

Minutes 236th FC meeting

Thursday June 9th 2022, 10:00 AM – 11:00 AM

FC members	Guests	EB
Jacomijn Klitsie(JK)(Chair)	Hiske Meerman(HM)	Myra van Esch (MvE)
Marja Flory (MF)	Anouschca Bholanath(AB)	Claudia Rutten (CR)
Shihao Lin (SL)(Vice-Chair)	Michel Lander(ML)	
Stephan van Roon(SvR)	Inga Hoever(IH)	
Jasper Oosting (JO)		
Bas Crombag (BC)		
Cesar Wapenaar(CW)		
Edward Oldenburger(Eo)		
Boudewijn Pieterse(BP)		
Luuk Veelenturf(LV)		

1. Opening
2. Agenda
3. Announcements

JK We were wondering what the status of the mentoring program is.

HM We relaunched the initiative in 2021 with quite a lot of people. It was a mix of RSM bv and EUR employees and then we matched everyone with their mentor. We still see people signing up every now and then.

JK Could you give us an update about the absenteeism?

HM I have a graph with the trend from 2018. At the start of the corona period we saw a small dip, but this could have several explanations. Currently the absenteeism is a bit higher than before the corona period, but the national trend is similar. When comparing it to other education institutes, we score on the low side. Nevertheless, we still need to pay attention to it. We see the biggest increase in the short-term cases, the midterm is similar and the long term is also increasing. The long-term cases are moving towards mental issues, but these mental issues are a mix between private and work cases. We are also looking at working more closely with the absenteeism experts from EUR central and we are looking at skilling our managers to help prevent people falling ill.

MF You said that not all of the long-term cases are work-related but also personal circumstances. This reminds me that Anne de Graaf told me six years ago that most burn-outs were because of personal circumstances.

HM We see that it is a mix. When something is not going well in the private situation and that mixes with something at work, this combination creates people falling out.

MF Then what is the core problem? If the work pressure is too high, this could have an effect on personal circumstances.

HM I understand your point, but this is something where we really need to look at individual situations and help them combine work and private life.

JK We are wondering about the procedure for inappropriate behavior and complaints.

MvE There are enough legal people to help me with this. There is a legal aspect and a human aspect. There is an EUR-wide procedure that RSM complies with. There is a committee that is formed for each complaint and they address the complaint, research it and come up with a recommendation.

JK Where does the first complaint go?

MvE The first step is always to go to a manager. The manager can evaluate the complaint and talk to the different parties. This does not always lead to an outcome that is accepted by all parties. Then I hope that the manager comes to the dean or me, so that we can take action. If that is still not satisfactory, they would go the EUR-wide committee.

MF I remember when Dirk van Dierendonck presented a plan on how to deal with inappropriate behavior. I remember that we already asked questions that it is strange that you had to go to a manager. What if you are having issues with your supervisor?

MvE I understand. This is the formal route, but there are also confidentiality counselors that you can go to if you are not comfortable with going to your manager. Through them you can still decide whether you want to file a complaint on RSM or EUR level. I think there is a good process in place, but we should definitely highlight it again if people are not familiar with this process.

IH My concern is that all complaints have to be filed in Dutch. International employees can be assisted by a translator, but they cannot read the complaint they file in a language they understand.

CR We also find it strange, but the reason they do this is because it needs to be in Dutch when it goes to court.

4. Follow-up to-do list 235th meeting

5. Follow-up minutes 235th meeting

6. TER & Rules and guidelines (With Michel Lander)

JK We seemed to have missed the part-time MIM part.

AB It was not ready at the time we were sending the documents. We have looked into it in the meantime and there will only be some general changes, such as neutral pronouns and changing the wording of handicapped to functional impairment. Also, the TER and Rules & Regulation will be separate files.

JK We can pick it up with the subcommittee then. We want to talk about rounding off in between grades, the bonus rules, standardization of resits and improvements options, and the rules for perusal. My proposal is to pick this up in the subcommittee.

ML We have tried to work on the must-haves for now, rather than a complete revision of all things that could happen in the future. We have tried to keep it general, so we could address it but did not have to go in detail too much. However, I am definitely open to discussing it. The second things to mention is that the process itself needs to be really looked at. In the process, a number of individuals such as the academic director have to take their ownership which is not very well done in some instances. I would like to look at the descriptions of the academic directors and make clear that they need to actively contribute to this.

JK It is an annual thing that this is always late. Our note is that it is an annual process and it does not only have to start in April.

Continue with announcements

JK There was an e-mail from Michel to all students that they should really come back to campus in the next academic year. There has been some uproar about this among students. IBA students that cannot find housing and Master students who have other commitments. Can you clarify the message that went out?

ML We are an on-campus university and therefore there are going to workshops or classes where you have to attend physically. An Msc program is a full program and people should not have two or three things on the side. International students who cannot find housing place a very large burden on our

faculty because they have to engage in hybrid education and have multiple examinations. This was also discussed with the other vice-deans among faculties and there is a strong emphasis on coming back to campus physically. If we go back to the COVID situation, it is different and then we will be much more flexible.

JK We have proposed a new set of student evaluation questions. The question was whether they should be standardized over the bachelor and the master program. We checked with EUR central and they said this is not necessary. We know that when we send official letter, we get official responses and we do not want to send official letters. Can you tell us about your willingness to change the evaluation?

ML In principle, I would like to have a unified evaluation system because it makes it easier in terms of explaining that to accreditation organizations. We can also look at whether evaluation should even be more tailored towards specific educational activities. If we are going to change things, I am happy to do it with the current proposal, but I do want to have a discussion with the Msc to see if they want to get on board with this particular proposal to ensure standardization. I would also like to propose that we continue to look at whether or not it makes sense to adapt them for different educational activities. Let us have a quick chat at the PC.

MF If it is used as an HR instrument, you should discuss it with the faculty council.

ML It is indeed an HR instrument, so if Hiske wants to join me that would be much appreciated. You are right that you have to give consent, but it would be better to have the program committee on board before we make the decision.

JK We really need a dean of faculty. How is the process going for applications?

MvE There is a committee in place, so we are set to start the process. I understand there has been a request from the different departments to have a discussion internally to see whether there is interest for the role.

HM The profile has been shared with associate professors and up as they are a target for the role. On the 14th of June, the heads of department are coming together to discuss potential candidates. Hopefully early July, we can look at the interested people and start the process.

7. Diversity and Inclusion (With Inga Hoever)

IH We have limited insights on how included different groups of people feel. This has two reasons. First of all, we have limited insights into who people are, but this also has legal constraints. Second of all, we never directly ask about inclusion. We had three questions about it in the gender equality survey run by the Equal4Europe project and they showed some differences between groups. These three questions were quite generic, so they did not give us that much insights. We would need to be a bit more specific to find out whether there are problems in different facets of the organization. For example, it could be promotion-related or pay-related. We need more information and then we can dig deeper.

JK Our question was "What was your main question?"

IH This is not research, so there is not a research question in particular. The big question is what is the average level of inclusion in different areas and the second question is whether there are differences in groups related to these areas.

JK Our main concern was privacy and sensitivity because it seems like the RSM is collecting the data.

IH The survey is run by the D&I team and we have a couple of safeguards. There are only three people who have access to the data. It will also be stored in the extra secured vault system.

LV You still have personal information about your colleagues. Why don't we outsource it and I also saw that we need to store it for five years?

IH I would be happy to store it less than that, but I would see value in keeping the aggregate data.

LV Have you thought about outsourcing the data?

IH To be honest, I have not thought about it. It did not seem like a big enough project in terms of aggregation, so there will be three people who have this information.

EO You mentioned nationality, but I only found ethnic background. I assume nationality will also be included.

IH We will not ask about nationality specifically, because nationality comes with a really high identifiability for people who come from nationalities that are not very well represented.

EO The other question is if you thought about putting in a question to see how people view the world. A question about religion, for example.

IH The list was already quite long, so we were more focused on cutting things from the list rather than adding questions to the list. I am open to considering it if the FC finds this valuable.

8. Temporary contracts

JK We sent you a letter about people on temporary contracts. We were wondering if you shared this concern and if there are any plans to change the situation.

HM I have looked in the issue that you have addressed the lecturers specifically. If we look at the overall RSM strategy, we do quite a lot for career tracks. There are two sides. The first side is the long term and there we have the rewards and recognition initiative and a framework that is being developed. There has been quite some involvement from the work group that has been established. They created a road map, but this needs more detail on what it means for the steps we need to take to implement this. There will also be a specific workshop for the lecturer community. We also wanted to find out what is currently happening around the lecturers and whether there are any risks to that. We established a work group around the faculty model. This was a document that was created a few years ago that outlined the differentiation in career paths. We agreed with the workgroup that the planning and approach should be done by the end of the year. We also acknowledged that on the short term that is a need for lecturers due to the student population growing. In general, there are also discussions on how to offer a more stable career path to this group. Based on that discussion, we are doing a round with all of the department chairs. We currently have 54 lecturers and 9 have unlimited time contracts. 45 have limited time contracts, but 22 of those help us with thesis supervision, so they purposely have a shorter contract. We need to look at the other groups with short term contracts and we are currently discussing with the department chairs whether there is anything that we can do. We expect the review to be finished this week and then we can take short term decisions.

JK So it is an option to give people unlimited time contracts?

HM That is a discussion that we are currently having, but we also need to look at taking the decisions on the right basis. We need to make sure that those people deliberately chose to be in the lecturer role and that the standard of the profile within this role stays solid.

JK We hope that there will be a different P&T committee for this group with not only academics. I think we would recommend that there should be a profile, because it should not be individual decisions.

ML There is a description of lecturer and senior lecturer already available. To your question on the P&T committee, they already acknowledged that they do not feel qualified to make these decisions. Something that we need to do is create an ad-hoc committee and establish a different P&T committee for this track in the future.

JK We are hoping that you are not asking people to go out of contract for six months and then come back.

HM I agree, we should bring that message to managers because that is not good employment.

MF For instance, if you look at the CAO, there are different levels of lecturers. There are lecturers who do what is described what is in scale 2 or 3, but they only get paid for scale 10, so please look at this.

HM Yes, this has to be reviewed.

MF They really need fixed contracts, because we are losing a lot of knowledge.

JK All small-scale education is given by temporary lecturers. If they leave, we do not deliver what we promised the students.

9. Midterm review EUR strategy

Will be discussed next meeting

10. Any other business

11. Closing

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