



besluitenlijst

Faculteitsraad GMW

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23.23958

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- 01** **Opening, adaption agenda and minutes**
The chair welcomes everyone present at this carry-over meeting.
The agenda and minutes are adopted.
- 02** **Staff survey (presentation by J. Tinga)**
The results are presented at the departmental level.
- The analyses show no major differences in the responses between the various groups of employees. What does stand out is that employees below 30 years of age experience more workload (perhaps due to live events in this age group)
- Following the survey, the units provided input for departmental plans, which then led to a faculty action plan. Important areas of focus include social safety, workload, career paths, bureaucracy and Diversity & Inclusion.
- The change of research agency makes it difficult to compare survey results with those of previous surveys.
- 03** **Written questions following the minutes of**
- There is a pool of student assistants who can support teachers. Mouw Mouw indicates that need and availability are not always well matched. Teachers need the support most at times when students themselves are busy with exams.
- Bensink clarifies the question on the onboarding plan. In the plan the FB mentions that onboarding during the pandemic was difficult because people worked from home. But hybrid working is still a trend, so how do you see making the onboarding process as smooth as possible? Buigel: During covid, appropriate onboarding was no longer an automatism and after the pandemic, this has not been taken up optimally. The onboarding process is now clearly described and the various action points and tasks for each person are defined.
- 04** **Topics for discussion**
No topics for discussion.
- 05** **Announcements from the Chair and the Deputy Chair**



No announcements.

- 06** **Announcements from the Faculty Board**
Important topics for the coming year:
- A number of significant ongoing dossiers will come to a completion. This will help the harmonisation of the faculty organisation (PLAN, the promotion system with promotion policy for OBP in its wake)
- In 2022, the faculty got additional funding, such as the sector plan funding, starters and stimulation grants and scholarships and workload reduction funds. But that time has passed and we have to look at our budget in another way.
- Another issue is the national political movement, urging universities to offer more Dutch-language programmes and attract less international students. This also has to do with Diversity and Inclusion and the question of how to make international researchers at our faculty feel at home in the scientific world.
- At our faculty, we spent a lot of attention on interdisciplinary, cross-departmental collaborations. This has brought our faculty forward. At the same time, we have to look into the quality of our education and research. We have to find the right balance. Cooperation is important, but profiling our individual disciplines is important as well.
- All faculties have submitted their budgets to central. Altogether, it does not look good and therefore the faculties have been instructed by the CvB to get the budget to zero by 2026.
- Amsing announces that a number of meetings will be organised around the theme of Diversity & Inclusion.
Van der Steen appreciates this initiative but notes the absence of diversity in the professors' portraits in the faculty room (faculteitskamer) in the academy building. Aarts agrees with Van der Steen and promises to take action on this issue.
- 07** **Annual report Faculty Council 2022-2023 (consent)**
The board compliments the board for the clearly written report.
The FC adopts the annual report.
- 08** **Programme specific TERs Teacher Education (advise)**
Amsing understands that it is difficult for the council to assess these TERs. A way to facilitate this is being explored.
The FC gives positive advise.
- 08.01** **Appendices 1B Programme specific TER Teacher Education**
- 08.02** **Appendix 1C TER Teacher Education-pilot Mathematics**
- 09** **Correction regulations for Ba and Ma thesis (inform)**
No additional remarks.
- 10** **Discharge of outgoing and installation of new council members**
Student member Freytag left our faculty. Given that there were no replacement members on the list of candidates, PSB concluded to continue this year with eight members.
- 11** **Election of Chair and Deputy Chair**
Laurent Krook is elected chair with 14 votes.
Sebastian Bensink is elected deputy chair with 14 votes.
- 12** **Appointment Studentassessor Faculty Board**
Bensink introduces Jelle Visser as new studentassessor.
Ros will not leave the council, but will continue as a member this year.



- 13** **Questions**
No additional questions.
- 14** **Closing**



Written Questions FC Meeting 12 September 2023

Plan van aanpak Medewerkersonderzoek

- Low workload is mentioned as an aspect that should be 'kept'. Even though it is also mentioned that 'this does not mean that workload should not be seriously looked at'.
 - What does this entail (i.e., what can we expect in terms of concrete actions)?
 - Can we really conclude that workload is ok, as many colleagues indicated they felt unsafe to fill out the questionnaire because of the lack of anonymity / felt so overburdened that they could not find the time to fill it out?

We have indicated that work-related stress is surprisingly low when compared to the experienced high workload. This may be attributed to positive aspects in the job, such as challenges and high autonomy. We consider it important to assess and address the workload. Therefore, we formulated seven action points on this matter. So, we did not draw the conclusion from the survey results that the workload is ok, but we cannot draw a conclusion from the results that do not exist.

- Table with action points: *werkdruk* → *Elk (met name beginnend) staf lid met een taak in het onderwijs heeft de mogelijkheid op een laagdrempelige en betrokken manier ondersteuning te krijgen voor verschillende taken in en rondom het (online) onderwijs.*
 - Why do you specifically differentiate between starting and 'more senior' staff members? Starting members already have some additional advantages (i.e., permanent contract after only 1 year, startersbeurzen) that will probably reduce much load already, whereas the group that started 'just before' these alleviators came into place (and struggled during the pandemic) may be the ones that might need more resources to counter longer periods of increased load.
 - Is this plan already/will it be communicated in this form? If so, what could you do to specifically address/reassure the more senior members?

This support is available to all staff members, and this is clearly stated on the form and in the communication. We specifically highlight entry-level staff members with roles in education because we have received information from occupational doctors that this group is particularly vulnerable.

- Table with action points: *'Hoe gaan we bovenstaande acties monitoren?'* Here it is suggested that the FC receives a yearly update (in June). That's a relatively long period of time during which we are not kept in the loop. Could we (1) specify topics on which we can receive more regular updates and (2) set the dates for said updates in advance?

It's acceptable to receive a proposal from the FR for this. To prevent excessive workload, we recommend that these updates be kept very brief.

- Paragraaf 1: *Bij het OBP is er meer sprake van piekbelasting.* Wordt er op dit punt actie ondernomen?

Peak workload is a topic of discussion between managers and their staff members. Several aspects are taken into consideration, such as whether the workload is repetitive, long-term, if there is sufficient recovery time after such periods, if colleagues



provide support and if extra effort is required. Managers are responsible for monitoring and assessing these aspects.

Minutes FC meeting 20/06

- Point 8 states: *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.*
 - What is meant with 'deviation from what was already here?' What does this imply for the promotion policy that will be written?

This remark pertains to the criteria to be used for promotion in the new system. We want to avoid a large discrepancy in criteria between the old tenure track system and the new policies.

Minutes FB 15/06

- 8.02: can we have an update on the final number of registrations/enrollments? Are there trends, e.g., more international students enrolling in certain master programs?

The last update dates from July, so especially regarding the master little can be concluded from that. BA psychology those who have been offered a place or have been enrolled: international 296; versus 304 Dutch. BA Pedagogy: 160 enrolled (we expect stability); BA Sociology 51 enrolled (we expect an increase).

- 08.03: Ketenplanning (or kentenplanning, as is written in the sentence below the header):
 - What is this?
 - Also: it requires course information to be provided earlier—earlier than what exactly? The Ocasys deadline is already really stringent, and allows no space for innovating/updating your courses at all. How can we assure the Ketenplanning (which is a bureaucratic process) not to hinder primary processes (i.e., high quality teaching)
 - In relation to the workload, especially things like “ketenplanning”, “early ocasys deadlines”, “active bystander training” contribute to the workload that is already quite considerable (especially because these things add up). What does the FB think about this discrepancy?

“Ketenplanning” is a university wide implementation of a chain of processes and relates to a new way of scheduling, using new software. This year we have two changes. First: the information on course level will be asked twice a year. The courses in the second semester will be scheduled in September/October, which means that lecturers will be asked to provide the information for the schedule not before July/August (so later, not earlier). Second: Curriculum information such as which courses in each block will have to be provided before 22 December. Actually, this is not new, but this deadline now will be more strict. So, we do not expect consequences for workload/quality of education.



Minutes FB 22/06

- 02: 'Het FB vindt het belangrijk om aandacht te hebben voor jonge onderzoekers (YESS BSS).' what does this mean? How will this be effectuated, concretely?

This means that the FB makes efforts to stay in touch with early-career researchers by regularly discussing important issues with them. Over the past five years, the YESS-BSS group has proven to be a valuable partner in these conversations. Members of the FC could also take up this role.

Minutes FB 13/07

- 05.02. 'Door onder andere de korting op de Leerlingvolumemiddelen, de nieuwe CAO-afspraken, de afloop van RUGgesteun en de regeling rond de werknemerpromovendi, wordt er voor 2024 een fors tekort op de begroting voorzien'. What will the implications/consequences be?

We suggest addressing this topic during the budget discussion, which is scheduled for the upcoming council meeting with a pre-meeting on September 28th, 3 o'clock in the afternoon (H.431).

- 07.01 'Terugkoppeling besluiten facultaire plannen academisch jaar 2024-2025' Can we get more information, esp. As changes in the academic year have been a point of discussion in previous meetings?

It concerns 1) the Numerus Fixus Psychology (600 students). This needs to be addressed each year and 2) Introduction parttime variety Educational Sciences.

Minutes FB 17/08

- 05.02 *Jakarta live recruitment event 2023 voor talentvolle PhD's → Arendshorst naar matchmaking event in Jakarta. Why? (it doesn't seem that we've had have issues with recruiting PhDs?) And why specifically Jakarta? How does this align with the issues pertaining the 'regeling beurs/werknemerpromovendi' and measures reg. Preventing Internationalisation of our education (which in the long term may implicate reduced opportunities for international colleagues to flow into UD positions)?*

The UoG and our faculty have a long-standing relationship with some of the most prominent universities of Indonesia (a.o. in Sociology and in Clinical Psychology). As a result, a variety of Indonesian scholars and practitioners have already written a PhD thesis under supervision from our staff. The event provides a platform for strengthening these existing ties and for exploring in which fields new ties can be forged. These PhD students are typically financed through Indonesian funding. There is no relationship with the debate about international education or with career prospects for international staff.

Toelichting bij de vakspecifieke OERen van de Masters Educatie en bij de eenjarige master LVHO (bijlage 1b)

- *We vragen van de faculteitsraad om dit jaar op basis van vertrouwen in de beschreven procedure en samenstelling van de opleidingscommissie te adviseren op de opleidingsOERen voor wat betreft de inhoud van de opleiding. Uitgangspunt voor het advies is of de inhoud van de artikelen redelijk en billijk zijn. Voor volgende ronde gaan we het verzoek aan de faculteitsraad om advies verder uitwerken, om tot een werkbaar verzoek aan de faculteitsraad te komen. →*



What is actually requested? What is *op basis van vertrouwen te adviseren*? One aspect of inclusion is to use accessible language; would it, therefore, be possible to take this in mind for future texts?

This refers to the part of the education that is provided by the Faculties that provide the necessary content knowledge (mathematics; geography; history etc. etc.). We understand that it is difficult for the FC of GMW to go deep into these OER-en, but formally it is the FC that has to decide. Of course, if the FC has any questions on parts of these OERen, we will deliver the information needed.

Other:

- There is some information that other faculties have plans to close their facilities for a period around the Christmas Holidays to save energy costs.
 - Does our FB also have intentions or plans to do the same?
 - If so, how and when will this be communicated?

The Executive Board intends to temporarily close the university, with the exception of a few buildings, for a period of two weeks. We are currently awaiting the final decision on this matter, and communication will follow once the decision has been made.

- Is there already an agreement in place with the Departments, with regards to time compensation for staff members of the Faculty Council?

No, not yet. This will be a part of a paper about all kinds of faculty managerial tasks. We expect the paper is ready for discussion some moment in the autumn.

Questions:

1. Onboarding

Why so much hybrid work? Why is so much “real estate” unused?
Apparently the faculty is already trying to make things more efficient in this regard (eg. shared offices)

The context of these questions in relation to onboarding is unclear to us. Please provide some clarification.

2. Abolition of propaedeutic phase

What exactly will be different? How will this effect processes which need a record of your propaedeutic phase? Or are they just renaming it (and if so, why bother)?

It has no consequences for students or staff, but it reduces the bureaucratic burden.

3. Student Assistant

How do they get picked? Where is it advertised? How can you apply? Not all of them are posted on Brightspace.

We agree that all of the vacancies should be posted on Brightspace. We will go into this.