



## minutes

### Meeting Faculty Council (FC)

Date and time

25 April 2023, 13:30-15:00

Reference

Final

Eliza van der Ploeg-Bout

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Present

FC staff: Gwenda van der Vaart (chair), Dimitris Ballas, Gunnar Mallon, Annet Kempenaar

FC students: Harm Verbeek, Aidan McClements,

FB: Johan Woltjer, Arjan van den Assem, Nienke Bastiaans, Hesther van Rossem

Absent with notice

RECG, Csenge Kunos, Penda Jobarteh

Landleven 1

9747 AD Groningen

The Netherlands

Minutes taken by

Eliza van der Ploeg

Last minutes (14 March 2023) approved

Yes, with changes.

### 1. Actions

Number	Who?	What?	Dead-line?	See point
20230425-1	Bastiaans	Active bystander training for students possible? Smoking policy: more pro-active measures possible?		6
20230425-2	Van der Ploeg	On agenda 19-9: participation of FC-member in committee Progress Report Health & Safety	19-9	6
20250425-3	Van der Ploeg	On agenda: TER, Social Safety	20-6	
20250425-4	Bastiaans	Menu options Equator: could vegetarian be default with vegan and meat options?		10.a
20250425-5	Bastiaans	Discuss equal and clear implementation of rules for promotion in chair meeting and HR.	11-7	10.b

### 2. Finished actions:

**20230131-1 and 20230314-3:** On agenda 25-4: PC elections and Academic Community.

**20230314-1:** Bastiaans has checked the table about staff development on page 2 of the Financial Report. It looked like there would be less staff, while student numbers would be up. However, there was a calculation mistake, so this is not the case.

**20230314-2:** The FC will collect ideas/suggestions about social safety in a memo for discussion with the FB in an upcoming meeting (25-4 or 20-6).

### 3. Decisions/Advice

Number	Subject	See point
20230425-a	<i>Procedure Appointing PC members:</i> Decision: Following Article 14.2 of the Faculty Regulations, the Faculty Council approves the current procedure for appointing PC members: the staff members are nominated by the department and appointed by the FB and the student members are nominated and appointed by ProGeo. There is no election or voting.	5
20230425-b	<i>Progress report Health, Safety and Sustainability</i> Decision: the FC expresses a positive opinion about the report.	6

	For next year, the Faculty Council advises again to include not only text about 'a socially safe working environment', but also an overview with numbers/incident report into the report.	
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## 4. For information/received documents

### a. Update PC's:

- In the PC Rema is a discussion about the ReMa vs the different tracks.
- Main issue of the PC's with the TER are the countries mentioned as exceptions for the English language proficiency test, as they are seen as discriminatory. This will be discussed next time with the TER.

### b. Update Faculty Board:

- The FB is exploring organizing professional education.
- Academic year schedule: Van den Assem comments that coordinators are discussing a possible change with lecturers and probably a pilot will start next academic year.

### c. FSS Planning letter 2023: For information. No comments.

### d. Concept minutes 14 March 2023: The minutes are approved conditional the updated action points and text changes.

## 5. PC elections: approve current approach instead of voting

Following Article 14.2 of the Faculty Regulations the Faculty Council approves the current procedure for appointing PC members: the staff members are nominated by the department and appointed by the FB and the student members are nominated and appointed by ProGeo. There is no election or voting.

## 6. Progress Report Health & Safety FSS

The FC discusses the report with the FB and has the following comments:

- Last year the FC had a positive opinion with a note. However, the note has not been taken into account in this report, which is disappointing.
- The FC would like to have an overview with not only numbers about physical safety but also about social safety (incidents report/page 13).
- Could the active bystander training also be offered to students? Bastiaans will look into it.
- Concerning the workload: the 'Ruggesteun' is going to end and colleagues are wondering how this is being continued. This is still under discussion and the FB is also looking at other ways to lighten the workload. One practical suggestion: the open review exam requires a lot of time. Perhaps someone from the Education Office could assist.
- Page 5, save science: the statement has been in a newsletter, but as that could get lost easily, perhaps a better place would be to publish it on the intranet.
- Page 10, smoking policy: as smoking on campus still happens, perhaps more proactive measures should be taken. Bastiaans will see what is possible.

The Faculty Council expresses a positive opinion with a recurring note.

Action Van der Ploeg: note for first FC meeting new academic year to discuss participation of FC-member in committee Progress Report Health & Safety.

## 7. Academic community

The annex is an open invitation to brainstorm how to make the faculty community stronger. All suggestions are welcome. Also, focus on healthy. The FC applauds the initiative. The following points were suggested/discussed:

- Stimulate celebrations
- Equator: it is important to pay attention to the use of the space both as community space and teaching, so they do not conflict.

# minutes

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- Best teaching practice award: when it was still best teacher award the doors of the nominees were decorated.
- Sponsor Faculty sports teams (for example 4 Mijl team).
- Pay attention to music: perhaps advertise a student playlist or organize a concert stage once a year.
- Organise a ball in the fall and a swing in the spring. Van der Vaart volunteers to organise this with others.
- Pay attention to activities organized by Balans. Perhaps an 'EOT' for oneself instead of a car. This could be offered during/in combination with staff meetings.

## 8. Staff survey

The annexes mainly concern the University. The FB awaits the discussions and suggestions of the departments. It is already clear that work pressure/work load and social safety still need attention. In general, the faculty does well, but there are some incidents. Insight into and ease of finding information about and consequences of reporting undesirable behaviour, incidents and accidents is worked on by the University.

## 9. Social Safety

The FC would like to postpone this subject to next time. Beforehand the FC will send the FB a memo for discussion.

## 10. Input from staff

- a. It was mentioned whether the catering in the Equator could be more vegan/vegetarian. Perhaps vegetarian could be the default with vegan and meat options (action Bastiaans).
- b. The FC would like to signal to the FB that conversations with younger colleagues of different departments show that on paper the rules for promotion are clear, but that the implementation in different departments is ambiguous and arbitrary and colleagues are feeling treated unfair. Perhaps the FB could address this with the heads of departments in the chair meeting and to HR as HR should also look at equality (action Bastiaans).
- c. As known, sadly the Equator is no great teaching space due to sound and light problems. All concerns have already been mentioned by the design committee. Perhaps the FB could look at easy solutions to improve it.
- d. The Planning Department had recently a change in structure with the division in expertise teams. As this is a big structural change, the FC is confused as to why there was no notification to the FC. The FB explains that it was a formalization of what was already happening at the Planning Department. The size of the department necessitated the change. The FB takes notice of the comments above.

## 11. Input from Pro Geo

Since 1 May 2023 all print and print products should be ordered through the new Canon webshop. However, this means that all posters etc. should be ordered 5 working days in advance and this is not feasible for the student associations. A solution is to use the printers in Mercator as it is possible to print on A3 on different paper.

## 12. Any other subject

No other comments.

## 13. Closure and date next meeting

The next meeting is 20 June 2023. The chair closes the meeting.