



besluitenlijst

Faculteitsraad GMW

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Aanwezig
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Afwezig
S. van der Steen, L.P. van der Lee

01 Opening

02 Rewards and Recognition

02.01 Introduction by Aarts

Aarts gives a brief introduction on the origins of the Recognition and Rewards programme and how it is embedded in the BSS Strategic Plan 2021-2026 and the implementation process at BSS.

Currently the academic personnel career policy (tenure track) is being revised, directors, chairs of units and other relevant groups are involved in this process.

02.02 Rewards and Recognition on central level by J. Fleer and W. Bakker

Bakker gives a brief presentation on the R&R programme on central level.

The five tracks that Recognition & Rewards is focussing on are:

- Teaching careers
 - Generic competences
 - Leadership
 - Assessment of research and impact
 - Balance between team and individual: not only focussing on the individual,
- A roadmap 2021-2022 has been made for all initiatives on these five tracks (workshops/courses, sharing good practices etc).

Fleer and Bakker participate in the central committee and working group established for the development of R&R for the education/teaching careers.

02.03 Discussion

- Fokkens-Bruinsma is curious when this all is going to be implemented. Fleer: Changing the way to reward is a long-term process. The discussion on what fits best with each faculty needs to take place first.
- Sarampalis points out that there should be enough representatives of the teachers in the UG committee. Fleer will discuss this in the committee.
- Hansen wants to know how it can be assured that this system is not a new checklist. Fleer: this concern also has been expressed in relation to the workload. Bakker: we have to see how these systems work out. It is something that we need to think through carefully.
- Mouw: Are we going to work with more flexible career paths? Bakker indicates that flexibility has also been mentioned previously and that this point will be included into the summary paper.
- Knot-Dickscheit is concerned about the uncertainties the new system brings



to staff members. Academic staff outside the tenure track do not know the consequences. Aarts stresses that the existing agreements on career paths and promotion of the current staff will not be changed.

- Fokkens-Bruinsma notes the project focusses mainly on academic staff and not on support staff. Bakker will bring this into the UG committee and working group.

As time was running out, it was agreed that the council would send the remaining questions, discussion points and ideas how to involve the whole community in writing to Bakker and Flier.

03

Updates from the Faculty Board

With regard to the AJ halls, two important measures have been taken: two-hour exams and a third chance exam. The FB thinks it is important to open up education as long as it is safe.

The student faction is concerned about the large number of students not wearing a mouth mask during the exams. Students who cannot wear a mouth mask for medical reasons can fill in an online form.

04

Questions

No questions.

05

Closing

16.45hrs