Minutes MSc PC – 23 April 2020

Online meeting via Zoom, 12:00 – 14:00 hours

Present	Absent
MS: Maciej Szymanowski (Chair, MM)	AS: Ad Scheepers (PM)
AL: Annelie van der Leelie (Minutes)	MC: Marcell Csomor (OCC)
AST: Adam Stożek (AFM)	BK: Bas Koene (OCC)
NG: Niccolò Ghiggia (HRM)	
SZ: Solomon Zori (AFM)	
GH: Gabi Helfert (PM)	
GB: Guido Berens (GBS)	
AG: André van Gorp (MI)	
DT: Dimitrios Tsekouras (BIM)	
JF: Jan-Filipp Fuhrmann (FI)	
CK: Cynthia Kong (SCM)	
EC: Elena Corsiglia (MM)	
AD: Annelore Doezé (SE)	
JME: Julija Mell (HRM)	
HF: Heleen Francoys (SM)	
FW: Frank Wijen (SM)	
TM: Tom van Mierlo (GBS)	
EV: Elisa Vandensteene (BIM)	
JM: Juan Madiedo (MI)	
FM: Florian Madertoner (FI)	Guests
MA: Munther Alahmad (SCM)	RH: Rebecca Hewett (Academic Director MSc HRM)
LB: Luca Berchicci (SE)	CD: Carla Dirks (Examination Board)

1. Opening and announcements

The chair welcomes everybody present.
MS introduces the new faculty member of the MSc PC Luca Berchicci. Luca is an associate professor at the department of Strategic Management and Entrepreneurship. He is representing the SE master.

GH makes three announcements:
1) During the February meeting, the PC discussed the suggestion to have the four specialisations of the MScBA programme represented in the MSc PC by one student and one teacher. After discussions with the academic directors of the MScBA and considering some concerns expressed in this MSc PC meeting, it was decided to appoint two students and two faculty members. The AFM specialisation will keep separate representatives because it typically attracts students with a business background, whereas the other three specialisations will attract students from a variety of other disciplines. The curriculum of the programme is more like that of the other specialised MSc programmes than the three other MScBA specialisations (MiM, PMiM, and BAM).
2) Due to the coronavirus, a number of students won't be able to finish their bachelor in time for the master admission. Therefore, a) Dutch diploma holders will be admitted to the master programmes if they at least completed 90% of the bachelor programme. However, the level of English and the 7.0 requirements still stand. b) International diploma holders can ask to apply under the hardship clause. In addition, the students should submit a statement from their university that they have a chance to finish their bachelor's degree and have to

submit their diploma when they have received it. Students can, however, only obtain their master's degree once they have completed their bachelor's degree.

3) Due to the coronavirus the BSc PM is looking for additional tutors. Therefore, GH asks the student members of the PC to distribute this information among their fellow students.

2. Approval of minutes from MSc PC meeting 24 March 2020 — see attachment

GB: The sentence *First, a number of applications have been submitted from the master programmes,* has to be changed in *First, very few applications have been submitted from the master programmes.*

3. Upcoming integration HRM/OCC- Rebecca Hewett

RH explains the merged HRM /OCC programme for the academic year 2021.

HRM and OCC are the two smallest programmes. Main goals of the merge are a) To better align the programme to faculty knowledge, b) To provide students with increased choice while ensuring efficiency and c) To appeal a wider range of students.

1) The name of the new master is still unknown, but both masters should be represented in the name. For the academic year 2021, however, the name of the programme is MSc HRM because a name change requires a longer lead time.

2) From September 2020, the HRM and OCC programmes will still have their different core courses. However, students of both programmes already follow the Research Methods, Professional Development Trajectory, Thesis Trajectory and 6 of the 10 electives at the same time. Moreover, from September 2021, the programme consists of four other core courses (Managing Individuals & Teams, Theories of Change, Strategic People Management, People Analytics with 4.5 EC each), which will be taken by all students simultaneously. Through the electives students can select which track (Human Research Leadership or Organisational Change in Development) of the programme they want to follow. In addition, students can also choose for an individual study plan if they don't want to specialise themselves.

3) The main goals of the changes in the ILOs are: a) Recognising the multilevel of the programme, b) Focusing on the RSM mission. Using "and/or" in the ILOs *Initiative and manage people dynamics for sustainable personal and/or organisational development* and *Evaluate the importance of balancing the needs of various stakeholders in processes of people management, and/or change and development,* is done to recognise the different specialisms and general stream in the programme.

4) The next steps the department will take are a) To get consent in order to implement the new programme in September 2021, b) preparing marketing material (brochure, website) in May 2020 and c) Continue to consider the programme content.

Recommendations of the committee:

1) FW: The considered name change should happen soon to keep the programme attractive for students who are interested in the OCC track.

2) MS: If the department is going to research the content of the programme, it should also look to the leading companies in the HRM/OCC domain, to ensure that the education is in line with currently leading and emerging practise.

3) NG recommends the programme leaders to consider whether the planned curriculum, including professional skill development is sufficient for both, HRM and OCC tracks.

The proposed HRM/OCC merger was unanimously accepted by the committee. MS will write a letter of consent.

4. Update on TER — Carla Dirks

CD explains the changes in the TER.

1) Because of the new MScBA BAM specialisation, a new annex has been added to the TER. In addition, in some articles references have been added that also refer to this programme.

2) The new TER is missing information about the premasters because the proposals are still in progress.

3) The adapted admission requirements, due to the coronavirus, will be added to the TER.

4) Due to the coronavirus, RSM probably will also offer online teaching and exams after September. Therefore, the EB is looking for a new definition of online exams and teaching.

Suggestions of the committee:
1) FW agrees that it would be good to have a clause in the TER regarding online education, thus it can be used when needed. MS adds that it would be better to put this information in a separate document with a reference in the TER.
2) FM: Replace the word difficulties in the sentence *Students with medical conditions, mental health difficulties or specific learning difficulties that could have an effect on the ability of study (...)* in the word impediments.
3) MS: For the committee, it is difficult to decide on the MScBA programme in the TER because the committee members have insufficient knowledge of this programme. Therefore, MS proposes to invite an existing faculty member of the MScBA programme to the next MSc PC meeting.

5. CMA and Controllership course in AFM — Adam Stozek
This topic isn't discussed by the committee because this issue will be solved within the department.

6. Update on the subcommittees
An overview of what the subcommittees have done until now:
1) MS: There are teachers who want to offer adaptive education, however, there isn't a clear regulation about how to deal with this kind of education. Therefore, the subcommittee *Guidelines for learning analytics / adaptive education* proposes has created a written proposal to set up a board that can monitor what's happening and think about solutions for this form of education. In order to help this new board, the committee has included suggestions about regulations regarding adaptive education.
TM comments that the proposal needs to become more concrete.
2) MS asks the HOKA subcommittee to write a review of what they have done until now.

7. Closing Remarks
GH would like to know the committee's opinion on the online educational experience so far.
The students comment that a) They are missing the human contact/ interaction, b) During the lecturers they have more difficulties with focussing and are more tired afterwards and c) Students are also missing the team flow especially during the practice electives. However, they also indicate that it saves time. The solutions for the difficulties could be for example short breakaway sessions and games. The teachers indicate that, a) They have to be more flexible and adopt the way of teaching, b) Supervision isn't always working, c) Online teaching is more time consuming for the teacher and d) In the teachers opinion, RSM is lagging behind with the online exams.

8.Action points

What	When	Who
MS will write a letter of consent about the proposal for the upcoming integration HRM/OCC	Before 26 May 2020	Maciej Szymanowski
Identify and include MiM PC faculty member to discuss related TER changes	For meeting 26 May 2020	Annelie van der Leelie
Create a review of HOKA subcommittee activities	Before 25 June 2020	HOKA subcommittee

Next Meetings:

26-May-20, 12:00h   25-Jun-20, 15:00h

RSM