

Minutes MSc PC – 21 February 2023

Hybrid meeting via Zoom and in T3-42 10:00–12:00 hours

Present	Absent
MS: Maciej Szymanowski (Chair, MM, BAM)	MLP: Michal Pilch (BIM)
AL: Annelie van der Leelie (Minutes)	SZ: Solomon Zori (MScBA AFM)
MP: Morteza Pourakbar (SCM)	EB: Emanuel Ubert (SM)
YL: Yu Liu (SE)	AM: Alla Molibog (HRM)
GB: Guido Berens (GBS)	KK: Korcan Kavusan (MscBA MIM)
RG: Rob Geurts (MScBA BAM)	RSV: Romee Servant Volquin (SE)
BES: Baris Eren Sezer (MM)	PBC: Philipp Cornelius (BIM)
JU: Jule Ulrych (MScBA MIM)	EV: Eric Vaupel (MScBA AFM)
CS: Claus Schmitt (FI)	SO: Sam Oor (MI)
SV: Stefan Vuksa (FI)	HPW: Han Pei Wu (SCM)
WV: Wim van Vliet (MScBA P-MIM)	(MScBA P-MIM)
GH: Gabi Helfert (PM)	
PBT: Pedro Barbosa Tinnemans (MBI)	
MIP: Malgorzata Iwanczuk – Prost (MI, MBI)	
JS: Jonas Schmidt (GBS)	
NE: Nico Eymael (SM)	
AS: Ad Scheepers (PM)	
JA: Jorrit Alkema (HRM)	

1. Opening and announcements

The chair welcomes everybody present.

Announcement:

- 1) MS asked the MSc PC members whether they would like to hold the MSc PC meetings in a hybrid format or would it be better to hold the meetings only on campus again?
After the discussion, the Committee decided to hold the MSc PC meetings in a hybrid form as people who are ill or abroad can also participate in a meeting.
- 2) GH again asked the MSc PC student members to promote the Nationale Studenten Enquete / National Student Survey (NSE) as the response rate so far is 18% university-wide and less for RSM. The NSE is important because it's used annually to improve student experience not only regarding education, but also regarding facilities at the university.

2. Approval of minutes from MSc PC meeting 26 January 2023 – see attachment.

- 1) GB: The phrase *After reaching the subcommittee found out* should be changed to *furthermore, the programme manager explained that*.
- 2) GB: The sentence *Many departments have other priorities* should be changed to *HR and LIT have other priorities*.

3. Discussion on the level of students' research competences

MS informed the Committee about the level of students' research competence.

- 1) According to the BSc PC chair Anne Nederveen Pieterse, the level of the bachelor students' research competence has decreased and she wondered whether this is also visible in the master programmes.
- 2) The MM department noted that the level of research skills of master students has declined compared to students in the previous academic year. Therefore, the question arises to what extent is this the corona or Boost the Bachelor effect?

- 3) The bigger question whether there is systematic evidence of problems with students' research skills?

Comments of the Committee:

- 1) GH: To see whether the level of students' research skills has decreased, it would be better to compare RSM IBA and BA graduates with external bachelor graduates who enter our master programmes. Study success should be compared with previous years' grades.
- 2) AS: During that study, it would be useful to use grades of the master Research Clinic course, the BA3 Advanced Research Method course and master thesis.
- 3) MS recommends to use data from the MSc SM and MSc MM programmes for analyses.
- 4) RG: What stands out is that IBA/BA students have more problems with their master in general than external students. This difference is because not every student has had the same experiences with data analysis, for example.
- 5) CS: It would be useful if RSM starts using the qualitative data in the studies on learning progress and learning experience because then it's visible where the results come from.

4. Discussing plans of PC subcommittees

- 1) JA explained that the HOKA Working Group is writing a report on the HOKA subprojects and this could be the reason why the subcommittee has not yet been invited to the HOKA Working Group meetings.
- 2) The Programmatic Practice Relevant Assessment Subcommittee has created a Teams Channel.
- 3) The Thesis Subcommittee would like to address the issue of finding a co-reader. There are problems with a) Master programmes where the coach and co-reader are from the same department, while the rule is that the co-reader should be from another department and b) In some master programmes students have to find their own thesis co-reader which in turn causes frustration among faculty and students. Therefore, the Subcommittee asked MSc members what their experience is with these issues.
- 4) The Course Evaluation Subcommittee explained that a) The topic Positive approach to course evaluations by teachers means teachers should have a positive attitude towards course evaluations because the surveys are designed to improve education and not to penalise the teacher and b) RSM neglects the internal communication about what impact students have in society and how does RSM in terms of providing people and education across different parts of society?
- 5) There is no update from the Diversity & Inclusion subcommittee.
- 6) There is no update from the Onboarding Faculty Subcommittee. However, GB wonders whether it's useful to invite Programme Manager Eilen Clares Escalante to the MSc PC meeting to discuss this topic.
- 7) There is no update from the Open Education Subcommittee.

Comments of the Committee

HOKA Subcommittee

- 1) MS: If the HOKA Working Group doesn't respond to the HOKA Subcommittee's support, it would be better if the subcommittee research what happens to the HOKA funds.
- 2) GH: Suggests to invite Anna de Waard-Leung and/ or Alexander Baanen to the MSc PC meeting so that they can give an update on the HOKA projects.
- 3) MS: It would be useful for the HOKA Subcommittee to give feedback on the HOKA report and invite Anna and Alex during the MSc PC meeting in April to give an update on the report.

Programmatic Practise Relevant Assessment Subcommittee

- 4) MS: For the Programmatic Practise Relevant Assessment it would be an idea to investigate how the competency framework-based education is going on in the MSc HRM and MSc SM programmes. Therefore, it would be good to invite Academic Director Rebecca Hewett to the MSc PC meeting so she can give an update on this.
- 5) According to NE, competence-framework-based education isn't yet visible in the MSc SM programme.
- 6) JA: In the MSc HRM programme, competency framework-based education is visible through a) The company project which runs through all core courses and b) The profiles in which students can see the progress of their skills development. In general, students are positive about this approach. Currently the HRM department is evaluating the competency framework-based concept.
- 7) MS/JA: It would be good to contact Sahar Hofmeijer of the RSM HR department to ask for information about

the competence framework-based education in bachelor programmes.

Thesis Subcommittee

- 8) MS: In the MSc MM programme, the thesis coordinator pairs the thesis regular faculty (thesis coach) and external co-reader.
- 9) CS: In the MSc FI programme, the coach and co-reader are from the same department. they are paired by a thesis topic.
- 10) MP: In the MSc SCM programme, co-readers are people from industry with a PhD degree.
- 11) JU: In the MScBA MIM programme, students have to find their own co-reader.
- 12) WM: In the MScBA P-MIM programme, students have to find their own co-reader. In addition, some thesis coaches have a partnership with a co-reader thus the students don't have to search.
- 13) GH: If the coach and co-reader are from the same department, they may not have a professor – PhD student relationship.
- 14) GH: Some years ago we investigated the use of a co-reader database across departments; however, we came to the conclusion that the practices, rules, deadlines, and requirements in different departments vary too much.

Course Evaluation Subcommittee

- 15) GH: For the learning dashboard, it would be useful to collaborate with LIT. in addition, RSM isn't allowed to collect data about students, for instance background and income information. However, data is available about which impact alumni have in society for example about which industry and company they work in.
- 16) AS: In the previous years the course evaluation has changed and evolved. Therefore, it would be better if AS updates the subcommittee on this topic thus the subcommittee gets insight on which topics they can work on this year.
- 17) MS: It would be good if the subcommittee will look at the conceptual framework of dimensions of quality and try to match the measures with those dimensions. Questions they could use are: is there much learning from the course evaluations and is learning from the course evaluations what should to be learned?
- 18) NE always fills in the course evaluations because it doesn't take long and it's important because the evaluations help improve education.
- 19) RG: Teachers in some master programmes prefer the PAC's feedback on the course instead of the course evaluations because a) They receive feedback from students who don't fill in the course evaluations and b) The PAC provides qualitative feedback with the reasons why and suggestions how a course should be improved.

Diversity Subcommittee

- 20) MS: It would be good to invite the Associate Dean of Diversity & Inclusion Inga Hoever to the next MSc PC meeting thus she can inform the committee about what the Diversity & Inclusion Committee is working on. As an output, the Diversity & inclusion Subcommittee could then make recommendations to Inga on this topic.

Onboarding Faculty Subcommittee

- 21) GH: The subcommittee's suggestions about extending the faculty onboarding process should include the HR department. PM and HR should collaborate on a trajectory where PM provides information about teaching and the systems and HR can inform the new faculty about RSM and the EUR e.g., a campus tour.
- 22) GH: Barry van der Hoeven is the new business partner faculty in the HR department. He is committed to improve things like the faculty onboarding process.
- 23) MS: It would be better to create a document for new faculty with information about, for instance, events, the campus, welcome day and teaching.
- 24) CS: Such a document is important because the new faculty could identify with their colleagues and the RSM strategy.
- 25) GH: It is part of the task portfolio of supervisors (for faculty: department heads) to inform new faculty about such events.
- 26) MS: New faculty often have a connection with the department but a gap with RSM and even more with EUR. Therefore, it would be better to also focus on the cultural part of the school during the onboarding process.

5. Closing remarks

6. Action points

What	When	Who
AL will contact some subcommittees about who to invite to the next MSc PC meeting and why	By March	Annelie van der Leelie

Next meetings:

21-Mar-23, 10.00h

18-Apr-23, 10.00h

30-May-23, 10.00h

27-Jun-23, 10.00h