supervising PhD students (without a mandated number of graduated PhD students)
- And a choice of indicators related to either standing in the field, services in the field, and/or impact of research.

8. Update on engagement and strategic partnerships

The envisioned candidate for leading the engagement and strategic partnerships program will be leaving the university, but the project will still continue as intended, and new candidates will have to be identified. New positions will be opened in three to four weeks, and the project will be up and running by September.

9. Retrieval of communication through official letters

The Faculty Council asked how official FC correspondence can be archived ensure that it remains retrievable for future Faculty Council chairs and secretaries

The EB will contact the Director of RSM Digitalisation & Information Services, to explore the best options.

10. Update on FC elections

The elections for student members of the FC have been held. Six new members will be joining next year. The members-elect are Arina Alexeyeva, Dan Leitschkis, Sarah Akhtari, Laura Márquez Amado, Mees Brinkman, Hidde van Gelder.

11. Any Other Business

12. Closing