



## besluitenlijst

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### Faculteitsraad GMW

Datum  
20/06/2023

Corsanummer  
23.21715

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- 01**            **Opening, adaption agenda and minutes**  
The agenda and minutes were adopted.
- 02**            **The Diversity & Inclusion Officer joins the FC at 15.00hrs. –**  
Otten is D&I officer since last year. Every faculty has a D&I officer and there is a chief officer on UG level. Apart from the faculty D&I officer, there is a Diversity & Inclusion working group at BSS (DIBSS).  
- In this first period, Otten spoke with various stakeholders at the faculty (HR advisors, internationalisation office, study advisors, PhD students, regular students) to gather input on what the problems and concerns are.. There are still more appointments to come. She invites the FC members to contact her in case an issue occurs.  
- Otten's role is to get a grip on what is going on at the faculty and independently advise the FB on how things can be improved.  
- The goals are: to get a clear view of where things are not going as they should; create awareness about the why of D&I; more communication where people dare to take a position. In the next academic year several events will be organized at our faculty to start an open dialogue on D&I.  
Amsing stresses it is not only an effort for Otten, but it is an effort for the faculty community as a whole.
- 03**            **Written questions following the minutes of**  
- Mouw is wondering if the access to PLAN will remain with the directors only, or if the staff will also get access. Buigel explains that after the implementation of PLAN is completed, staff will get access to their own data and supervisors to the data of their group. We do see PLAN as an important instrument to get more insight into teaching workload and the teaching programme.  
- Van der Lee states that regarding SONA studies, students who have concerns about the privacy can do another course. Aarts: currently it is being investigated what exactly obligatory means with respect to SONA.  
- It is unknown when the renovation of the Heymansbuilding will take place. Standards have to be measured against space requirements, but how this works out in practice is still uncertain.



- Van Ravenzwaaij is concerned about possible inequality in groups with regard to the number of full professors. Aarts explains that the Hooglerarenplan in progress is on department level and will have no direct consequences, but at most function as a guideline for strategic personnel policies for this faculty.

- An update of the personal promotion policy for WP is to be expected in October. Bos regrets that the formulation of the promotion policy for OBP is being taken up later. The FB subscribes to the importance of promotion policy for OBP, however the promotion policy for WP has to be finished first for several (mainly practical) reasons. OBP personnel policy is connected to strategic planning; this is what we want to achieve as faculty and this is what we need in terms of support staff to facilitate that.

The FB will take care of the communication on this topic.

#### **Additional documents**

Not all FC members had the opportunity to read the additional document on Housing and the Onboarding plan. Action point FC: look at these documents in more detail for the next meeting, to discuss them or ask more questions in writing.

- 04 Topics for discussion**  
No additional topics for discussion.
- 05 Announcements from the Chair and the Deputy Chair**  
No announcements.
- 06 Announcements from the Faculty Board**
- Buigel: Currently the financial controllers are busy drawing up the budget for the upcoming year. Prices are rising (housing and CIT). Furthermore, we don't get full compensation for the rising salaries (CAO) and the reduction of the Leerlingvolumemiddelen from the central board.
  - Amsing: We are working on a Brightspace teacher community for the faculty, interdepartmental. Teachers can look into each others classrooms. More information will follow.
  - Buigel: The FB proposed the directors to continue the student assistant pool of Laurent Krook in downscaled form for the next year. This SA-pool was set up in 2020 with the RUGgesteun fund. All teaching staff can make use of this SA-pool, especially the newcoming staff. The FB wants to reduce the workload pressure and prevent administrative tasks involved in hiring your own SA.
- 07 Start-up and incentive grants, update 2022 (inform)**  
The faculty received 5 grants for the 7 UD's hired permanently by September 1<sup>st</sup>. The FB wants the funds to be spent on PhD's and therefore asked the 7 UD's to draw up a proposal for a few interdisciplinary PhD's. This approach seems to be working out well.
- 08 Feedback panel discussions on promotion policy (discuss)**
- Until now, promotion right at the UG is limited to UHD's and it is uncertain whether this will be extended to UD's.
  - After the summer, the FB/HR will write a proposal on the terms in the tenure track. To avoid inequality, there cannot be too much deviation from what was already there.
- 09 Proposal for amendment of the graduation regulations-review period (consent)**  
The FC offers consent.
- 10 Additional amendment Programme specific TER Master Educational Sciences (consent)**  
The FC offers its consent.



**11**            **Questions**  
 No additional questions.

**12**            **Closing**

**ACTION POINTS**

**FB**            Take care of communication regarding the progress of the promotion policy.  
**FC**            Read the Housing document and the Onboarding plan.



## Written questions & discussion points for the FC-meeting of June 20, 2023

### Written questions

#### Minutes of the Faculty Board

##### General

- The minutes are very sparse with little detail, this makes it difficult to understand what is being talked about.

The “minutes” are in fact a list of decisions, for practical reasons, and the FB-agenda normally consists of items to be decided on by the FB, or to inform the FB, or are discussions/exchanges of ideas, not suitable for decisions yet. When the FC wishes more background, the FB is always willing to consider providing more information.

28 April

- 5.02: What does the *Voorlopersaanvraag Onderwijsregio PO Noord-Nederland* mean?

Minister Wiersma wants schoolboards (in primary, secondary and vocational education) and Teacher Training Institutions to collaborate to develop strategies to solve challenges in education such as the shortage of teachers. To do so, these stakeholders have to organize themselves in *Onderwijsregio's* (before RATO's). Stakeholders who succeed organizing themselves can make themselves known as forerunner. The *Noordelijke Educatieve Alliantie*, consisting of teacher training institutes of RUG, Hanze and NHL/Stenden plays a vital role in coordinating the process in the Northern part of the Netherlands. PO means Primary Education.

- 05.03: What does PLAN stand for? Teaching allocation? What does the program offer?

PLAN is professional software for teaching allocation. It's a planning and registration program for allocating hours for teaching, research, and managerial tasks within the departments and the *basiseenheden* as balanced as possible and



will in the end replace the different Excel sheets that are in use within the departments. The departments and the *basiseenheden* have access to their own limited area in PLAN. The outcome of the allocation of hours to the staff members is comparable with the current models in the faculty, the allocation model in PLAN is arranged as such.

PLAN was introduced last year in the RUG, on initiative of BSS, and most faculties are busy implementing it. We expect to finish the implementation together with the departments and the *basiseenheden* next year after the summer break.

11 May

- 03.01: Could we also receive the information about the new onboarding project?

See attachment.

- 04.03: Why is changing the place of birth necessary?

At RUG level, it was decided to remove the birthplace from the grade list. This information does not add anything and slows down the process if this information is not available in first instance.

17 May

- 03.01: Can you give us an update about this topic (i.e. the discussions around social safety)?

Refer to the interview with Kees Aarts in de Faculty Newsletter of June 13. We try to set up and maintain a multilateral conversation about the various topics under the header of “social safety” with staff and students.

25 May

- 4.01: Could you give us an update on the *huisvestingsplan*



The starting document (see attachment) was discussed with the heads of our professional staff departments (*hoofden van diensten*) and the directors of the departments. Before the summer break, several interviews are planned with departments or other stakeholders for education, research. From September, a number of working sessions will be scheduled where employees will be invited to join. The BSS master plan is a document formulating the faculty's space needs. This is our input for discussions with the Real Estate department about, among other things, the renovation of the Heymans building (year ?), the replacement of lecture halls Bloemstraat (end 2024) and a number of specific issues (relocation of OWI, renovation of research labs).

- 5.01: What is the Project plan pilot *wiskunde*?

The teacher training programmes on Mathematics of NHL/Stenden and RUG join forces. Both institutions train only a very small group of future teachers to become a *eerstegraads docent wiskunde*. By integrating these groups their training can be offered more efficiently.

- 5.02: Why did this specific SONA study require a meeting of the ABJZ?

There are two issues here. Firstly, it has been suggested that participation in SONA (and comparable activities in other programs) is in fact obligatory for students, which might conflict with the requirement that providing personal data for research should always be on a voluntary basis. Second, for a specific study participants agreed that study results could be merged with their data on a basis of anonymity. These issues are being discussed with ABJZ.

1 June

- 05.02: How will the FR be involved?

The faculty council has no role in this, because all staff is part of the central organisation. As faculties we have discussions about this organisation's set-up with the director of Campus & Community (central facility organisation). All proposals pass the *Bedrijfsvoeringsberaad*.



## Roadmap

### General

- This document still discusses 'strategisch personeelsbeleid' even though it only focuses on part of the staff. Is the FB also developing (simultaneously with the WP personeelsbeleid) a promotion policy for OBP so that an integral 'strategisch personeelsbeleid' can be presented in december?

We have recently been working on formulating strategic personnel policies for scientific staff, as a move away from the (old) tenure track policy. The framework and rules for personnel policies for support staff are essentially different (different system, different rules, much less attention for career paths). Although we aim to consider also support staff, it will take more time to book progress.

- How will this affect or be communicated to all new hires?

When new policies are in place, these will of course be communicated to those who will be affected. The policies will also be publicized through our own channels.

Page 2, point 2:

- Hooglerarenplan: "Het hooglerarenplan geeft aan welke vakgebieden en specialisaties op het niveau van hoogleraar in de faculteit aanwezig moeten zijn in de vorm van leeropdrachten (need to have). Hiernaast kan het plan ook wenselijke leeropdrachten benoemen (nice to have)" What is the FB going to do with the need to know and nice to know questions? How will the FB deal with different opinions on what is needed?

Remains to be seen on the basis of the draft plans that are being prepared now. There will be no immediate consequences for those who are now (full or adjoint) professor. Only when professors leave, or retire, the question may arise whether and how the position should be filled.



Page 3, point 4:

- Planning en vervolg: “We willen nagaan of en op welke manier persoonlijke bevorderingen tussen de UFO profielen kunnen plaatsvinden”. Could you please give an update about these intentions?

No update available yet.

### General

- The BHV-training programme doesn't focus on EHBO any more. Does the FB know about this? (And what is the reasons for this?). This might result in the BHV being less attractive, and maybe result in lower applications. Follow-up question related to the FC meeting of the 21st of March: Has the FB discussed the topic of calamities with the crisis team? Could we please get an update?

The course is organised from central level and the FB has no involvement in it. The course might be less extensive than before, due to the required staff deployment and online opportunities in training employees. This may make the course less attractive, but hybrid working is also a problem. From the central organisation, a different set-up of the FAFS organisation is being considered. We will inquire into this.

In response to the question about calamities (following the earthquake in Turkey). We discussed this point with the managements and made arrangements on how to move faster if there is a calamity. A crisis team is formed in case of a crisis at the faculty.