

22.1312/Io
 August 19th 2022
Approved version

**Report public part of the 174th meeting of the Faculty Council FHML
 On Tuesday July 12th 2022
 Present:** see attendance list

1 Opening, announcements and setting of the agenda

The Chair opens the meeting.

2a Adoption of the text of the public part of the report of the 173rd meeting dated 21st of June 2022

-22.1154 - dated 04-07-22 – report

See the approved version of the report with reference 22.1154/Io.

2b Comments on the public part of the report

There are no remarks.

3 Announcements of the vice-Dean

The vice-Dean indicates that the Dean is currently on holiday.

4 Housing/area development and new construction Randwyck

The Director of FHML informs the Council of the status of the Uns50 renovation. The refurbishment of South 1 is going according to plan. Preparations for the renovation of levels 3 and 4 have started. Agreements have been made on exactly where the relevant departments will be housed. Plans have also been made to renovate the office spaces at levels 0 and 2.

The Council feels that there are relatively few meeting rooms available and that there is a lack of clarity as to how these rooms can be reserved. The director of FHML indicates that currently available meeting rooms can be booked through all FHML secretariats.

M. oude Egbrink explains that education always has priority for the educational meeting rooms/locations, but if available, they can be booked through ruimtes-randwijk@maastrichtuniversity.nl

The director of FHML indicates that a number of additional generic meeting rooms are being created as part of the Uns50 renovation. The vice-dean adds that the 'hybrid working' working group is also looking at creating so-called shared rooms.

5 Education and Examination Regulations, and Rules and Guidelines Master of Science programme Health Professions Education (MHPE) academic year 2022-2023

- 22.1209 - dated 28-06-22- letter Dean with annexes

The Teaching and Examination Regulations and Rules & Guidelines of the Medical Degree Programmes are being briefly discussed.

Based on the discussion held and the documents presented, the Council approves the Teaching and Examination Regulations of the Master of Science programme Health Professions Education (MHPE), academic year 2022-2023.

6 One-off discontinuation of part-time programme Master Health Policy, Innovation and Management (HPIM)

- 22.1270 - dated 07-07-22- letter Dean with annex

M. oude Egbrink explains the situation.

The master HPIM has a full-time and a part-time variant, with students in the part-time variant taking part of the blocks in year 1 of their studies and the remaining blocks in year 2. Fixed teaching days are designated for this: Tuesdays and Fridays. In the stable situation, this set-up is

extremely efficient for both the organisation and the students, but it does complicate the implementation of the large-scale changes in the curriculum. The request is therefore to pause the part-time intake in HPIM once in 2023-2024. After this, the part-time variant will be offered again.

On the basis of the discussion held and the documents presented, the Council advises positively on the one-time discontinuation of the part-time Master's programme in Health Policy, Innovation and Management in 2023-2024, but also advises to inform the affected (full-time) students in a timely and adequate manner.

7 Review New Programme Master Health and Digital Transformation

- 22.1271 - dated 07-07-22- letter Dean with annex

M. oude Egbrink provides some information.

Before us is the initial accreditation dossier (Toets Nieuwe Opleiding (TNO)) of the proposed Master's programme Health and Digital Transformation. The Council has previously advised positively on the macro-efficiency test, which was rejected by the Committee for Higher Education Effectiveness (CDHO) in December 2021. It was not sufficiently clear to the CDHO whether there is sufficient need for it on the labour market. The TNO was then not forwarded to the Study Programme Committee and the start of the Master was postponed until September 2023.

Research has shown that there is indeed a need for this Master on the labour market, as a result of which the macro-eligibility request will be resubmitted to the CDHO in August 2022. This request will no longer go to the various bodies including the Faculty Council because there are no fundamental changes. The TNO has since been submitted to the Programme Committee and the FHML Board. Because of the respectively (intended) positive advice and decision, the TNO will now be submitted to the Faculty Council.

Based on the discussion held, the explanation given by M. oude Egbrink and the documents submitted, the Council advises positively on the dossier Test new programmes of the Master Health and Digital Transformation.

8 Work pressure

- 22.0877 - dated 25-05-22- letter Chair FHML Council

The chairman indicates that in the letter presented, the Council had given some advice on how to reduce the workload in OBP and WP. The subject of work pressure comes up regularly throughout the organisation. The pressure among WP has mainly to do with the combination of the various tasks (teaching, research, patient care). The Council would like to hear the vision of the FHML Board and asks whether there are already ideas to reduce the workload in the short term.

The vice-Dean indicates that the Board considers it important to have a good work-life balance. Various activities are being organised to ease the workload. At UM level, there are working groups for the standardisation of hours in education and the alignment of calendars in education.

There is also the programme Recognition & Rewards for academic staff. Here, Team Science is an important part of the trajectory, which starts with good leadership. In 2023, the annual interviews with department chairs will take a different form, developing tools to better streamline such interviews, and Team Science will also be put on the agenda. The aim is to create other types of leaders, which should also ensure a good balance within the team.

The Council notes that Recognition & Rewards can also increase work pressure because of an additional aspect (social impact) with which an employee can/should distinguish themselves from another. The vice-dean believes that this idea is actually knocked on the head if the team works well together and the different needs of the team are visible. Clear and open communication from the manager is needed for this, which is why good leadership is crucial. A culture change will have to take place. It will have to be seen whether the necessary expertise is already present among the department chairs or whether this needs to be steered.

Communication on Recognition & Rewards is important to reach all employees within the organisation. Therefore, several ambassadors have been appointed. In autumn, two information sessions will be held by the Executive Board on the implementation of the new academic profiles of the Recognition & Rewards programme.

When asked, the vice-Dean indicates that all departments have provided feedback on the various themes in the field of Recognition & Rewards within their departments.

The Council considers the working groups and the programme Recognition & Rewards good initiatives, but initiatives that will only produce results in the long term. The Council asks whether there might be any 'low-hanging fruit' (besides the already mentioned raising of OBP support in teaching and the re-evaluation of the hourly remuneration of teaching tasks) that could have an effect on work pressure in the short term.

The vice-Dean indicates that the OBP 0-line will be dropped immediately and block support has been put in place.

Regarding the system of hours, the vice-Dean indicates that this is a complex discussion and that it is necessary to wait for the recommendations of the UM-wide working group, which are expected in the autumn.

Furthermore, the Board is open to advice from the Council.

It was agreed to put the subject of work pressure on the agenda again in the autumn.

Based on the discussion held and the explanation given by the vice-Dean and M. oude Egbrink, the Council would like to express its appreciation for the progress regarding the Recognition & Rewards process within the FHML. Furthermore, the Council also welcomes the abandonment of the OBP 0-line in education. However, the Council would like to advise the Board, if necessary, to reserve extra financial resources for this for the FHML Institute of Education.

The Board is of the opinion that a reassessment of the hourly allowances for teaching tasks, which reflects the time actually spent, will certainly contribute to reducing the work pressure. The Council requests the Board, partly based on the recommendations of the UM-wide working group, to come up with a proposal to this end. The Council would like to put this proposal on the agenda for next November's Council meeting.

Finally, the Council would like to advise the Board to consider taking stock of the staff's proposals for reducing workload (possibly 'low-hanging fruit'). This may yield proposals that can be realised in the short term.

9 Extra items for the agenda

There are no added items for the agenda.

10 Any other business

In response to the UM communication email indicating that all teaching activities will be fully on campus again after the summer, the Council asks what will happen to the teaching group rooms that are fully equipped with online facilities.

M. oude Egbrink explains that online teaching will no longer be offered as a facility, but that the facilities for online meetings will still be used regularly, such as for return days or for internships abroad.

A student member indicates that it has emerged that tests are often marked late within the BMS domain and Block 5 in particular, but there are similar noises within other domains, such as Medicine. The delay is not being communicated and often leads to adverse consequences for students. M. oude Egbrink will inquire about this.