

Minutes MSc PC – 24 March 2020

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

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

1. Opening and announcements

The chair welcomes everybody present.

2. Approval of minutes from MSc PC meeting 20 February 2020 – see attachment

The minutes were approved.

3. Upcoming integration HRM/OCC – Eric Waarts & Rebecca Hewett

EW makes a preannouncement.

The small masters HRM and OCC will be merged into one master. The new programme will consist of two tracks, namely the HRM and OCC part. Moreover, the main goal of the change is to provide a stronger master, which is better for the faculty and the students. The new programme will probably be launched in the academic year 2021.

RH explains the content of the new master.

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.

The programme shall consist of 4 shared core courses (Organisational Behaviour, Mega Trends, Theory of Changes, People Analytics) which will reflect on both specialisms. Through the elective's 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.

Suggestions of the committee:

- 1) MS recommends creating an overview of the differences and/or continuation of which competences are currently taught and which competences will be taught in the new master. Do the same for the kind of jobs that students can get after their graduation, because then you can analyse what the progress is.
- 2) MS: Consider a different name for the master because it should remain attractive for students who want to do the OCC track.
- 3) NG: Collect information from OCC students about e.g. the attractiveness of the programme, which courses they want to see reflected in the new master and what their opinion is about the merge. Otherwise there is a chance that RSM will lose many OCC students.
- 4) MC: Maintain a clear OCC track because there will always be students who aren't interested in the HRM programme.

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

4. Proposal for a curriculum change in SM – Anna Nadolska

AN explains the changes in the MSc SM Programme.

The programme in 2019 is structured as follows: the core courses Business Strategy (BS) and Corporate Strategy (CS) are divided over two blocks, together with the Thesis Trajectory and the Career Course. However, in the opinion of teachers, the workload of the students is too much and students indicated in the student evaluations that a) The master is too intensive, b) There are scheduling issues, c) The innovation course is too light and not well organised, d) Students have no motivation to prepare every session and it is too conceptual and e) CS is too intensive, not well organised and it is difficult for students to make a distinction between the two modules of CS because it runs at the same time.

Therefore, the department propose the following changes:

- 1) The strategy skill course will be deeper integrated into the core courses BS and CS. As a result, the skills that students developed are linked to a course and students will be able to put the theory into practice at the same time.
- 2) The EC's of the core courses will be changed to 5 each because then it is clear how much workload a course is.
- 3) From 2020, the courses Corporate Strategy and Growth and Corporate Strategy Ownership and Governments will be held in succession instead of running at the same time.

Suggestions of the committee:

- 1) HF: RSM should be clear to students about how the strategy skills will be tested and what kind of reward students will get for it. Otherwise students will be unmotivated to work on this part.
- 2) MS: By improving the coordination and communication between teachers some problems can already be solved, e.g. the many assignments.
- 3) TM: The department should ensure that the integration of the strategy skills course doesn't lead to a lower priority of those skills.

The proposed curriculum change in the MSc SM programme was unanimously accepted by the committee: MS will write a letter of consent.

5. Proposal for changes to the SE ILO's – Ingrid Verheul

IV explains that most of the ILO's have been reformulated to make them more accurate. However, there are a few changes:

- 1) The ILO, *students learn to effectively and efficiently communicate, and work, with people from different backgrounds*, has been added because it is important that students learn how they should cooperate with people from different (cultural) backgrounds.
- 2) The ILO, *Students critically reflect on the consequences from your own actions for others in the entrepreneurial process*, shows students that entrepreneurs can't be independent because they are dependent of other people in the process, such as customers.
- 3) Through the ILO, *Students learn to be comfortable with the uncomfortable by experiencing uncertainties inherent in the entrepreneurial process*, students learn in practice about the uncertainties of entrepreneurship.

4) By the ILO, *Students are encouraged to learn from their mistakes (receiving feedback on the approach that leads to their results) and to persevere in the face of adversity* students learn that they can learn from their mistakes by improving their ideas.

Suggestions of the committee:

1) AD: The ILO, *Students combine and connect knowledge and theories from different (sub) disciplines to analyse, and design solutions for, the challenges individuals and companies face when pursuing entrepreneurial strategies*, is too much focused on the entrepreneurship process. Therefore, it would be better if students also learn how to implement a self-evaluation on their own ideas and opportunities.

2) MS recommends the department to test the ILO knowledge of students through assignments and assessments.

3) FW: It is better to reduce the ILO's by combining them because this will lead to a higher level of the ILO's.

The proposed change in the ILO SE programme was unanimously accepted by the committee: MS will write a letter of consent.

6. Updates on the subcommittees

An overview of what the subcommittees have done until now:

1) The TER subcommittee is investigating what kind of issues there are with the TER. In addition, it will bring more awareness to professors and students about the existence of the TER by creating a user-friendly summary of the document.

2) The Guidelines for learning analytics/ adaptive education subcommittee has created draft a document with regulations that the university could use to allow to adopt education to be in place.

3) In April, the Onboarding subcommittee comes with an update on the onboarding process.

4) During a meeting with the HOKA working group, the HOKA subcommittee evaluated the proposals based on the KPI's and there were two important outcomes. First, very few applications have been submitted from the master programmes. Second, it would be nice to have a benchmark for measurements.

7. Closing Remarks

8. Action points

What	When	Who
MS will write a recommendation letter about the proposal for the upcoming integration HRM/OCC	Before 23 April	Maciej Szymanowski
MS will write a letter of consent about the curriculum change in SM	Before 23 April	Maciej Szymanowski
MS will write letter of consent about the proposal for changes to the SE ILO's	Before 23 April	Maciej Szymanowski

Next Meetings:

23-Apr-20, 12:00h

25-Jun-20, 13:00h

26-May-20, 12:00h