

BETREFT

Agenda Meeting FB / ODC / FSR BETA

DATUM

9 February 2023

LOCATIE

Zoom meeting

TIJD

12.30 – 13.45

GENODIGDEN / AANWEZIGEN

ODC Bèta:

Yves Bollen, Trynke Hoekstra, Ivo van Stokkum
(chair ODC), Chris Vos, Dirk Essink, Anton
Feenstra, Christian Bick, Priyanka Rao-Ruiz,
Els Ufkes, Paul Jennings

Toehoorder / auditor:

Mabel Hoekstra en Hiram Rasi

FB:

Esther van Hengel, Johan Gemser, Maaïke
Verbree, Danielle Cohen (HRM), Aletta
Kraneveld, Iwan de Esch en Mareanne Karssen
Afwezig: Jacqueline van Muijlwijk-Koezen

Notulist / Minutes:

Quirien Bedaux

FSR Bèta:

Patricia Fierro-Hernández, Davit Darbinyan, Amber
Rehman, Christien Xie, Bhakor Arrey, Beatrijs
Grotenhuis, Maria Hannah Rosalinda Stivala, Abigail
Lume Stead, Yuyu Bai

1	Agenda
	<p>Opening</p> <p>Ivo van Stokkum is chairing the meeting. Agenda is adopted and meeting is being recorded.</p>
2	Verslagen en mededelingen / Minutes and announcements
2.1	<p>Notulen / Minutes FGOV</p> <p>No comments.</p>
2.2	<p>Notulen / Minutes FB</p> <p>The ODC would like to know why there is the severe measure on the budget of the N&S department. The ODC and FB discuss this topic.</p> <p>The FB explained that the budget of N&S is (very) negative the last year and they, together with the MT, want to find out why, until there is a better understanding of the current situation and solution. The emphasis is on <i>help and support the MT</i> to get to a more stable situation and not 'super control'.</p>
2.3	<p>Notulen / Minutes AHO</p> <p>No comments.</p>
2.4	<p>Mededelingen / Announcements</p> <p>The faculty starts with the recruitment of a successor confidential counselor on inappropriate behaviour from April 2024.</p>
3	Onderwijs / Education
3.1	<p>Onderwijs / Education</p> <ul style="list-style-type: none"> The available square meters for education of the BETA sciences is a major issue. It is recognized by the CvB and this high urgency issue will be discussed with the CvB this afternoon. Until Christmas most of the rooms of the W&N building can be used as they are today. The faculty is successfully recruiting Tenure Track assisting professors in relation to the collaboration with the UT (Twente). <p>The ODC wonders how the housing issue will be solved in a couple of months. This has been discussed a lot in the last years.</p> <p>The urgency of this issue leads to decision-making at the central level and to several possible solutions, like the fifth block. The ODC indicates the fifth block will lead to a lot of discussion with the teachers. Teachers should be compensated for teaching in the evening. The FB understands the concern. It is a central level development, because it affects all faculties. This point should be addressed by the central works council.</p> <p>The central council did not agree with the CvB, that is why it is not implemented.</p> <p>The ODC stresses the urgency of knowing what will happen with the practical rooms in period 4 next year, because of the delicate and heritage materials of the practicals.</p>
3.2	<p>Aanpassing judobeleid nav evaluatie / Judo policy adjustment following evaluation</p> <p>The FB will start with the implementation of the recommendations/adjustments based on the evaluation of the Judo Policy.</p> <p>According to the ODC, there is not much prospection/professionalization of the Judo's who are more interested in teaching and less in research.</p> <p>FB: at universities the combination of teaching and research is important. We want to find</p>

	<p>out how we can professionalize and offer prospective to the Judo's who are interested in teaching and have a connection in research. This discussion applies to a national level. There is no quick solution.</p> <p>FSR and FB discuss the administration of the position of Judo's. The FB wants to formalize the position of the Judo's. At this moment this is not very clear.</p> <p>ODC: What is the perspective for (only) teacher positions?</p> <p>FB: Once we start with the implementation of the recommendations of the Judo policy, we will look after that too.</p>
3.3	Erkennen en Waarderen <p>ODC: the policy is that for professionalization of a career at the university the two-leggedness is a basic premise. We want to address to the FB to look better after the professionalization of teachers who are not two legged and listen to them and recognize them.</p> <p>FB/HR: we understand the concern and want to be open for their voices/demands. The FB and ODC will have a meeting with a group representing these teachers to hear their concerns. Yet, the FB wants to be realistic in the prospective of people. E&W is a large program. There are pilots with Judo's, but every function can not be involved at once. We choose now to focus on the two-legs position, but the other groups will not be overlooked. We will take this into account.</p>
4	Bedrijfsvoering / Business operations
4.1	Huisvesting Stand van zaken / Housing <ul style="list-style-type: none"> - Former ecology department will move to O2 (except for climate chambers) this year. - S&F will shift to another floor at O2 and TBI and TC will move to O2. - The temporarily movement within the W&N building can be realized. - Climate chambers will move to W&N AB. - There is discussion going on with the student associations about their housing. - FB, Athena and Education bureau will move, but the end situation is not clear yet. The whole VU will work with a 0,8 flex factor and this will make room for FB, Athena and Education bureau. Discussion is going on. <p>T</p>
4.2	Profile and recruitment head of department <p>No comments.</p>
4.3	Departementale budgets <p>We ask the FGOV for approval on the faculty budget. We do not give the detailed departmental budgets.</p> <p>The ODC suggests more openness on departmental budgets.</p> <p>FB is skeptical. It is not confidential (the budgets are shared with the AHO and AMO), but sharing the departmental budgets in detail with the faculty will not add value, it rather leads to unrest and many questions.</p> <p>The FB indicates that during the meeting of the financial FGOV, all questions can be asked. The ODC and FSR will send their letter soon.</p>
4.4	SPP format 2023 <p>https://tinyurl.com/vubeta-SPP</p> <p>The ODC indicates that it was hard for departments to allocate the rolling grants.</p>

	<p>The ODC had a comment on the use of categorizations of personnel, especially the word 'underperformer'. They feel it is not aligned with the recognition and rewards philosophy. The FB indicates it is an HR-tool to start a discussion for a supervisor and employee when he/she is not performing well in his/her current function. It helps to make adjustments in his/her work or function, so they will feel and perform better.</p> <p>ODC: it does not feel safe when staff is categorized and to be categorized as 'underperformer'. It is mainly about the label 'underperformer'. This label should be adjusted. The categorization of the UFO profiles is ok.</p> <p>HR and FB: we would like suggestions for the label: 'underperformer'. But we need words to describe when someone is performing well or not well.</p>
4.5	<p>Annual report BETA For information</p> <p>No comments.</p>
4.6	<p>Erkennen en Waarderen: reactie FB op concept academische loopbaanpaden</p> <p>ODC: we were happy with the reaction of the dean. Regarding the two-leggedness, the ODC suggests to hear and include teachers. Huidig docentenbeleid van de faculteit (from chat): https://surfdrive.surf.nl/files/index.php/s/i8aXPNdEjL4Fl6W</p>
5	Onderzoek / Research
6	Strategie / Strategy
6.1	<p>Position fossil fuel discussion</p> <p>For information</p> <p>At AAW there are fossil fuel companies involved in our study programs, they deliver a valuable contribution to the transition of energy. We should not mix science facts with policy and we should take into account that these companies add value.</p> <p>FB: the university is now gathering opinions of the university. Our FB is contributing to the discussion. The FB suggests the FSR and ODC to send their opinions/letters.</p> <p>FSR: it is hard to find information about the collaborations of the VU. FB: good point; most of our collaborations are within consortia (e.g. EU financed projects). FB: Please let us know if people feel pressurized or imposed.</p>
7.	Valorisatie / Valorization
8	<p>Overig / Any other business</p> <p>ODC: the fossil fuel discussion will lead to unrest in our research and education.</p>
9	Rondvraag en sluiting