Minutes MSc PC – 28 June 2022

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

Present	Absent
MS: Maciej Szymanowski (Chair, MM, MScBA BAM)	CD: Carmen Damen (MScBA AFM)
AL: Annelie van der Leelie (Minutes)	AF: Andrea Da Fre (MI)
GB: Guido Berens (GBS)	HD: Hilde Dales (SCM)
AS: Ad Scheepers (PM)	PC: Philipp Cornelius (BIM)
FW: Frank Wijen (SM)	(MScBA BAM)
MP: Morteza Pourakbar (SCM)	(MScBA P-MIM)
JMP: Jan Müller-Popkes (MScBA MIM)	
GH: Gabi Helfert (PM)	
YL: Yu Liu (SE)	
EMT: El Mehdi Trifaia (SM)	
ANV: Antje Nikkels van der Veen (FI)	
JM: Juan Madiedo (MI)	
AB: Anne Burmeister (HRM)	
FM: Florian Madertoner (FI)	
SZ: Solomon Zori (MScBA AFM)	
LB: Laurens Boeren (MM)	
MB: Marietje Bosma (MScBA P-MIM)	
KK: Korcan Kavusan (MscBA MIM)	
RG: Rabia Guney (BIM)	Guests
EJ: Elianne de Jong (HRM)	CR: Claudia Rutten (Executive Director of the RSM Board)
VM: Viviana Mercuri (SE)	ABH: Anouschca Bholanath (RSM legal department)
SL: Simon Lang (GBS)	MW: Maarten Wubben (Academic Director MSc GBS)

1. Opening and announcements

The chair welcomes everybody present.

Announcement
1) MS: The student members will leave the committee because they will graduate.
2) JM will leave the committee because he will become Academic Director of the MSc MI programme.
3) SL: Recommends that the next PC will contribute to improving the process of student selection of exchange programme.

2. Approval of minutes from MSc PC meeting 24 May 2022 – see attachment

The minutes were approved

3. ECs changes in the MSc GBS programme – Maarten Wubben

MW presented the planned ECs changes in the MSc GBS programme.
1) The department would like to restructure the GBS programme based on the current challenges a) The pace of the Research Methodology I course is slow b) The pace of the Sustainability Grand Challenges course is

rushed c) The Research Methodology II course is underfinanced and d) It's preferable to focus more on core courses before Christmas an on the thesis after.

2) MW requested the MSc PC for approval a) To shift the 4 EC for the Research Methodology I one course to 1 EC and the department would like to add the 3 EC to the Research Methodology II course. So, in January the Research Methodology II course combined within Block 3, 4 and 5 1 EC workshops b) To shift the Sustainability Grand Challenges course from January to block 2 before the Christmas break thus students have four weeks for the capstone course instead of three weeks.

Comments of the committee:
1) SL is positive about the swap of the Sustainability Grand Challenge course from January to Block 2 because the January Block was rushed.
2) MS: At the Sustainability Grand Challenge course, it would be useful to prepare students for a project-based course on a conceptual level.
3) MS advises to pay attention that the new structure of Block 2 won't increase the workload of students too much.

The proposed ECs changes in the MSc GBS programme was unanimously accepted by the committee. MS will write a letter of consent.

4. "Continuation of the discussion about RSM Competency Framework

MS informed the committee about the RSM Competency Framework.
1) The Competency Framework is a tool which can adopt by programmes.
2) The MSc PC should vote on the Competency Framework as a tool that can be voluntary adopted by the programmes.
3) MS would like to know the opinion of the committee members on the Competency Framework.

Comments of the committee:
1) FM will approve the Competency Framework tool with the condition that there will be a pilot in e.g., two courses thus that the framework can be approved.
2) MS: Competencies are important. However, he wonders whether the Competency Framework is useful for each individual student.
3) FW is in favour of a competency approach. However, the substantive content shouldn't disappear.
4) MP: It would be better to wait with voting until the pilot in the MSc HRM programme is completed as there is currently little empirical evidence on the Competency Framework.
5) EMT: From a student perspective it's stressful to know that in your one-year master programme a framework is being tested.
6) EMT: It is difficult to assess what the Competency Framework means because the document contains to many gaps in the specifications.
7) EMT: It would be better to clarify the definitions of low stakes and high stakes assessments.
8) EJ: From student perspective students don't know that a framework is tested during their academic year.
9) EJ: In the MSc HRM programme, students still should make a cultural change from a high-grade focus to a personal development focus.
10) AB: The change in the MSc HRM programme from a faculty perspective to an integrated perspective has led to more exchanges and conversations between faculty members resulting in more alignment of more course content and competencies. This has also improved the study experience of students.
11) JM is positive about the Competency Framework. However, programmes which want to discontinue the tool, should be given the opportunity to return to the old style of education or an alternative should be offered.

The MSc PC gave consent to the Competency Framework proposal, with 16 votes in favour of the proposal and one vote against it.

5. Proposed updates to the RSM MSc Teaching and Examination regulations 2022-2023 — EB
CR and ABH updated the committee on the changes in the P-MIM TER/ R&G.
1) Some pronouns names and dates have been changed in the TER and R&G.
2) To be consistent with the documents of other programmes, the TER and R&G have been separated.
3) The 'rechtsbescherming'/ complaint procedure has been removed from the TER and R&G.
4) Currently, the documents are being updated with the approved changes of 2021-2022.
5) Article 2.3 of the TER is still pending, but it's about rectification of names
6) Article 5.1 of the TER describes that from next academic year examiners can also register grades.
7) In the pre-experience R&G, the rule related to cum laude/ summa cum laude only being possible if the thesis is passed at the first attempt has been deleted. However, a thesis resit is not possible if the thesis was already passed at the first attempt.

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

6. Discussing plans of the PC subcommittee
An overview of what the subcommittees have done during the academic year.
1) The HOKA subcommittee will write a short reflection about what they discussed during the academic year.
2) The Impact subcommittee has created a document with topics which should be reviewed by the next Impact subcommittee.
3) The Online Education Social Interaction Subcommittee was unable to organise an event due to the COVID-19 pandemic and online events were not considered as valuable. In addition, there was less demand from the students for such events. Furthermore, the subcommittee indicated that it would be better if the committee was informed in advance of who the events should be for (all master students or a master programme) and what the budget is.
4) The Competency Framework / Transition to Programmatic subcommittee had discussed the Competency Framework in meetings and email exchange.
5) In collaboration with the RSM Diversity and Inclusion Work Group, the Diversity and Inclusion subcommittee investigated through a questionnaire the diversity of inclusion in project/ work groups. About 60% of the participants of the survey were Dutch and the most represented ethnic group was white. The results depict that students a) Find the national diversity important in the group, b) Prefer a diverse environment to work in c) Prefer to form groups themselves instead of being placed in a group by the professor and d) Prefer to change groups during the year. Regarding the question about exclusion the results show that Dutch students didn't experience exclusion, the non-Dutch European students did experience some level of exclusion, and the non-European students had high levels of experienced exclusion. Among ethnic backgrounds feelings of exclusion were most prevalent among the Asian and Middle East students.

Education form during the academic year 2022-2023
MS explained that as a result of the pandemic that students had more time for extracurricular activities which led to fewer students came to attend classes on campus. Therefore, he wondered what the policy will be for the next academic year.

Comments of the committee:
1) SL: Students are positive about visiting the campus. However, mandatory attendance is outdated as students are used to online education. Therefore, flexibility will be the new standard.
2) YL: The bachelor education will require students to come back to campus.
3) GH: The master education will generally require students to return to campus. There might be online

components, but no programme can be followed exclusively online. However, the final decision on which elements of a course will take place online and which on campus lies with each instructors.

4) VM: Being back on campus is good because some parts of the study, for instance brainstorming on group work, is difficult in an online environment.
5) EMT: RSM should incentivize physical attendance on Campus but also enable students who can't come to the university to follow their master programme.
6) KK: RSM should consider which high quality education they want to offer. Students will then choose the programme that best suits their situation.
7) FW: The best way to provide high quality education is teaching on campus.
8) MS: When considering high quality education, RSM should also consider that education should remain accessible to all.

7. SR PAC and MSc PC manuals — Lilian Paardekooper
Not discussed due to absence SR representative

8. Closing remarks
MS would like to thank all the committee members for their contribution to the committee over the past year.

9. **Action points**

What	When	Who
MS will write a letter of consent regarding the EC changes in the MSc GBS programme	Before 13 July	Maciej Szymanowski
MSc will write a letter of consent for the Competency Framework	Before 13 July	Maciej Szymanowski
MS will write a letter of consent about the TER	Before 13 July	Maciej Szymanowski
The final output of the subcommittees should be completed and shared	Before 13 July	All Subcommittees

Next meetings:
Will be scheduled and published in late August

RSM