



## Overleg Vergadering (OV) Report

	<b>Date:</b>	<b>Place:</b>	<b>Time:</b>
5	11 <sup>th</sup> of May 2017	Roeterseiland E2.52, Amsterdam	1100-1300

**Report by:**

Lieuwe van Hoorn

**Chair of meeting:**

Mourad Farahat

10 **Present FSR-FEB Members:**

Mourad Farahat (Chairman and E&R member), Toma Cerniauskaite (Vice-Chair and O&M member), Aleksandr Tikhonov (Committee Chair O&M), Rinus van Grunsven (General member O&M), Eline Keemink (General member O&M and E&R), Raffaele di Carlo (Council assistant O&M), Melissa Wijngaarden (Council assistant E&R), Lieuwe van Hoorn (Secretary)

15 **Absent FSR-FEB Members:**

Atma Jyoti Mahapatra (Committee Chair E&R), Davey Noijens (CSR-representative), Tufan Kiziltekin (Council member E&R)

**Present board members:**

Han van Dissel (Dean), Peter van Baalen (College director of economics & business), Silvia Dominguez (College director of economics & business economics)

---

## Minutes

25 **1. Opening and determination of agenda**

Mourad opens the OV and welcomes all participants.

**2. Approve previous minutes**

The minutes of the previous OV (06-04-2017) are approved.

30



**3. Announcements (5 min)**

**FSR data sharing drive**

The dean mentions that additional data that would be provided through a drive will take longer  
35 to set up, it will now become a summer project.

**FEB diversity officer**

Toma announces that the FSR-FEB met with the new proposed diversity officer. The FSR-FEB  
is positive, since it is of the opinion that Wilma de Kruijf is a very suitable candidate. The dean  
40 agrees with the FSR. However, it is put forward that on the central level there is still no  
candidate.

**4. Quality of teachers (att. 170508 T. Cerniauskaite Quality of Tutorial Teachers)**

Toma explains that the FSR sees a huge problem, with the 2<sup>nd</sup> BSc year currently being the low  
45 point. Teachers don't understand the subject, don't speak English and are not prepared in the  
way that could be expected of them. Also, course coordinators are reluctant to handle  
complaints about teachers submitted by students. Additionally, cases of subjectiveness  
regarding gender have surfaced where the grading among genders was not distributed fairly.  
Since the last point was not included in the letter, the board promises to research the issue.

50

Dean explains that the problem is not as widespread as the letter of the FSR announced. The  
majority of the teachers is still on the desired standard. The dean puts forward that if evaluations  
are below standard, the correction mechanism is implemented and an improvement plan is  
executed (BKO course). The conclusion of the board is that the letter was exaggerated.

55 However, there is an amount of teachers where there is clearly room for improvement. These  
are filtered out and an improvement plan of action is executed in such cases.

FSR informs where the positive figures that the board claim to exist originate from. The college  
director of economics & business explains that there are various evaluation mechanisms in  
60 place to make sure that the teachers remain at the desired level. There is a number of ways to





get an impression of how good or bad people are performing. In case of malfunction there is always an improvement plan. Perhaps a mentor supervision plan could be implemented as well to improve the evaluation of teachers, the director proposes. He promises to pursue such a  
65 mechanism. A more profound look at the course evaluations will be given to the course evaluations as well, since the FSR concerns are not currently reflected in the data.

Upon request the college director of economics & business explains that it would be unjust to randomly check the quality of lessons by sending inspectors to classes who show up  
70 unannounced. The dean says that there are various mechanisms in place to prevent the majority of teachers from underperforming. The FSR mentions that teachers are not evaluated at all during the teaching period of a course. The FSR puts forward that it wants to alleviate these problems. The FSR sees the mechanism are all aimed at single courses. It would be possible to synergize these by inter school evaluations. The board explains that such evaluation is already  
75 included in the BKO course.

The board promises to further evaluate if full overview of the situation is present and to check if all the mechanism work and are of desired quality. This way a more systematic approach can be appropriated. The college director of economics & business will come up with a plan where the  
80 evaluation mechanisms are described and come up with a plan as how to alleviate problems that are experienced by the FSR. The FSR promises to comment and is invited to share particular information on the issue with the board.

**ACTION POINT 170511 01**

85 **5. OER**

**a. Moral hazard of absence of sanctions for teachers who neglect OER**

The FSR explains that the FSR understands the predicament since it is hard to enforce. However, an inequality is observed to the repercussions that students vis-à-vis teachers are exposed to. The FSR explains that it proposes a mechanism to alleviate the current pressure to  
90 make sure that the OER does not get violated by teachers for both the FSR and board: If a





violation of the OER occurs, the FSR would like to see the issue taken on by the examination board who will have to write an official recommendation. This way a corrective approach and not a punitive approach is taken. The board thinks the examination board handles individual  
95 complaints, rather the OC's would be concerned with such a thing.

The FSR says that the OER for students is like law but for teachers and staff it is more like a guideline. The board disagrees with the probability that students get involved with putting restrictions and reprimands on teachers. The FSR emphasizes that the intention of the  
100 mechanism is not to shame people but to guide/correct them. It is agreed upon that the issue will be discussed with the OR by the FSR first before any further action is taken.

**ACTION POINT 170511 02**

**b. Final discussion on new proposed OER**

105 This discussion is postponed for now since the FSR still needs to conduct relevant discussions with The Board of Examiners.

**6. BSc split**

**a. Letter to the board** (*att. 170501 M. Farahat BSc split*)

110 The FSR puts forward that the FSR thinks it made it's position crystal clear. It does not want to revoke its consent on the BSc split, but it's final position in the discussions has been reached. The dean explains that there is no more room for improvement from the position of the college director of economics & business. Therefore, the board does not see a solution to resolve this conflict of interest.

115

The FSR argues that students are given a situation where they receive a cut with the new BSc split, while the faculty is not in a situation of financial distress. The college director of Economics & Business Economics thinks that the problems are not of a financial nature. The relevant constraints are available rooms and available tutors. The college director of Economics  
120 & Business Economics claims that the only possibility would be to schedule additional





seminars in the evening when no one might show up. The college director of Economics & Business Economics explains that students will always optimize the time at which they attend classes, therefore leaving the ones in the evening empty. The FSR explains that if the faculty would therefore schedule maximum 50 students, at least 60 students might show up in peak time.

The FSR is of the opinion that education is not accessible if the faculty bases the schedule on the expectation that students will not show up. Also, the FSR is just startled by the fact that in the whole BSc split process, the faculty is not even able to solve such a thing that has such a profound impact on student's experience.

The board proposes to let the FSR write up a letter that the board will sign if it agrees, as to alleviate semantic problems (**ACTION POINT 170511 03**). The FSR thinks switching is not the main problem, the issues are not unpredictable and could have been solved by now, since the discussions have already been going on for 1,5 years. The dean wants to cut is short and agrees that class size is a detrimental negative factor for the experience of students. The position of the faculty is that their expectations are reasonable regarding experience. The college director of Economics & Business Economics points out that a vast share of the influx of students could be paper students who will not attend any lecture after all.

The dean would appreciate to reach a compromise on the semantics of the letter. The FSR finally ends the discussion with the statement that the council will agree only on the condition that the BSc split will not manifest itself as a cut for students. The board emphasizes that they are on the same page as the FSR regarding this.

## 7. Remarks

The college director of Economics & Business Economics introduces herself and announces that she is the successor to Florian Wagner.

150



## 8. Questions and closure

155 Toma asks about the board on their opinion regarding the Mental Health letter that has been distributed by all the FSR's. The Dean says that he really agrees with the letter and says that additional investment is decided upon to be invested at the central level benefitting mental health.

---

### 160 ACTION POINTS

165 170511 01 The college director of economics & business will come up with a plan where the tutor evaluation mechanisms are described and will come up with a plan as how to alleviate problems that are experienced by the FSR. The FSR promises to comment and is invited to share particular information on the issue with the board.

170511 02 The FSR will engage in discussion with the OR regarding the absence of corrective measures for teachers that neglect or disobey the OER regulations

170 170511 03 The FSR will write up a new letter of written consent on seminar class sizes in the BSc split which the board will sign if there are no further disagreements

175