

Minutes MSc PC – 19 January 2021

Online meeting via Zoom 09:30– 11:00 hours

Present	Absent
MS: Maciej Szymanowski (Chair, MM)	CK: Cynthia Kong (SCM)
AL: Annelie van der Leelie (Minutes)	JA: Jens Angele (SM)
FW: Frank Wijen (SM)	FM: Florian Madertoner (FI)
GB: Guido Berens (GBS)	
JM: Juan Madiedo (MI)	
AB: Anne Burmeister (HRM)	
SM: Susana Mendes (HRM)	
SK: Sofia Klingelhofer (GBS)	
RB: Rajae Bolghiran (MScBA BAM)	
KK: Korcan Kavusan (MscBA MIM)	
GH: Gabi Helfert (PM)	
YL: Yu Liu (SE)	
TL: Tim van der Linden (AFM)	
TH: Ties Hitzert (SE)	
MAM: Mersad Arab Maghsoodi (MScBA MIM)	
CH: Claudia Heese (OCC)	
BS: Benjamin Schubert (SCM)	
SC: Seleyna Celik (FI)	
PC: Philipp Cornelius (BIM)	
MH: Magnus van Haaren (MI)	
MM: Marlies Mons (MM)	
MW Mike de Witte (BIM)	
ASE: Anastasia Sergeeva (OCC)	
SZ: Solomon Zori (AFM)	
AS: Ad Scheepers (PM)	
JN: Jurriaan Nijholt (MScBA P-MIM)	Guests
MB: Marietje Bosma (MScBA P-MIM)	RH: Rebecca Hewett (Academic Director MSc HRM)

1. Opening and announcements

The chair welcomes everybody present.

Announcement:

AS informs the committee that for the HOKA initiative, alternative ways of assessing teaching quality, peer-review and expert observation forms have been designed. These forms should be tested during online lectures. Therefore, AS asks whether there are any faculty members from the PC who would like to participate in this project.

Comments of the committee:

1) GH: It would also be interesting to compare the observations of the recording lectures with the observations of the live lectures.

MS, GB and JM will participate in this project.

2. Approval of minutes from MSc PC meeting 15 December 2020 – see attachment

The minutes were approved.

3. Merger of MSc HRM and OCC 2021-2022 – Rebecca Hewett

RH explains that the department is asking for advice on changing the name of the MSc Human Resources Management. They want to change the name because, according to students, the current name is old-fashioned and not appealing to OCC students. After research among future, current, former students, applicant data and faculty members of the department, the new name MSc People Organisation and Change emerged. a) People because current and former students from the MSc HRM and OCC chose their master due to the focus on the people side of business. In addition, people are central to the specialisms in the department, b) Organisation is important to establish the focus of people within an organisational context and recognises the micro and macro concerns. Moreover, it has a multi-disciplinary level because it covers organisational behaviour, resources management, organisational theory and it brings in, for example, perspectives of fundamental economics, c) The word change recognises the dynamic nature of people in the organisation. In addition, the students are pleased by the word change because it indicates that the master programme is dynamic. Furthermore, the title together gives RSM a better position to compete with other Dutch and Top European universities.

Comments of the committee:

- 1) GB and FW: The name MSc People Organisations and Change is too general. FW explains that the name of a master should indicate what the programme is about. Therefore, GB suggests that it would be better to add the word Management to the name because then the name clarifies the content of the master programme. RH replies that they don't want to add Management in the name, because this would lead to redundancy as management is already included in the faculty name RSM. In addition, the department wants to avoid the title being seen as a vocational course.
- 2) TL is pleased with the new name because the title MSc HRM is too specific and the title People Organisations and Change represents the all-roundness of the master programme.
- 3) FW: The department should ensure that the master with the new name is well visible in the Google search machine.

The committee unanimously support the proposal. MS will write a recommendation letter.

4. Request for MSc PC advice caps 2022-2023 – Gabi Helfert

GH informs the committee that, in addition to existing caps on the programmes MScBA, MSc FI, MSc BIM, and MSc IM/CEMS, the respective departments have requested the introduction of caps for the programmes MSc SE, MSc SM, MSc MM and MSc GBS for the academic year 2022-2023. The reason for the requested additional caps is the strong increase in new enrolments in 2020-2021 and growing application numbers in 2021-2022, which could lead to a critical workload situation for these programmes. Even though in some programmes there is still room for growth, the cap is a security measure that the departments want to implement to prevent substantial growth that they can no longer handle.

Comments of the committee:

- 1) TL is concerned that the caps on the master programmes will make it more difficult for the RSM bachelor students to get a spot in one of the RSM master programmes.
- 2) FW is pleased with a cap because of his own experience with capacity restrictions at the SME department. However, he suggests considering other options to limit the increase of students, for example, to raise the GPA requirements from 7.0 to 7.5. GH indicates that this is a politically sensitive issue because in the Netherlands, common view is that everyone who has been awarded the required bachelor degree should have the right to get into a master programme. SC adds that raising the GPA would constitute a disadvantage for the RSM bachelor students because compared to students at other Dutch universities it is more difficult for them to obtain a 7.0.

3) MS is concerned that the cap (because of the first come first serve rule) will affect the inclusiveness of students with different backgrounds. Therefore, he proposes to reserve 5 to 10 spots for students from minority backgrounds. However, the admission requirements remain the same.

4) MS suggests that it should be clear to international students that certain masters have a cap, otherwise this could be disadvantageous for them compared to Dutch students.

5) MS and AB: It would be relevant if there is transparency on whether or not the composition of the students changes due to the introduction of a cap as this may affect the content of the course.

The MSc PC would like to have another discussion about the admission requirements for the master programmes. Therefore, the committee would like to invite the Director Recruitment & Admissions to one of their meetings.

The proposed caps on the new enrolments in master programmes in academic year 2022-2023 was unanimously accepted by the committee. MS will write a letter of advice.

5. Discussing plans of PC subcommittees

An overview of what the subcommittees have done until now.

1) The Online Education Best Practises subcommittee is reviewing the collected documents on the topic of best and worst practices.

2) The Online Education Social Interaction subcommittee is working on a design of a social interactive event for all master programmes. Therefore, they ask the PC student members to help them organise this event within their own master programme. In addition, the subcommittee would like to organise such an event for MSc PC.

3) The Impact subcommittee a) has sent the Adaptive Education Guidelines report to the interim Dean of Education and they want to discuss this report with the new Dean of Education, b) They Want to ask the EB whether the Easy to read TER document is correct. In addition, they want to discuss this document with the Academic Directors thus that it can be used, c) JA spoke to someone from the library about the availability of e-books for students. One of the main issues is that there is a reluctance from faculty members adhere this and Canvas integration of the study books. Moreover, the faculty members are unfamiliar with the repository. Therefore, this should be promoted.

4) The Thesis Trajectory subcommittee is working on updating the thesis trajectory document. In addition, they also want to design a best practice document.

6) There is no update on the HOKA subcommittee.

6. Closing remarks

There were no closing remarks.

7. Action points

What	When	Who
MS will write recommendation letter about the name change of the MSc HRM	By February 2021	Maciej Szymanowski
MS will write recommendation letter about the cap on a few masters	By February 2021	Maciej Szymanowski
AL will invite Arnoud Monster for the next meeting	By February 2021	Annelie van der Leelie

Next Meetings:

16-Feb-21, 10.30h,
23-Mar-21, 10.00h,
20-Apr-21, 10.00h

25-May-21, 10:00h

22-Jun-21, 10:00h