



minutes

Meeting Faculty Council

Date and time

30 September 2019, 13:30-15:00

Reference

final

Eliza van der Ploeg-Bout

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Present

FC: Gerd Weitkamp (chair), Freddy Cawthorne-Nugent, Merel Flap, Roos den Boer, Jelmer de Rijke, Cheyenne Raskeyn, Roberta Rutigliano (by Skype), Jodi Sturge, Samira Barzin, Tess ten Have (Ibn Battuta)
FB: Esther Marije Klop, Tess Tjokrodikromo

Landleven 1

9747 AD Groningen

The Netherlands

Absent

FC: Oscar Couwenberg, Tialda Haartsen, Claudia Yamu

Minutes taken by

Eliza van der Ploeg-Bout

Last minutes (7 July 2019) approved

Yes, without changes

1. Actions

| Number | Who? | What? | When? | See point |
|------------|--------------------|---|----------------------|-----------|
| 20190212-5 | Weitkamp | Discuss further with DoE about improving the resit. | After accr. | |
| 20190709-4 | Weitkamp | Memo/proposal for DoE about improving Digital Skills in 2019-2020. | | 4.3 |
| 20190709-5 | FB | Memo indicators and planning Quality Agreements | 15-11 In progress | |
| 20190930-1 | Weitkamp | Give opinion about budget in letter for BotU | asap | |
| 20190930-2 | Board | Quality Agreements: Memo board for 22-10 Statement about digital skills Report NOW (to Weitkamp) | 22-10 | |
| 20190930-3 | Weitkamp | Zero tolerance statement: first letter to board | Asap | |
| 20190930-4 | Board V/d Ploeg | Zero tolerance action points + on agenda | Asap | |
| 20190930-5 | Board | Follow up Educational Minor? | | |
| 20190930-6 | Weitkamp | Inform Lijst Calimero about BAC for faculty board members | | |
| 20190930-7 | Weitkamp | Suggestion about Geodienst for Strategic Plan -> Leoni van Ristock. | | |
| 20190930-8 | Weitkamp | Letter for BotU about personnel. | Asap | |

2. Finished actions:

20190528-3: Couwenberg and Rutigliano had contact about proceeding in Internationalization. See 4.2.

20190709-1: Weitkamp has mailed the revised text of Article 14.2 (about procedure replacing voting/elections PC) of the Faculty Regulations to the Faculty Board.

20190709-2: The increase of effort hours for representative bodies (PC and FC) has been formalized by the Faculty Board in the TVM 2019-2020.

20190709-3: The Faculty Council has approved of the TER GMW Ma Lerarenopleiding Aardrijkskunde by email.

20190709-6: Weitkamp has send a letter to the BotU concerning Personnel.

3. Decisions/Advice

3.1 Election Chair and vice-chair FC college year 2019-2020

Decision: Weitkamp has been re-elected as chair. Vice-chair is Merel Flap.

3.2 Budget Faculty of Spatial Sciences 2020-2023:

Decision: The Faculty Council supports the budget with the following important comment that, according to the Faculty Council, there is a substantial risk that budget of the Quality Agreements cannot be spend on improving the quality of education (with the current and possible future measures - Rapport Van Rijn - from the national government).

Comments of the Faculty Board:

FSS is doing well, but the budget is tight. The board is being cautious because of the Rapport Van Rijn and but even more so after Prinsjesdag.

The Faculty Council discussed the following items about the budget with the Board:

- *Expected growth in number of students and ratio staff-students.* The Faculty Council is concerned about the quality of education and worries if the aim of the Quality Agreements (QA) could be reached.
- *Digital skills/computer rooms, computers etc.* were planned be financed from the QA, but are not in the budget of the QA. According to Klop, they are budgeted in the regular running budget of the Faculty. Couwenberg will send the FC a new plan to approve (for discussion on 22-10). The FC would like to receive a statement in which the Board allocates the money needed for digital skills that is not personnel: computers, data, training, software etc.
As the QA are for students, equipment for PhDs cannot be included. However, the FC points out that the new Graduated School regulations make it difficult for PhD's to acquire the necessary equipment for their research and suggests that these regulations should be revised.
- *Master influx/visibility programmes:* the FC suggests the board takes up a marketing strategy (international visibility of the programmes) for the masters in the Strategic plan. Also, maybe in the curriculum evaluation questions could be added about why students are leaving after the bachelor.
- *PhD financing:* There are different types of PhDs. This is not ideal but sadly cannot be changed/avoided. Anyone with questions can go to Klop.
- *Rosalind Franklin Fellowship:* In response to the question why the board doesn't pursue this fellowship more, Klop explains that this is a deliberate choice of the board. A) Besides the EU-money that comes with very strict rules/regulations the Faculty also has to contribute own money. B) It's always a tenure track that leads to full professorship and the Faculty has already several employees in tenure track at the level of adjunct professor (six, of which five are women). Also, the Faculty has no need for more full professors. C) RFF come with their own research line, which is not always in line with the research in the Departments. This could hinder the secure embedding of these RFFs and their projects.
- *Promotion:* From the budget, it could be concluded that someone could only be promoted when someone else is leaving. The Board explains that this is certainly not the case. Although budget for promotions is not directly visible in the budget, the policy of the Faculty is that promotion depends on qualification and not on availability of the positions, until the level of UHD₁/associate professor 1.

Action

3.3 Zero tolerance statement

The Faculty Council has received two letters (following the zero tolerance statement of the University about harassment in the faculty), which will be kept confidential. However, the subject is important and needs to be addressed. The board only received the additional letter. Weitkamp asks the writers of the first letter to send it also to the board.

Advice/recommendations of the FC to the Board + actions the Board has already undertaken or plans to do:

- Investigate the occurrences mentioned (and others), and get to know why current procedure is inadequate -> At the request of the Board, a general report is being made about issues and numbers of complaints of our PhD students our Faculty.
- Develop a clearly defined procedure -> Procedure: A clearly defined procedure already exists. The board intends to make the procedure more clear and easy to find. The PhD manual could be more explicit about reaching out to the confidential advisor. For students, maybe information in the student portal (action Klop).
- Check best practices abroad -> The Board will do this.
- Create awareness among staff ->
 - a. The Board will organise workshop(s) in January/February with trainers outside of RuG but with knowledge of academia (recommendation FC: mandatory for everyone).
 - b. Meeting with HR: For developing a plan, interviews with staff will be conducted (suggestion FC: interviews should probably be best with someone external, not HR).
 - c. Communication: the board communicates directly with the heads of department, but will also communicate to staff (via intranet?) about importance, plans and report/procedure (responding to articles in U-magazine and DvhN).
- Do not focus only on international/cultural aspect of harassment -> The Board agrees.
- Inform the BotU that there are problems regarding harassment -> The topic will be discussed with the BotU in next week Administrative Meeting (Dutch: Bestuurlijk Overleg).

Next meeting on agenda: progress of action points.

4. For information

4.1 Brexit

The University has a website with the latest information for (prospective) students. Other links are behind the login.

4.2 Subcommittee Internationalisation

Rutigliano suggested to the board to organise a workshop. This could be included in one of the educational days. Van den Assem agreed. Van den Assem and Rutigliano organise the logistics. Two external experts will be invited.

4.3 Housing:

The presentation of the master plan to the Faculty has been postponed. It will be given after agreement on the plan by the Executive Board.

4.4 Quality Agreements:

The FC will await the memo/statement by the board for discussion on 22-10. Weitkamp asks Couwenberg about the report of NWO about outcome measurements.

4.5 Educational Minor:

The board sends this memo (about unreasonable commutes and a teaching degree only possible for HG-students) to the Director of Education for follow-up.

4.6 Procedure BAC for faculty boards:

Klop has talked only informally with Couwenberg about the proposed change in the BAC-procedure by Lijst Calimero. However, a BAC student member does not have to have the feeling/need to represent the FC, as the FC is

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Action

asked to give an opinion about the appointment of a new faculty board member. Weitkamp communicates this to Lijst Calimero.

- 4.7 Strategic plan 2020-25:** Leoni van Ristock, trainee, assists with writing and collecting input from faculty and also FC (suggestion about Geodienst etc.).

5. CONFIDENTIAL – Personnel

Weitkamp will write a formal letter for the Board of University.

Next meeting 29 October 2019.