

Meeting 4th July 2024, 10:00 AM - 11:00 AM, Director's room.

Present: Alina, Pum, Sonya, Maaike, Huug

Check-in:

Agenda:

1. Budget cuts. We checked in last year about them, but never received a reply. Now they seem to be resurfacing as serious department issues with repercussions on people's jobs - see the Graphic Design department. The management promised transparency towards the community on this but never followed up. We want to know what is the impact of the budget cuts and when will these details be made public?

Huug: we decided to be really conscious abt how we spend our budget. Not in the sense of letting people go. We usually let ppl go, it's a regular process. This year we tried to limit our expenditure in such a way that it doesn't have a harmful effect on the quality of education. Number of freelance contracts which continue and evolve all the time is not good employment policy. So we we hired more ppl which also means we have to watch our budgets. We need to do that for a number of years because bottom line is that we lose money. We try to economize without harmful effects. It's a KABK and KC issue. We are progressing nicely, if I can put it that way. I talked to the two members of staff that were let go in GD. There is tension between who we have and who we need. It's a regular process. They were not let go because of budget cuts.

Maaike: yes, we are trying to become more financially sustainable. Budgets are more transparent than ever before. It's up to the dep. How they make decisions. They're also hiring in the same dep.

Huug: there are dark clouds ahead, considering the new gov. We need to economize in how we organize our education. I listened to talks on radio abt. Hogeschool Amsterdam. They need to economize for 36 mil. The way we started to look at our finances, started to look at education, is an early start. It's not a nice message. But we are also confident we can do this. We started early, recognizing there was not enough awareness abt scarcity of money helps us to look ahead.

Sonya: we had a meeting with students and explained that this decision was made because only in March they received an overview of the budget cuts. So they had to take decisions fast. And the KABK is so broke we can go bankrupt in two years. I was very surprised because there was no logic by firing one teacher in saving the school. It was a bizarre thing to say. They just gave us bits of information and closed off the convo. Said goodbye to teachers. It's a diff. Situation that every has diff. Budgets and decisions on how many students get in and how much time they take. And even the grad ceremony was handled in a strange way.

Alina: it's a matter of transparency in communication between departments and across management and council and the general community. Ppl would be willing to brace for impact if fascists are coming, but they need to know.

Maaike: we are working to align these things. there should be an alignment. Academy council should be in charge of all of this. It would be good if the KSU can also play a role in this. Department knowing the budgets, knowing what they have to do is more transparent. I wasn't in the GD meeting, they are also trying to find a way. We are not there yet. It's a 4 year process to get there. The ceremony - can we do it differently? It's one of the main things we have been working on last year.

Alina: students need to be trusted. They can carry along very complex conversations, but they need to be trusted. This has been the year of students, globally.

Huug: never underestimate students. Finding a balance. So they can keep on doing what they came here to do. It's not so much about protecting students. It's a balancing act. You called me out to tell them about this. Why bother them? I don't want to create unnecessary worry. But if I start saying "we are in financial trouble" it might be a problem.

Maaike: Per department we decide context also.

Huug: It's not to keep everybody in the dark. But not to keep ppl in the dark. There is a curriculum. Hopefully, it's an intelligent design.

Pum: it's left open for departments. But now it doesn't get communicated properly.

Maaike: it should be different next time.

Pum: case with the IST is in the same manner of leaving it open to academy wide.

Huug: I heard GD didn't go well, but we can do it better in the future. Around August with the new gov. We will figure out how things go with the next budget. We will talk with academy council, student bodies, etc.

Maaike: IST is not a budget thing, but more a restructuring to make it better and better embedded within the department. We hire new ppl. It's hard to hire freelancers after Jan 1st. It's a puzzle to make, develop edu. Making it work within budget, being a better employer.

Huug: We have a number of contracts which we by law need to make into permanent contracts. The number of structural staff will increase. Which will mean that they are more connected to the community. We can no longer do the 4 years and one year away.

Maaike: Also has financial implications. But it's more expensive.

2. It's been a year since Ranti's firing. Since then we've had interim directors. But we were told as a community that there will be a new hiring procedure, made in consultation with staff and students, for a new director. Meanwhile, no such details were communicated from management's side. What is the status of this?

To quote from the email Huug sent in:

"Structural leadership

Then there is the matter of the formal search for a new director. Briefly, the steps to be taken there can be summarized as follows:

- *Setting up a new vacancy profile, having learnt from our previous experiences. To consult with the Academy Council and the HODO's on that. Finalizing it in the Management team after approval by the supervisory Board.*
- *Selecting a recruitment agency specialized in the Arts world and with expertise as to EDI. Choosing from at least two parties. In consultation with the Academy Council.*

Finalizing the profile in consultation with the recruiter.

- *Setting up a selection committee and an advisory committee in which staff and student representation is organized. Final choice is up to the Executive Board in consultation with the Supervisory Board.*

Sharing the procedure with the community.

The activation of student voice is crucial in making the above successful. I commit to dialogue with and between the community.”

Huug: I lag behind in putting more energy in finding a new director. What we needed when Lizzy, Lotte, Shadman and then Maaïke, was to create stability. To take time before starting to hire and look for a new directorate. We have started, we have made a new timeplan, we are working there in finding, HODO, class reps, etc. As to what we are looking for. We now have a timeframe to find someone in Jan. That process is speeding up now. The contacts that I have within the artistic and internal ppl. It's going to be a challenge to find someone, or to find more than one person. We had a directorate before Lizzy, Lotte, Shadman. It should have gone faster.

Alina: We don't need a superstar to take on the role.

Huug: looking for a messiah is not possible. We need talented people that can be focused on finance, someone who has vision and someone who senses political movement, big, social, societal issues, and has some knowledge and feeling for education in the arts. That's why I talk abt. Finding a new directorate, not just one person. Within all the knowledge and talent that is already there, there is intrinsic wisdom that was there already.

Alina: making the profile for the new director more transparent to the community.

Huug: talked to the academy council to make this more transparent. It's their thing. I got valuable info from class reps. They added a number of other issues abt what this profile should be. A younger person, more in synch with new generations of students and how you

look at the world. Younger person. Being resilient. It's a tough environment to work in. The same is valid for a student. Steadfast. Knowledgeable. Communicative. Transparent. But not the end all and be all.

Alina: Humble.

Huug: sure. I agree.

Maaike: DMR is organizing.

Huug: Been talking to

3. Space for student initiatives. We've had a meeting with Lizzy and Maaike on this and promised to follow up with suggestions for spaces. An email was sent over from SU's side on behalf of all student initiatives, in consultation, on 4th of April, with a reminder on 11th of April and another one on 5th of May. No reply. It's now May 29th, more than a month and a half later. What is the status there?

Maaike: finding a way to share a space would be nice. Something we should address in August and take it up in earnest. The admin spaces are ppl. Behind computers all day long. My aim would be to take this on in August with all the student initiatives make it work and being faster than last year.

Sonya: even if it's one room for all initiatives it would be great.

Huug: We find the best possible solution within constraints for everyone.

4. What did the KABK do on the topic of Palestine? We've had confusing messages from management on this, including a wish to censor our own statement. We don't understand what is the status at the moment. Did we break ties? Suspend ties? What are the conditions of the suspension if that is the case? What message was communicated to Bezalel from KABK?

Maaike: I will share how we phrased things to Bezalel. What did you actually say?
"Suspended until we decide otherwise".

Has there been a visit from director of Bezalel? No, but there has been a visit from the ambassador of Palestine and the ambassador of Yemen.

Alina: financial support for Palestinian student. We shared with departments that there is such support. So check-in with Lauren.

Alina: fundraiser raised 3,5k.

Maaike: we received a lot of hate mail in the last month and one of the security guards bought a tshirt.

5. Regarding our supervisory board, sent an email a while back to ask about one of the board's members who was under investigation for fraud, and seems to have resigned from another board position:

<https://nltimes.nl/2023/11/11/lumc-board-vice-chairman-resigns-following-fraud-relations> but they are still on our supervisory board. How come?
<https://www.hogeschoolderkunsten.nl/organisatie/bestuur-en-toezicht>

The reply we received in November 2023, was the one below but again no follow-up:

Dear members of the Union,

Thanks for contacting us about this situation. The Supervisory Board is aware of this and Mr Hogendoorn has contacted his colleagues on the HdK supervisory board about this situation. As you know, he has voluntarily stepped down from his position at the LUMC pending the outcome of an investigation into the matter. We are closely monitoring the progress and outcome of the investigation. The board has extensively discussed the situation with Mr Hogendoorn, deciding for now that he can retain his position as Board member.

Integrity, transparency, and ethical conduct are core values in our University, which means that we are aware of the possible impact on us as a community. We plan to discuss the situation also with the University Council which we will meet this Thursday. Our priority remains safeguarding the highest standards of governance in the institution while at the same time protecting the interests of individuals who are part of that community.

Regards,

Huug

Huug: the investigation cleared him. If there's a rumour

6. Financially there can be quite some hurdles to graduating students. We were thinking of working with you to initiate a Graduation Fund. Modeled on what the Rietveld Academie has (<https://rietveldacademie.nl/en/page/524/berlagefonds>). The idea would be that alumni or other ppl willing to support can also donate into this fund managed by the KABK and which can be then distributed to students on an open call basis. We can explain further.

Maaiké: interesting point, I see it as a broader thing. We are very much aware of how elite we are, if you don't have money it's hard to study here. We are experimenting with it. I see it in a broader thing. To make it a scholarship for students who otherwise cannot study here.

There are all kind of rules on what you can or cannot spend your money. We are doing a try-out to make it a private thing.

Alina: it should be governed by a code of ethics that will be drafted.

Maaike: you don't want to have private ppl. Influencing who gets in.

Sonya: letting students renovate the academy.... Not a nice thing.

Maaike: we kept things to a minimum in terms of taking care of the building. We cut there are not in the education side. If we want to make this building more sustainable it's also something we might not be able to do. There will be much more holes in the walls coming up. We are looking forward to a much more crappy building. Safety. Fire department. We have to do safety otherwise we cannot open.

Maaike: talking to municipality abt. Sustainability funds.

Sonya: rental. Should be free. Also important!!!

Sonya: schedule of GD morning and evening. Ppl do work in the evening. A lot of students can afford to just study, but it restricts the possibility for others to study. It creates this elite department.

Maaike: formally we are a fulltime education, but in reality, students need to make a living. We just need to face reality. Will it become a harder workload.

Pum: often KSU asks questions and gets replies. But maybe it's best to have access via the website or portal of democratic decisions taking place within the KABK.

Maaike: It would be nice to have one or two of you in the DMR. But how do we make it work in a broader sense? More generally transparent.

Notes: Thank you, Maaike! Thank you for the support, and learning moments.

Looking forward: schedule a meeting in August. Continue with Zeynep, Alease, We still need to gather a few more people that are enthusiastic