

MINUTES 159TH FC MEETING – 3 JULY 2014

Attendees

FC Members	Guests	MT	Official Secretary
Jan Sirks	Anne van de Graaf	Frank van de Kruk	Joy Kearney
Chandro Kandiah	Paolo Perego	Eric Waarts	Karin Bongers
Gabi Helfert	Nicole Morgan		
Joost Vlot	Youming Ma		
	Frederieke Dijkhuizen		

1. Opening

Gabi opens the 159th meeting at 10.30 am.

2. Agenda

There are no questions or further points to be added to the agenda.

3. Minutes

The minutes are approved without further remarks or amendments.

4. Announcements

Gabi makes two announcements on behalf of the FC:

1. As of 5 July there will be a new university caterer on campus. The director is willing to look into new options with regard to vegan food.
2. This is the last meeting for this academic year; the first FC meeting of the upcoming academic year will take place on 4 September. As a kick-off the FC will organize a drink in September so everyone can meet the new council.

Frank makes five announcements on behalf of the MT:

1. The recruitment of Dean of Executive Education is ongoing. A committee representing faculty and BV staff is interviewing candidates, which have been proposed by department chairs or indicated interest themselves. The committee will report to the Dean, who will decide within a few weeks from now.
2. Internal vacancy notification following new rules and procedures at RSM and EUR are implemented. Yvonne Jules is the RSM internal vacancy coordinator at RSM and Systke Martens is the internal vacancy coordinator at EUR.
3. The academic departments will move this summer: in particular Technology & Operations Management and Strategic Management will have better allocation on single (Strategic Management) or neighbouring (Technology & Operations Management) floors.
4. HR will check that vacation days taken as an indication whether employees are using the new portal to register vacation days.
5. PwC report update: a committee on setting up a mentoring scheme has now prepared an allocation of faculty as mentors/mentees. Over the summer an implementation plan will be prepared.

5. Independent accreditation of Accounting & Financial Management

Anne explains the background of this agenda point. Accounting & Control could not be independently accredited at the moment all BSc. BA specializations got an independent accreditation, because at EUR level there was already an accounting-degree with ESE. As the master programmes at RSM and ESE were also very similar, we decided

not to apply for an independent accreditation and leave Accounting & Control as a specialization of MSc. BA. Next to the wish for an independent accreditation, there was a wish to turn the programme into an internationally recognized programme with a different outlook than the accounting-track at ESE. The past three years a new strategic course has been developed, with which RSM can legitimately say that it sufficiently differs from the programme at ESE which justifies an independent accreditation. We still need to ask for permission, and it is the macro-efficient committee who will decide. At this moment, we are going through the internal RSM decision-making channels, after which we will move to EUR, the macro-efficient committee and also the NVAO for quality check.

Paolo explains the new strategic course of the programme. There are several objectives formulated which the department wants to achieve. We want to be distinctive and more internationally oriented, which is rather difficult because you have to navigate the curriculum through the strict requirements in terms of credits and types of skills. And they are kind of pooled by the fact that most students in post-graduate programmes become CPA (RA in Dutch) or management accountant (RC in Dutch). So basically we have to differentiate towards ESE, but we have to become more distinctive in terms of content – respecting the thresholds of accrediting professional bodies. Also, we would like to attract more international students. The new programme should position itself in a more innovative and creative way to present accounting and financial management. The traditional CPA-track remains, but the programme also offers tracks to students who would like to become financial analysts. It is important to market the programme well, to make sure upcoming students know the contents of Accounting & Financial Management.

Anne states that the Programme Committee is in agreement with the proposal. In addition, the Department of Finance and ESE are informed and happily support this course of action.

The FC is happy to support the proposal of getting an independent accreditation for Accounting & Financial Management and a letter of advice will follow soon. However, the FC would like to make sure that this particular specialization is different than the other master programmes. Accounting & Financial Management seems to be more focused on professional education compared to the other programmes that focus on academic education. The FC understands that the market-focus is highly important for Accounting & Financial Management, though the FC hopes that similar arguments will not be used in the future when other programmes want to change its strategic course.

Paolo acknowledges the concern of the FC. He states that it is important to get signals from the market, but the document lacks that there is a strong research focus as well. Different than in other areas is that students of this programme enter post-graduate programmes to become auditors. As a matter of fact, the market requires certificates. So it's a certificate-oriented market, because eventually there is a list of requirements that people have to fulfil to become CPA. Referring to constraints, our task is to balance academic content with requirements that are due to the fact that people need eventually to take exams to get certificates. It's basically comparable to a medical programme or a law school.

The academic career perspectives in this field will be added to the proposal as well as some examples so that the proposal gives a complete overview of the programme.

6. PC issue

The FC received a letter of the MT on 17 June. Due to the absence of members, we have not yet prepared our final statement. There are still four weeks to do that.

7. Update reorganization (HR)

Reorganization of HR

The HR function at EUR is not going to be reorganized on short term. The HR Policy development and HR processes will be improved in collaboration between SSC and faculties. This improvement has already taken place in terms of management changes; approximately two years ago there was hardly any cooperation in developing HR policy between the faculty and central. The new management that is now responsible is seeking for more input of the faculty to find developments in the HR policy. There is no need for reorganization at this moment in time. Probably some administrative tasks will be shared, but no personnel consequences are foreseen at the moment. Therefore the steering committee 'Doorontwikkeling SSC HRF' will be discontinued for now, and will be reinstalled when there are developments on this reorganization.

Reorganization/cut down of Generic Support Staff

A draft plan has been discussed in the last MT but needs further discussion before preliminary decisions can be taken. The plan proposes the discontinuation of some generic support services that do the least harm to the primary operations of the school. The plan has to realize at least a cut down of 4.4 FTE of generic support staff in comparison with the Berenschot benchmark of December 2013. Furthermore the plan has to realize a cut down on personnel costs of a little more than 200K based on the financial targets that were imposed by the EUR Executive Board.

The personnel consequences will mostly consist of a natural turnover and expiration of temporary contracts, but this probably will not be enough to meet the targets enforced by the Berenschot benchmark.

Next week Tuesday Frank will talk to Jan Sirks on a personal title as he also is a member of EUROPA and can give advice on the best approach given all the rules and regulations on central and faculty level. Probably we have to execute the full reorganization procedure; in that case Frank will take care of a 'Voornemen tot reorganisatie' as soon as possible.

Unfortunately, earlier promises to have the final plan ready before the summer holidays cannot be fulfilled as the procedures takes more time than initially thought. Frank thinks that the plan should be ready during the summer holidays, but it can only be finalized after the FC gave its advice about the plan.

Gabi wonders whether Eveline Wijnmaalen will be replaced or not, because she moves from RSM to RSM B.V. Frank thinks that RSM needs an accreditation officer, but there won't be a vacancy for this right away. First we have to look how we want to organize this in terms of amongst other things capacity, policy development, rankings, etc.

8. Any other business

Joost has a comment concerning the course 'Investments' in the MSc. Finance & Investments curriculum. The grade consists of a written exam (80%), an investment report (10%) and a take home exam (10%). The latter part you basically get for free, since you can find the exact questions and answers via google in the database of Ohio University (USA). Moreover, all students are informed via social media – especially Facebook.

Youming states that students have problems with the computers on the 3rd floor of the T-building and therefore go to other PC rooms on campus (e.g. H-building, library) to study. It is mainly the hardware that doesn't work properly. Jan adds that faculty members have the same problem, especially using the TOP system, probably

because the PC has to connect to some central servers. Anne says that the problems regarding TOP are solved as we speak and the other problems will be communicated to Central (and might therefore take some time).

Gabi asks Frank if it is possible to reschedule the diversity meeting, because Jan has a thesis defence on timeslot we planned. Karin will discuss this with Dean's Office and reschedule this meeting asap.

Jan is concerned about the work load of faculty members, because at the moment there are a lot of colleagues ill or home with a burnout. Frank is going to look into this.

9. Closure

Gabi closes the meeting at 11.10am.

Next FC meeting 4 September 10.30 am in T03-42.

To do before the next meeting

Task	Person Responsible	Progress
Prepare FC 2014-2015 (planning, new members, etc.)	Karin	Done
Finalize letter of advice: TER	Karin	Done
Finalize letter of advice: Master thesis manual	Karin	Done
Finalize letter of advice: TOP system	Karin	Done
Finalize letter of advice: EUR-RSM covenant	Karin	Done
Letter of advice: PC issue	Chandro, Jan	Done
Finalize letter of advice: accreditation Accounting & Financial Management	Karin	Done