



## **Minutes OV 1**

**07-12-2015**

### **Present**

The faculty board:

Han van Dissel

Jan Dijk

Peter van Baalen

FSR:

Samantha van den Hoek - Chairman

Nickardo Postma – Vice-Chairman

Rinus van Grunsven – Chair Organisation and Media

Victor Oprea - Chair Education and Research

Mink Perrée – CSR representative

Mick Fruytier – General council member

Mourad Farahat – General council member

Ioana Nicolau – General council member

### **Additional information**

07-12-2015

14.00 – 16.00

E2.52

Secretary: Renée Bijvoets



**1. Opening** **14.04**

Samantha is opening the meeting and the council members and the faculty board introduce themselves.

**2. Minutes previous meeting** **14.07**

The minutes of the meeting on 22-06-2015 are agreed upon.

Regarding the action points of 2014-2015:

- Socratic Model: The FSR is working on this, but it is difficult to find teachers. The Dean states that some elements of the Socratic Model will be incorporated in the new bachelor.
- Blackboard expiration: There will be a final report in February and Peter van Baalen (as the chair of Blended Learning) will meet with the working group on Blackboard. No current status update.
- Excellence Program: Peter van Balaen discussed this with Florian Wageningen and believes the idea of an in-depth program is a good addition beside the honours program. The FSR stated that they suggest not setting a GPA requirement, however, the board is not sure about this. Peter van Baalen states that the idea of an excellence program fits very well with the first semester of the third year in the new BSc.

**3. Announcements** **14.15**

Faculty board: The Dean states that the faculty is busy with organising the OCs (Education Committees), and that Joris Marrée will take an overseeing role to combine the efforts of the different OCs. The exact details and structure is not sure yet, but the idea is that this way the power of the OCs is strengthened if one person coordinates all the OCs. In January Joris Marrée will start with his role as coordinator focusing first on how to build the new framework, he recently wrote a proposal and this will be discussed by the board in one or two weeks. The FSR also thought about strengthening the OCs, the FSR wants to better involve the OCs with various projects such as the OER, the FSR also believes communication between the faculty board and the OCs can be improved, and the FSR has noticed differences at each OCs in terms of information the OCs receives and that this depends very much on the director of studies and how much information they give.

The board is in the process of evaluating the Education Service Centre and this is done in close involvement with the workers council. The FSR will also be informed; although the FSR does not have any formal power involvement of students is very important. Peter van Baalen also set up a meeting and Nickardo Postma and Rinus van Grunsven will attend this meeting to discuss the service level of the ESC.

On the 14<sup>th</sup> of January there will be a new years meeting in the E-Hal and the FSR is hereby invited.

#### FSR:

On Tuesday the 8<sup>th</sup> of December will the FSR organise a Christmas event in the E-hal.

The FSR is very happy with the piano in the E-hal. The Dean suggests organising some Christmas carol singing in the E-hal. The Dean also asks when the tuner will come (Action point 151207-01 FSR).

Absent council members: Tijmen de Vos and Swiss Jurriëns.

The meeting will be recorded.

The FSR is also working on the file “midterms”. The FSR wants to inform the board that the council is collaboration with the workers council and that an advice will be written in the coming months.

#### **4. Determine agenda**

Samantha explains that the assessments will be discussed in the next OV after the advice is written.

#### **5. Selectivity of Masters**

**14.23**

The FSR has received the notation of Peter van Baalen and would like to discuss this. The FSR wrote a MEMO with the questions to discuss:

*The FSR would like to know what the required GPA would be if masters would become selective.* Peter van Baalen explains that the notation was written in collaboration with the education directors as a reaction to the rumours that the Erasmus school of Management would make their masters selective for even their own students. Currently, the masters of the FEB are still selective for students outside of the FEB; however, students with a bachelor degree of the FEB will be able to continue a master at the FEB. The reason Peter van Baalen started to think about master selectivity is because of the news that Erasmus University would make their masters selective. If

Erasmus University becomes selective then the FEB has to follow to ensure that they will not be the last university to apply selectivity. Peter van Baalen states that before any steps will be taken, several things need to be sorted out including the requirements of selectivity. Dean states that our masters will become selective at some point in the future, and one of the selection criteria for the masters is our own bachelor (meaning that the bachelor is enough to allow you in the master). The Dean also explains that in reality, students at the Erasmus University can either enrol if they have a 7.0GPA or if they do a GMAT. The Dean states that the FEB already announced to look into the possibilities to also set the requirement of a GMAT for all students (including their own).

*The FSR would like to know whether the faculty would pay the costs of the GMAT that students of their own faculty would need to do in the future to enrol.* The Dean states that this will not happen and that the costs of the GMAT is not that high.

*The FSR states that the main concern is that the bachelor degree of the FEB will not be enough to ensure that students can continue their masters at the FEB.* The dean states the reason for selectivity is to ensure quality. Samantha van den Hoek states that without a master you cannot get a job and that the Ministry of Education states that for every bachelor you need the possibility to do a master. Peter van Baalen states again that it should be considered as a strategic game and that for every bachelor indeed there should be a possibility to do a master, but it is not determined at which university you can do that master. Peter van Baalen states that the FEB does not want to become a “left over” faculty, but wants to ensure quality of education. According to the board, the concerns of the FSR are currently not necessary because the bachelor will still remain sufficient to continue a master at the FEB as well. Samantha van den Hoek asks the board whether that will remain the same in the future as well, however, this is not confirmed.

*The FSR states that if one of the requirements becomes a 7.0 GPA, almost half of the current students of the bachelor of the FEB would not be able to continue their masters at the FEB.* Peter van Baalen explains that of the total influx of master students, more students are coming from outside the FEB than from inside. If you look at these flows at a national level, you see that the University of Utrecht and Radboud University of Nijmegen are losing in terms of bachelor students going to a master, while there are also “winners” such as the UvA and the Erasmus University. This is a positive position for the FEB and we would like to maintain that. Samantha van den Hoek agrees that this is a positive position, but as long as almost half of your own students are not able to continue a master at your faculty, there is a problem with the bachelor. The Dean states

that the performance of FEB bachelor students follow a normal distribution, of which half of the students fall below the 7.0, however, this does not automatically mean that in comparison with the rest of the Netherlands these students also fit in that group. Mink Perrée states that if the requirement is set only for students from outside, you won't become the "left over" university, so what is the reason to do this for your own students? The board wants to increase quality. Peter van Baalen argues that we should think about the bachelor and the master more in terms of two separate things, and students do not automatically continue their masters at the same university. One needs to see the bachelor more as a broad training program and the master as a specialisation. Mink Perrée states that by increasing this difference and setting requirements for the master, less options become available for students. The Dean states this also depends on your own ambition and that there will always be a university you can enrol in. Mourad Farahat asks whether there is not a certain type of teaching that fits the faculty and therefore students from this faculty also better fit the teachings of the master. Peter van Baalen stresses that the faculty is not that far in its plans yet and that it might be true that there is a certain type of teaching at the UvA.

*Another problem the FSR foresees is that students will not start thinking about which master program they would like to do before the second or third year, this means that if the requirement is set at a 7.0 GPA this might be too late for some students. Furthermore, students are doing extracurricular activities but maybe do not realise on time that grades also matter a lot. Also, the current bachelor is not fitted with the current labour market and therefore all students will also do a master program or else it will be really difficult to find a job.* Peter van Baalen responds to this that in the new business administration program an internship will become part and also more practical related courses. The Dean states the whole reason to potentially implement the requirements is to drive quality, and if you state this early on that you will set selection criteria this might drive the motivation of students to study harder as well.

*Another concern of the FSR is that if you want all students to have at least a 7.0 GPA, the course level of the bachelor will also change, where the average of a 6.0 becomes a 7.0.* The Dean finds an average of a 6.0 too low; he wants to have more ambitious students. Also, exchange students that come to the FEB often find the courses very difficult, and this is something the Dean does not mind, he wants the Faculty to be recognized as a quality supplier. The FSR wants to know when increasing the standards will be enough? According to the Dean, it will be enough when students work 40 hours a week for their studies rather than the average 20-23 hours a week. According to Peter van Baalen, there is also a responsibility on the side of the Faculty to improve the courses. The Dean agrees that the key point is to start with the courses. Mourad Farahat suggests also

looking into the other underlying reasons why students are not motivated to study for a 7.0, and by raising the GPA this might not be changed. Mourad Farahat states that setting selective criteria is a top-down approach to increase the motivation of students, rather than a bottom-up approach that really helps to embrace the full potential of students by making them more motivated. Peter van Baalen agrees and states that it is not that black and white; education needs to be improved in line with setting requirements.

*The FSR is worried that if the requirement is set at a 7.0, students will not be able to develop themselves in extracurricular activities and that this is also an important aspect for future employers. The FSR further states that the current teachings in the Bachelor need to be placed more in their context and better linked to other courses, this will help to increase the motivation of students. Peter van Baalen states that in the new BSc this will be much more incorporated and that one course will link the other courses throughout the semester. .*

Last point regarding the selectivity of masters, the FSR wants to emphasize that these requirements will not be applied for students who are already in the Bachelor. The board states that there will be a transition period and communication will be in place, before such matters are applied.

*15.22 Peter van Baalen has to leave.*

## **6. Hiring more Student Assistants**

**15.22**

The FSR discussed that one way to get students more involved with the faculty and to create the feeling of a FEB community is by hiring more student assistants. The FSR stresses that student assistants can be valuable in creating the FEB community and that the skills learned by students can be very valuable for them and for other students. The Dean agrees with the goal of a FEB community but doubts whether hiring more student assistants is directly the solution. Some places where the FSR believes students could also work is in the catering, or by helping grading essays or exams (especially when less multiple choice exams would be given student assistants can be valuable in this transition). The Dean states that he is not against hiring more students, but that we should only hire more students if there is a clear role for these students. Furthermore, teachers are free to hire student assistants, but the reason they often do not is because the costs for the UvA of a student assistant is not that much lower of a junior staff member. Jan Dijk has asked the controller whether the overhead costs can be divided differently for student assistants and for normal staff members (currently a student assistant costs the UvA 80.000 and a staff member 100.000). To conclude, the board

agrees with the FSR that it would be valuable to hire student assistants but that is not much cheaper.

## 7. Remarks

## 8. Questions and Closure

15.35

The board has finalised the budget and it will be send to the CVB, after this the faculty board will request the FSR to send their letter of advice.

The FSR asked the board what the removal of the N+1 means for the FEB, the Dean explains that the FEB will be completely compensated.

The FSR asks the board whether there are updates about the plans for the pre-investment fund. The Dean believes there have been plans made for PPLE.

### Action points:

151207-01 The FSR will make sure a tuner will come to tune the piano in the E-hal.

Action list followed from the OV 19-5-2015:

- The board will provide feedback on the one-page advice of the FSR (page 2)
- The FSR will prepare an evaluation on the pilot of the Socratic Model (page 3)
- The FSR will further discuss the questions from the CSR related to the preparatory programs of the FEB (page 5)

Action list followed from the OV 22-6-2015:

- The board will inform the FSR about any updates regarding the expiration of the blackboard contract (page 2)
- The FSR and Peter van Baalen will have an informal meeting on Tuesday the 30th to further discuss the OER (page 2).
- The FSR will contact the FSR FMG for more information about the Excellence program and will prepare this for the FSR 15-16 (page 3)
- The board will inform the Library Learning Centre to better communicate the alternative study places during the renovation of the toilets (page 4)
- The FSR will inform the FSR 15-16 to focus on "Sense of community at the FEB" and "better integration between Dutch and International students" (page 4)