

MINUTES 153RD FC MEETING – 5 DECEMBER 2013

Attendees

FC Members	Guests	MT	Official Secretary
Juup Essers	Bas Louwman (STAR)	Eric Waarts	Joy Kearney
Gabi Helfert	Tim Ficheroux (EM)	Frank van der Kruk	Karin Bongers
Jules Maitrepierre	Tom Medema		
Miruna Carlugea	Johannes Deselaers		
Chandro Kandiah	Ad Scheepers		
Jelle de Vries	Anne van der Graaf		
Jan Sirks			

1. Opening

Juup opens the 153rd meeting officially at 01.30 pm and welcomes everyone.

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:

1. The FC is going to send a letter to EFB regarding the catering tender with the consent of the Director of Operations and Sustainable RSM. The main topics include an increased availability of sustainable plant-based food in the campus restaurants as well as information on the products regarding ingredients so that people who follow a sustainable, healthy, and ethical diet have an opportunity to eat in the canteen. The board and the FC agree that there should be a good balance between quality and price.
2. An employee who has been approached by the Board to be transferred from RSM EUR to RSM BV was wrongly informed about the extent of her future salary by the HR department of EUR, which in her talks with the HR department of the BV turned out to be considerably lower than was initially promised. Furthermore, she was asked to provide all of the required documents all over again in order to close the contract. The FC criticises the lack of coordination between EUR HR and BV HR regarding the transition process, in particular because the employees in question are accommodating RSM and should not be burdened with the transition. The board acknowledges this and promises to look into the process.

Frank makes one announcement:

1. Abe de Jong, former department chair of department 5, will be appointed by the MT to become RSM's Dean of Faculty as of January 1st, 2014. The FC asked the board about the selection process which led to the nomination of Abe de Jong (selection criteria, competing candidates, the consideration of increasing gender and ethnical diversity in senior positions at RSM, and what tipped the scale in favour of selecting Professor de Jong). The Board replied that the decision was following the suggestion of the department chairs, and that the Dean decided to follow their suggestion because the Dean of Faculty requires the support of the department chairs in order to be successful in his or her role. The Board is not aware of diversity having been an issue in the selection process. The Faculty Council expresses its concern that, again, increasing

diversity in senior positions at RSM was not considered in the selection process. The board will answer the questions of the FC (diversity considerations, number of candidates, selection criteria, decision criteria) in written form.

5. N=N update

Ad states there were some problems with some exams (e.g. Marktcontext) and these were taken off. The first resit in the summer did not count as a resit. The exams should be improved and therefore measures will be taken this year. The concern that N=N would affect the intake negatively has had the opposite effect, there are many more applications. More than 100 more students did the intake for the BA programme this year compared to the previous year. The RISBO report is a bit more negative than our own results. The compensation rule will be kept. 25 students were granted the hardship clause as were 45 or 50 in the Dutch programme.

Targets have been set to decrease procrastination. With BSA this could only be seen after two years, but now with N=N it is visible after one year. The pass rate with N=N should not be lower than BSA with two years. Procrastination means that a student studies less than 40 hours per week. There are fluctuations in output, but it is still well above the target set. Now 80% of the students take exams at the first opportunity whereas before N=N this was only 50%.

There is a discussion about the desirability of bonus opportunities as well as the design of bonus tests/assignments. There has been an increase in the number of bonus opportunities with N=N. Moreover, it happens that students get bonus points for free because answers are shared via social media. The board will ask the advice of the FC to make N=N a standard procedure and to close down the pilot.

6. MSc. ChEB

Eric Waarts expresses his regret at being at the meeting for such a sad reason and briefly summarises the rationale behind the intention to discontinue CHEB. The board states that it has been tried to make the MSc. ChEB programme grow by major efforts in marketing on various search engines. Unfortunately, student numbers continue to decrease. One department cannot run it on their own, and other departments are not interested to help running the programme. Furthermore, department 2 does not consider the programme as a strategic goal at this moment. The board does not want to hire a lot of people for something that is not essential for the school. There is a possibility to run it as executive programme, minor or elective but not as a full programme.

The FC questions to what extent the key stakeholders of current students and professors are asked how the master programme could be improved and to what extent they are involved in the decision making to close the programme.

Current students are very disappointed with the decision to discontinue, because they have various ideas regarding how to improve the programme. The students choose RSM because of the good reputation, the business environment and the specialisation. However, the programme turned out to be below expectations: the organisation was unsatisfactory, there is little help offered finding internships in China, the workload is limited and often not intellectually challenging, fruitful class discussions hardly take place. In the public information about RSM it is interpreted by non-RSM students that CEMS and ChEB are different from the other master programmes. MSc. ChEB is expected to work by the current students if the duration is extended to 1.5-2 years with a double degree.

There are only a few cases known of universities that are closing down similar programmes, such as Manchester Business School that only has 4 students at present. Success stories of similar programmes do not have a yearly

intake of more than 30 students. The University of Groningen, for example, runs a similar programme which is a double degree programme of two years of which one year is spent in China.

Anne van der Graaf and Eric Waarts indicate that alternative models for MSc. ChEB, such as extending the programme, including an exchange stay at a Chinese university and/or setting up a double degree have been considered. However, none of these alternative models really addresses the problem of too few students. Students generally prefer one year programmes over longer programmes and as such the strategy seems unsound. The three double degree programmes that are currently on offer with extremely distinguished schools (St. Gallen, Bocconi, Esade) only draw a handful of students. The experience of the last five years has shown that there is only a very small market for a pre-experience degree in Chinese Economy & Business. The post-experience market is potentially larger, but probably mostly in terms of modules and short study trips, rather than a full degree.

The FC as well as the students think students should have been involved early in the decision making of discontinuing the MSc. ChEB programme because they are major stakeholders. Anne van der Graaf and Eric Waarts agree and the FC points out that MSc. ChEB students are present at the meeting. There is some debate as to when the correct time is for consultation. Consultation and involving stakeholders inevitably means going public. A balance had to be found between on the one hand going public too early, with premature, potentially unsupported ideas and causing confusion and damage to the programme and on the other hand going public too late with loss of involvement of stakeholders. Anne and Eric think they got the balance right, but both the FC and the MSc. ChEB students does not agree on this. The FC questions to what extent the MSc. PC looked at the proposal critically, so Eric proposes to bring up this topic again

The FC states that the arguments of the board to close down the MSc. ChEB programme is too strongly based on business-economic reasoning. An example is provided regarding the philosophy programme, which is running for decades despite the intake of about 10 students only. The FC and the ChEB students question to what extent RSM took into account the academic value of running the programme, especially because RSM has more master programmes running with a declining number of students.

Eric Waarts argues that Chinese Economy & Business cannot be considered an integral part of the academic offering of a business school. It is actually very rare. For obvious reasons it is not comparable to the example of philosophy which is offered the world over as part and parcel of the comprehensive teachings of universities, if not as a stand alone programme rather than as modules or electives.

7. PC/Faculty regulations issue

The FC is going to send a letter about this to the EUR Executive Board.

8. Budget/HR update

The budget cycle starts in May. The FC will prepare a list of deliverables to Frank, Martin and Peter for the HR policy meeting on January 22nd. A subsequent meeting will be planned in a month after that.

9. Career Services of the RSM

The recruitment procedure is questionable regarding diversity, so the FC would like the board to provide information about this.

10. Any other business

No further topics for discussion.

11. Closure

Juup closes the meeting at 03.30 pm.

Next FC meeting 9 January at 10 am in T03-42.

To do before the next meeting

Task	Person Responsible	Deadline
Prepare a list of the deliverables to Frank, Martin, and Peter for the HR policy meeting on January 22 nd .	Jan, Gabi, Juup, Jules	12/2013
Plan in a meeting about the HR policy meeting in February	Karin	12/2013
Send a letter to letter to the executive board about the PC	Juup, Chandro	12/2013
Send a letter to letter to the board about Career Services and MSc. ChEB	Juup, Jules	09/01/2014
Consultation of MSc. ChEB students	Miruna, Chandro, Jules	02/01/2014
Send a letter to letter to the EFB about the tender of the catering	Gabi	09/01/2014
Clarify the selection procedure and the final decision made regarding the fulfillment of the vacancy dean of faculty	Frank	12/2013