24.1127/Io
August 16 2024
Approved version

Public Report of the 193rd Meeting of the Faculty Council FHML
On Tuesday, 2 July 2024
Present: see attendance list

1. Opening, announcements and setting of the agenda
The Vice-Chair, standing in for the Chair due to her absence, opens the meeting. He welcomes the new student members who are present as observers.
As an additional agenda item, the student assessor, E. Bastiaansen, will give a presentation on the revised compensation scheme at the FHML.

2a. Adoption of the Text of the Public Part of the Report of the 192nd Meeting, dated June 11, 2024.
- 24.0988o - dated 24-06-24 - report

In agenda item 4, the bachelor's programme 'Health' is erroneously mentioned twice. The text will be corrected to 'Gezondheidswetenschappen'.

See the approved version of the report with reference 24.0988/Io.

2b. Comments on the Public Part of the Report
There are no comments.

3. Announcements by the Dean
The Dean informs the Council that the revised Faculty Regulations FHML have been formally approved by the Executive Board.

The Dean thanks the student delegation for their efforts over the past year and welcomes the new student members present.

4. Housing/Area Development and New Construction Randwyck
There are no announcements.

5. Update on the Situation Analysis of Research Support Maastricht UMC+
Policy Advisor, A. Gilsing, gives a presentation on the development process of research support at Maastricht UMC$^+$. At the request of the Board Maastricht UMC$^+$, a situation analysis was conducted to identify the bottlenecks and areas for improvement in the current research support. This analysis revealed, among other things, that there is insufficient coordination in research support. Consequently, an advisory report was prepared, identifying three priorities: quality assurance of WMO-compliant research, Research Data Management, and research management. The Board Maastricht UMC$^+$ has adopted these recommendations and priorities, after which an action plan was drawn up. The goal is to explore the possibility of a central support desk and an improved referral system. It is important that cooperation between the involved entities is promoted and clear governance frameworks are established. The Dean has been appointed as the executive process coordinator, and A. Gilsing is responsible for coordinating the process. In response to a question, A. Gilsing explains that WMO-compliant research is subject to strict legislation and regulations, which means that this component is already well-structured. The presentation will be added to the public part of the report under reference 24.1020.

6. Update on the Implementation of Recognition & Rewards
The Vice-Dean, S. Kremers, provides an update on the implementation of Recognition & Rewards within the organisation.

Regarding developments related to support staff (OBP), preparatory steps have been taken. During a World Café session, three key themes were selected that FHML aims to focus on: facilitating development opportunities, promoting mobility, and encouraging teamwork. Based on these themes, a working group has been formed, consisting of Recognition & Rewards ambassadors.

A project group has also been established, comprising the Vice-Dean, 2 HR advisors, the Deputy Director of FHML, and policy support. The working group is currently in the initial phase of defining concrete actions. The working group will present its progress at the end of 2024. In response to a question, the Vice-Dean indicates that the full list of 10 themes is too extensive to address effectively, but the working group is free to add new themes.

As for the academic staff (WP), developments in the area of Recognition and Rewards have been ongoing for some time. For instance, Development Boards have been introduced for Associate Professors (U(H)Ds), researchers, and lecturers. These will replace the annual meetings with department chairs and will take a broader form. Besides the department chair, the Principal Investigator (PI) and a third person of the employee's choosing (the peer) will also attend the meeting. The purpose of a Development Board is to discuss the development of individuals in more detail and to guide them further in their careers. The department chairs are responsible for the implementation of the Development Boards. Recent experience has shown that there is also consideration for the classification of researchers. Postdocs are often classified as researcher-4, while they gradually take on tasks associated with researcher-3. Additionally, there has recently been a discussion between the Board, institute directors, and department chairs about the policy regarding the balance between teaching and research labelling. Although the principle of a 50/50 split between research and teaching is upheld, it is not always feasible in practice. However, the Board is open to flexibility in labelling as long as the balance is maintained.

In response to a question, S. Kremers indicates that the salary classifications for support staff (OBP) are bound by collective (CAO) agreement conditions. This could be a discussion point for the working group, but the working group is encouraged not just to discuss or brainstorm but to take concrete steps.

7. Additional Agenda Items
Student assessor, E. Bastiaansen, gives a presentation on the adjustments to the compensation scheme at FHML. She initiated this because the compensation scheme has not been updated since 2012 and due to the recruitment challenges for students in key roles such as Quality Assurance and Student Evaluation Panels. E. Bastiaansen further explains the approach and adjustments. The FHML Board has approved the adjustments, and these will be evaluated in two years. The presentation and the overview of the number of students per role/forum will be added to the public part of the report under references 24.1022 and 24.1065, respectively.

8. Any Other Business
The Council notes that the FHML website is not up to date. The Board will look into this and take further action.

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