

**STUDENTENRAAD - ONDERNEMINGSRAAD
FACULTEIT DER RECHTSGELEERDHEID
UNIVERSITEIT VAN AMSTERDAM**

Gezamenlijke overlegvergadering (GOV)

FSR - OR - Dean

28 Oktober 2019

Present from the FSR: Tara Olsen, Kataryzna Niedzwiecka, Nina Hol, Samir Bougrina, Fabian van Hal, Rogier Simons, Yoav Weinberg, Sebastiaan Saelman, Roos Creyghton, Guido Bakker, Aashisch Pradeep, Emma Verhulp en Jeyanth Sithamparappillai.

Present from the OR: Dirk Korf (chair), Otto van Tubergen, Nils Mevius, Hege Kjos, Tom Blom, Jan-Herman Reestman, Barbara Reinhartz, Angela Moisl, Heather Kurzbauer en Pieterbas Buijs (minutes).
Absent from the OR: Nuria Ramos Martin en Beatrijs van Schilfgaarde.

Present from the board: André Nollkaemper, Arthur Salomons, Mireille van Eechoud en José Brugman-Augustijn.

Absent from the board: Benjamin van Rooij, Jan Dijk en Radboud Winkels.

Agenda

1. Opening and setting the agenda
2. Updates
3. Request for advice on the 2020 budget
4. Request for consent Faculty regulations
5. Task and role of Diversity Officer and Committee
6. Method and composition of program committees
7. Update on educational innovation in relation to heidag
8. Any other business

1. OPENING AND SETTING THE AGENDA

The chair opened the meeting and welcomed everyone. The agenda is set without additions.

2. UPDATES

The dean recalls that the UvA has received approval for the use of quality resources for 3 years. He thanks the Works Council and the FSR for their efforts during the visit of the NVAO committee.

3. REQUEST FOR ADVICE ON THE 2020 BUDGET

One of the FSR members indicates that there is a question among the representative advisory councils about the most recent version of the budget: the budget sent or the version included in the UvA-wide budget?

The dean indicates that there are different versions of different data. Next Wednesday the very last version will be sent to the OR and FSR.

The board shares the opinion of the works council that a date should always be set on such documents.

The FSR has several substantive questions that the council will discuss next week during its consultation meeting, then the operational director will also be back from vacation. At present, the council has a general question: what are the most important changes in the budget of last year and what does this mean for staff and students?

50 The dean says that the detailed information from the allocation model is required to answer this question. That document will also be sent to the participating councils this week.

However, he can already indicate that there are no substantial changes for the coming year. That will be the case for 2021, given the decrease in research resources.

55 In addition to the general budget, quality resources follow their dynamics. Because the FdR opts for a fairly fundamental renewal of education, the focus in 2019 and 2020 will be on policy development and implementation is limited. This means that a considerable part of the quality resources will be shifted to 2020 and beyond.

The board secretary adds that different amounts of the budget have been used with different amounts.

60 This can partly be explained by the transfer of resources as the dean has indicated. In addition, one version only works with the quality resources that are allocated directly to the FdR, while the other version also includes the additional distribution of the "central quality resources". The correct amounts will be used in next Wednesday's budget.

65 The dean adds that a side effect of the decentralization of resources is that most departmental directors are reluctant to use additional resources. This is because they cannot yet oversee whether the extra income is structural. At the same time, it is expected that the use of extra resources will lead to better quality education and more returns. This, therefore, requires a certain cultural change and further consultation between the board and the departmental directors.

The OR has two questions:

70 (i) Why do the costs of Personnel Not Employed (PNID) increase substantially? How does this relate to the principle of working as much as possible with permanent employees?

The dean says that in accordance with UvA policy the aim is to have as many permanent contracts as possible. Given the educational reform, the deployment of temporary employees will increase to free up permanent employees for policy development.

75 When designing the educational reform, the design of the PPLE program is currently also being considered. One of the ideas is to use more teachers in the first few years, without a research appointment.

80 The Works Council indicates that if this is chosen, these teachers could also be taken on permanent. The dean agrees that this is a realistic option, although he has doubts about whether an educational job offers sufficient career prospects.

The further interpretation of educational reform and the personnel consequences of this will be discussed in detail at a later stage with employee participation.

85 (ii) As the works council indicated earlier, the council would like to see the thesis reimbursement increased to bring the hour-time model more in line with reality. The director of operations stated earlier that this is a pocket-pocket-pocket issue. The Council understands that (additional) funds can only be spent once. However, now that the adjustment of the UvA allocation model has turned out favourably for the FdR, this may offer a solution.

90 The Director of Education for the Masters indicates that there is limited recognition of the reimbursement for thesis supervision. However, it wants to be careful not to immediately increase the reimbursement without first having an idea of what the average costs are to run a high-quality master. The supervision of theses is only part of that. She wants to include this in the bigger picture.

95 The dean adds that the individual supervision of theses should also be viewed in a broader context. For example, the recently issued advice from the skills committee proposes to pay more attention to research skills in the first few years. By preparing students better for the thesis, the intensity of individual supervision is likely to decrease.

One of the Works Council members indicates that positive experience has indeed been gained with this in the past.

100 The Council understands the arguments put forward and at the same time finds it important that the hourly allowance is brought into line with reality. Now the extra time is entirely for the supervisor's account. In practice, this is at the expense of their own research time.

The dean acknowledges that this is an important point for attention. This point could also be included in the evaluation of the education tax model.

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4. REQUEST FOR CONSENT FACULTY REGULATIONS

The works council has the following points for attention:

(i) Another subject appears to be missing in Article 13a.3. The committee also advises on the conversion of a temporary contract into a permanent contract of a so-called art. 15 appointment.

110 The dean indicates that this point will be added.

(ii) There are several interpretations of Article 17a.5, bullet 4 within the Works Council (supervision of how the department contributes to the development of the scientific fields for which the section has been established). What exactly is meant by this?

115 The Dean replies that the word "department" will be replaced by "section", thereby clarifying the confusion.

(iii) Article 32.6 states that teacher and student members of OCs have a maximum of 3 terms of office. It asks the Works Council whether this is useful. Small masters with few permanent employees can find it difficult to find suitable people. This is not a change proposal.

120 The dean finds this a realistic point. A rule will be added that offers room to deviate in special cases.

(iv) In Article 33a.3, the name PhD Dean adjusted in PhD Counselor. The Works Council inquires whether this concerns a name change or whether there are also other activities involved?

125 The dean notes the position of Ph. D. Program Director has been set. This has a significant part of the PhD Deans taken over. The most important task that remains is the role of trust about the cooperation between the PhD student and his supervisor. The name Counselor prevents confusion and also fits in better with the duties. There is, therefore, no question of a change of duties at this time. This change has already taken place.

(v) On page 31 in Annex A, in the appointment procedure the program directors, directors of the research centres, departmental directors and section chairmen state the word 'assist' in paragraph 2, then this word will be added to sub a to c again.

130 The board secretary indicates that this will be adjusted.

(vi) Following the request for approval, the Works Council wonders whether the section chairmanship should not be reimbursed. Certainly when part of the responsibilities of the departmental director are formally delegated to the sectional director.

135 The dean finds this an understandable question and at the same time indicates that the amendment to the regulations is, in fact, no more than a codification of current practice. He wants to exercise a certain restraint about assigning new administrative duties as this takes hours/money away from education. However, if the need for this is experienced, it must be looked into how this can be arranged at a central or departmental level.

140 It is noted from the Works Council that a partial shift of hours from departmental chair to section chair(s) could also be considered.

There are no additions from the FSR to the faculty regulations. Points i, ii, iii and v are adjusted and the updated regulations are sent. The approval procedure can also be handled in writing.

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5. TASK AND ROLE OF DIVERSITY OFFICER AND COMMITTEE

The Faculty Student Council has five questions concerning the agenda item:

Question (Q1): the Diversity Officer is the chairman of the Committee within the FdR. How does the Officer relate to the Committee within PPLE?

150 Answer (A1): Up to now, the PPLE Diversity Committee has functioned fairly autonomously about the Diversity Officer. Logically, the new Diversity Officer will also play a coordinating role in the future.

Q2: Does that also mean that the advice, as recently issued by the Diversity Committee PPLE, also applies equally to the FdR?

155 A2: this will have to be viewed per part. Some points can be handled directly between the Committee and the Dean of PPLE. Other points may be drawn wider.

Q3: the PPLE Diversity Committee has in recent years mainly investigated the Diversity (s) within the study program. Has something similar been done within the FdR?

160 A3: yes, this was part of the duties of the Diversity Officer.

Q4: What happens if no new Diversity Officer is found?

A4: in the meantime, the question has been put out via the departmental directors and several candidates have applied. The job interviews will be held in the coming two weeks.

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Q5: Does the Diversity Officer get a role in decision-making regarding the advice of the Diversity Committee PPLE?

A5: that depends on the subject. The Diversity Officer can take decisions within the framework of the diversity action plan. New plans first go to the board.

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One of the Works Council members says that the works council has previously advocated the importance of a statute and / or regulations, including a clear overview of tasks and powers for the Diversity Officer and the Committee (s). The Council had previously understood that such overviews are already on paper. This probably concerns more than the vacancy texts that were sent in preparation for the meeting.

175 The dean indicates that a clear appointment decision has been made for the previous Diversity Officer, including a job description. However, he agrees with the Works Council that this can be further tightened and should become available for the Officer and the Committee (s). PPLE is already working with its own rules and regulations.

As soon as a new Diversity Officer has been appointed, he would like to work this out with him/her.

180 These documents are put on the agenda for the Joint Consultation Meeting of February 2020.

6. METHOD AND COMPOSITION OF PROGRAM COMMITTEES

The FSR indicates that the selection of the OC selection did not go well in their opinion this year, at least concerning the OC Bachelor. Experienced OC members seemed to be strongly drawn to new candidates.

185 According to the FSR, this has to do with the composition of the selection committee. That is why the council comes up with an alternative proposal in which, in addition to a lecturer member and an FSR member, an OC member from another OC has a seat on the selection committee. The FSR still sends the proposal to the board and the works council.

190 The first response from the dean is positive. He indicated that it is an interesting proposal that he would like to discuss further in the Administrative Consultation and with the program committees. The following procedure will only start again at the end of the academic year. If this is opted for, there is sufficient time to adjust the faculty regulations on this point.

The board and both participation councils agree that selection of candidates is preferable to elections.

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7. UPDATE ON EDUCATIONAL INNOVATION IN RELATION TO HEIDAG

One of the FSR members compliments the board on the educational and interesting heidag. The Council is very positive about the educational renewal plans and supports the decision to fully deploy the quality resources.

200 During the heidag it was appointed that the further elaboration of the plans will take place in a core group. The FSR informs who is a member of this.

The board secretary mentions the members of the core group: Arthur Salomons, Tamar de Waal, Nanda Oudejans and Laurens Ankersmit. There is one vacant position.

205 Also, there is another question as to who can join as a student member. The dean indicates that, given the long-term duration of the core group and the scope of the task, it is reasonable to assume that this is an FSR member. In this way, the position is anchored in the board and can be transferred to the next FSR.

The dean asks the FSR to indicate who can take this position. He noted that it was a considerable task that required commitment. To a question from the FSR, the education director of the Bachelor answers that a profile can be sent this week so that the FSR has a good picture of what the position comprises.

210 The dean indicates that if participation in the core group would be too intensive, an alternative way of involving the FSR could also be considered.

The student council is positive about the proposal and is looking forward to the profile.

8. ANY OTHER BUSINESS

215 One of the Works Council members asks whether staff members can get a replacement laptop when their own laptop is made.

The dean says that he does not know exactly how things are arranged, but he assumes that this can always be arranged. He has it sorted out and provides feedback in the short term.

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To Do list

Nr.	Date OV	Subject	Who	Deadline
1	28-10-2019	Definitieve budget 2020 to OR and FSR	Board	30 October 2019
2	28-10-2019	Definitief allocationmodel FdR 2020 to OR and FSR	Board	4 November 2019
3	28-10-2019	Updated version faculty regulations to OR and FSR	Board	13 November 2019
4	28-10-2019	Statue and/or regulations with duties and powers of the Diversity Officer and Diversity Committee (s) on the agenda for GOV February 2020	Board	5 February 2020
5	28-10-2019	Proposal composition selection committee OCs to board and OR	FSR	4 November 2020
6	28-10-2019	Profile student member core group educational innovation to FSR	Board	4 November 2020
7	28-10-2019	Inform OR whether standard replacement laptops are available for repairs.	Board	11 November 2020

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