

Minutes MSc PC – 25 May 2021

Online meeting via Zoom 10:00–12:00 hours

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

1. Opening and announcements

The chair welcomes everybody present.

Announcement:

1. AL informed the committee that from this meeting onwards, she will keep track of the timeslots of each topic thus that all topics will have sufficient time to be discussed.
2. MP introduces himself as Morteza Pourakbar. He is an Associate Professor in the SCM programme, replacing Cynthia Kong as MSc PC member for the MSc SCM.

2. Approval of minutes from MSc PC meeting 20 April 2021 – see attachment

The minutes were approved.

3. Approval of the revised core courses and ILO for MSc OCC – Rebecca Hewett

RH explained that the department is requesting consent to change the core courses and ILOs of the new programme

- 1) From September 2022, the name of the newly merged MSc HRM and MSc OCC programme will be MSc People, Organisations & Change (MSc POC)
- 2) The academic year 2021-2022 is a transition year in which the MSc HRM and MSc OCC have already been merged. This means that a) There is a new core course (formerly MSc OCC) Theories of Change and b) The former OCC core course Foundations of Consulting and the HRM Megatrend course will become electives
- 3) From September 2022-2023, the main changes in the new master are a) The new name MSc POC and b) The new core courses Organisational Design and Leading Organisational Change. The main goal of the department is that when the students have followed all core courses they have a good understanding of the different perspectives on the dynamics of people and change in organisations, thus with this knowledge they can choose the elective that suits them
- 4) Students can choose between the two electives (HRM) Human Resources Leadership or (OCC) Organisational Development and Change. Moreover, students from both tracks could also follow courses from the third elective Generalist track
- 5) ILOs: The department has tried to reflect the multilevel nature of the programme in the ILOs, for example in ILO 1: Critically evaluate the role of impact of individual, leaders and structures on organisational effectiveness, which reflects the master programme. In addition, there are some ILOs, for instance number 3 'Initiate and manage people dynamics for sustainable personal and/or organisational development', which are linked to the RSM mission
- 6) The department anticipates growth of the programme. Therefore, it is collaborating with LIT to ensure that the programme remains strong as a "small" programme.
- 7) The marketing of the new MSc POC commences in May 2021

Comments of the committee:

- 1) MS: Having teachers with different backgrounds expertise is a good idea but it is also a challenge. Therefore, the department should develop at a structural level links between the four core courses
- 2) SZ: The department has developed a good master. However, it should also have a good insight into the demand from employers thus that the alumni can get a job in their field of study.

The proposed changes in the curriculum and the ILOs were unanimously accepted by the committee: MS will send a letter of consent.

4. HOKA Report – Anna de Waard -Leung

AWL updated the committee on the HOKA report:

- 1) The role of the PCs in the HOKA process is to decide whether the projects meet the KPIs and have an impact on education
- 2) There are five MSc HOKA projects: a) MSc1 Mission: In 2020 some master programmes have redesigned the core courses to align with RSM's mission so that the mission is reflected in the course. In the future, a more systemic approach will be explored to maximise impact in the portfolio, in parallel with the Transformative Education project with I@C. b) In 2019, the MSc2 Onboarding project started. The goal of this project is to prepare new MSc students for their time at RSM. From 2020, more online preparation modules have been implemented so that students can update their knowledge before starting the academic year. Looking forward, the school would like to use PQI-HOKA funds to to develop more preparation modules and blended onboarding activities will be assessed to identify opportunities for synergy, c) The MSc 4 Small-scale intensive project have made efforts in some of the biggest programmes but the improvement and innovation capacity is hindered by the substantial growth. Therefore, more innovative approaches or tools will be explored to

address the scalability of this project, and d) The MSc 3 Research Resource Platform and MSc 5 Teaching Assessment projects are in the design phase and are probably to be launched in September 2021.

Comments of the committee:

- 1) MS: It is important to work on several MSc HOKA projects at the same time because they have similarities. In this way, a unified framework can be built which will facilitate the HOKA process.
- 2) MS: It would be useful to involve the PACs in the HOKA process
- 3) GH: from next academic year, Programme Management will include the SDG list in the course manuals, thus teachers are asked to report which SDGs are represented in their course. The background to this is, firstly, teachers are more likely think about how they want to represent the mission in their course. Secondly, PM can trace back which SDGs are represented in the courses.

5. Update on TER – Carla Dirks - Van den Broek

CD updated the committee about the changes in the TER.

- 1) The definition non-written tests has been replaced by 'other test methods such as' (e.g. assignments, internships etc.) because last year's definition was ambiguous.
- 2) In case the final grade of a course is predominantly determined assignments, thus students who fail the assignments cannot pass the course, a re-sit or improvement option is necessary. This rule is not completely new, last year an improvement option was introduced, but during this Academic Year it turned out that it isn't always possible to offer an improvement option. Therefore, a re-sit option has been added to the TER
- 3) The programme components of each MSc programme have been added to the TER providing more clarity on education and assessments.
- 4) The transition rule for the OCC programme has been included to the TER due to MSc OCC will be discontinued as of September 2021, while there are still some students who needs to complete their MSc OCC.
- 5) The premaster programmes have been updated: there is an English taught online programme, a Dutch on campus programme and an English taught online module Statistics for University students with statistics deficiencies.
- 6) The courses of the premaster programmes are self-contained and are no longer part of the bachelor programmes

Comments of the committee:

- 1) GH: Some programmes which don't exist anymore are still included in the TER because there are students who still need to complete their master thesis.

The proposed changes in the TER were unanimously accepted by the committee: MS will write a letter of consent.

6. Discussion about the master thesis

Not discussed

7. Discussing plans of PC subcommittees

An overview of what the subcommittees have done until now:

- 1) The Online Education Best Practices subcommittee has developed a short quick win's do's and don'ts list on the main topics of the PACs reports. In this list, the topics have been categorised according to the concepts of the PAC reports. In addition, the subcommittee has added an explanation to the document for each suggestion.

2) The impact subcommittee has written a short draft report on the impact of the previous subcommittees. This document will be shared with the MSc PC members.

3) The SR MSc PC Collaboration subcommittee a) Is setting-up a network for former and current MSc PC student members to exchange information about the PC and b) Is organising a training for the next MSc PC members. Therefore, the subcommittee has asked for suggestions from the other MSc PC student members on how a PAC should be formatted, thus there is a draft standard procedure for setting-up a PAC from next academic year

4) For the next MSc PC student members, the Online Education Social Practice subcommittee will compile a manual with suggestions on how students could be connected during the pandemic period

5) There is no update by the HOKA subcommittee

6) The Thesis Trajectory subcommittee will discuss the list of best practises again with the academic directors and thesis coordinators. After that, they will write a draft report which will be shared with the PC and committees

8. Closing remarks

There were no closing remarks.

9. Action points

What	When	Who
MS will write a consent letter about the changes in the TER	June	Maciej Szymanowski
MS will write a letter of consent about the changes in the HRM/OCC programme	June	Maciej Szymanowski
The final output of the subcommittees should be completed and shared	June	All subcommittees

Next Meetings:

22-Jun-21, 10.00h