IM Programme Committee Meeting

11 May 2023, 10:30- 12:00, MS Teams

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| Members present: | Programme Management and Examination Board: |
| * Brian Pinkham, Faculty IM PC member, chair (BP) * Claus Schmitt, faculty IM PC member (CS) * Anastazja Jankowska, student IM PC member (AJ) * Merlijn van Wijngaarden, student IM PC member (MvW) | * Rene Olie, Academic Director, IM/CEMS (RO) * Gabi Helfert, Executive Director MSc Programmes (GH) * Gina Kim, Programme Manager, IM/CEMS (GK) * Annemarie Kersten, Senior Education Services Officer (AK) |

## Opening & announcements

## Agenda:

1. Introductions
2. Rules, regulations & function of the Programme Committee (Gabi Helfert)
3. Review/Confirmation of IM Examination Regulations 2023-2024 (Annemarie Kersten)
4. Programme-related proposals
5. Discussion of off-campus Personal Leadership Development (PLD) retreat October 2023
6. Setup of third/thesis semester (Rene Olie)

## Introductions



## Rules, regulations & function of the Programme Committee (Gabi Helfert)

* MvW: to what extent can we make suggestions for change?
  + GH: you can suggest anything you like, and we will hear and respond to everything; we just can’t promise that all suggestions will be implemented.
  + BP: the things we raise here in the committee do have long term impact
  + GH: It’s the committee’s right, and the Dead of Education, the Dean is by law mandated to reply to that within two months. In practice, we give these suggestions to the AD first and discuss them, then possibly we can send a letter to the DoE.
  + CS: how does this PC fit in the larger CEMS framework, in terms of reach, and how does it relate to the other PC (that Claus is also a member of)?
  + GH: this PC has the same rights as any other PC in terms of rights, and it is independent from the other PC
  + RO: old members are still included on the website, should this be edited?
* Gina will ask Paul (MSc Programme Assistant) to edit out the old members and add the new ones.

## Review/Confirmation of IM Examination Regulations 2023-2024 (Annemarie Kersten)

BP: suggests going through the changes and try to get to the clarifications.

* First comment by MvW: on change in TER referring to “programme component” instead of “course”.
  + AK: this in line with assessment policy of the school and the new curriculum information system (CIS). Mostly a technical/legal division of the different components in that. There’s not a lot of flexibility in that.
  + GH: in some programmes, courses are being assessed together, so not per se a separate assessment per course.
  + MvW: in that case, my comment is probably not relevant
* Comment by MvW: misses “participation” in assessment.
  + AK: another alignment issue; how participation is graded should be very clear per course.
  + GH: this was an open question from the other PC.
  + BP: another component that is missing in the “assessment” article is self-reflection exercises. These are used more and more.
  + AK: will check these points with Carla from EB, to see if these points require extra attention
  + Another reason why some of these are not specified further is that this is a legal document; a contract between the programme and the students. If you put something specific in this document, you will always have to abide by that definition. This may limit the space instructors have to teach the way they want to teach. As such, we want to be careful not to overdefine things.
* Definition of TER: needs to be clarified somewhere in the preamble of the document
* MvW: comment of CEMS eligibility: shouldn’t internship and language requirements be mentioned here?
  + GK: to clarify, the languages and internship are only for CEMS, not for MSc IM, and the clause implies eligibility, it doesn’t suggest all requirements are met.
* MvW: 1EC is rather low for PLD component. Suggests to make it 2EC.
  + Changing the EC for PLD would not affect the overall picture for the programme (as the course is a mandatory component in the programme, and the amount of EC required for the programme remains the same, nothing would change if the EC is increased). The only thing that could work is decreasing the workload for the PLD module.
  + GH: 1 EC is equivalent of 20 study hours. If this course requires more than that, we could reduce the study load or reduce the study load of another course in the programme.
  + MvW: Many students feel that they have to put too much time into this module for 1 EC.
  + RO: we can discuss internally on how to solve this problem.
  + BP: how does the PLD module compare to other Skill Seminars?
    - GK: 1 Skill Seminar day is equivalent to 0,5 EC.
  + AJ: is PLD the same in the Spring and Fall semesters? Because I did not feel that it was too much work for 1 EC
    - GK: it’s worth taking a look at if many students feel this way
* MvW’s comment on digital student card: this is an EUR article that we have to copy, but since there is indeed an inconsistency, we contacted the EUR legal department about this.

TER review is concluded, AK leaves the meeting.

## Programme-related proposals

Announcements by RO:

* CEMS Faculty Day was organized recently, and student representation was present as well.
  + For faculty to get acquainted with one another
  + Inform faculty about changes in the curriculum
  + Foster alignment between courses
  + Share best practices
  + Planned to be a yearly event
* CEMS peer review is coming up in October
  + Takes place every 5 years
  + CEMS universities are being reviewed by representatives from partner universities. In this case by CBS (Copenhagen) and UoC (Cologne) as well as someone from the CEMS Global Office
  + It’s basically an audit of the CEMS programme at RSM, but also involves best practice sharing.
  + RSM will have to write a self-evaluation report after the peer review

Last AY, a new course was introduced: Business Analytics for International Managers.

* This was because the existing Hard Skills course, Climate Change Strategy Roleplay, was being put on hold for one year due to sabbatical leave of the professor.
* The new course will be discontinued again starting next AY, because there is another new course that already fulfills the Hard Skills requirement: Marketing Strategy in the Age of AI.
* GK: points out that the Climate Change course is missing on the curriculum overview.

### Discussion of off-campus Personal Leadership Development (PLD) retreat October 2023

### Setup of third/thesis semester (Rene Olie)

Fall and Spring cohort interaction is very minimal at the moment, as there are no joint courses in the third semester. Fostering cohort interaction is something RO would like to focus on.

* RO would like to organize a concluding event of the IM/CEMS programme, as that does not exist yet (only the graduation, but not a curricular event).
* Two ways to do this:
  + In-class meetings
  + Off-campus retreat

The idea is to organize the PLD module somewhere off campus

* Proposed date: Oct 18-20
* Objectives:
  + Fostering personal & leadership development
  + Creating an impactful conclusion to the CEMS programme in the 3rd semester
  + Organize learning activities:
    - Legacy speech
    - I Will statement
    - An outdoors activity to foster planning and execution in a team setting (leadership training).
    - Quality time spent with cohort

Next steps for the programme

* Reviewing the ILO’s of the programme
  + RO would like to integrate them at a higher level for all courses
  + Working on synchronization of courses
  + Developing a narrative for the programme – what sets us apart as a CEMS school?

CS: would it be an idea to involve alumni in the PLD excursion?

* RO: already in contact with an alumna to get involved
* MvW: likes the idea for the PLD module, because admits that there is a disconnect between cohorts. Sidenote: many students may not be present in Rotterdam at that time, perhaps it’s possible to move it closer together with the Research Clinic?
  + RO: this is because thesis proposal is in that period in between
  + RO: November could also be an option
* JW: agrees that cohorts would like to connect more

## Any other issues

* + Question from CS regarding the policy shift towards more focus on Dutch language education: to what extent will this affect the CEMS programme, and perhaps the TER as well?
    - GH: there are no decisions made or policies defined yet by the government; only a letter was sent by the minister to the Parliament. More information will come in the next couple of months. Then, the universities themselves will start to define policies. If there are good reasons, a programme can remain to be taught in English, so that may not change. In terms of a possible obligation to offer Dutch language training: we don’t know anything about this yet. This won’t likely affect the coming AY.
    - GH: sidenote: we at RSM are not happy with this development. We are working with committees towards making clear our position to the university.
    - GK: have MvW and AJ been aware of this development? (Proceeds to give short summary on the development).
    - RO: adds that the ongoing discussion regarding Dutch language in higher education is not just focused on language. One problem the government attempts to address here is the fact that Dutch students experience difficulty accessing higher education.
    - GH: the housing situation is also a problem that the government is trying to address here.
    - CS: adds that university should publicly get involved in the discussion
    - GH: our Marketing department is working on this, however, other faculties are more Dutch oriented so there are different views within the university. PC can also get involved by connecting with the University Council, which has a say in negotiations with the Executive Board of the university.
    - CS: personal view is that the university should publish an objective outline of what could happen if some of these measures were to be taken – which in the worst case scenario could include, for example, that the CEMS programme cannot be taught anymore at RSM.
    - BP: discussing with faculty and in this committee is a good start to start making our voice heard. Will put this on the agenda for the next meeting (Fall).
      * Perhaps we should meet again in September

Agenda points for next meeting

* BP: discussing with faculty and in this committee is a good start to start making our voice heard regarding the Dutch language issue. Will put this on the agenda for the next meeting (Fall).
  + Perhaps we should meet again in September
* CS: alumni should be more strongly integrated in the programme in general, perhaps a brainstorming session on how to integrate alumni more in the programme?
* MvW: it would be useful to get a labor lawyer: knows regulations for employing non-EU citizens, could be very useful for international students in the programme
* BP: Invite Satya Autar (Corporate Relations Manager) to September meeting