

MINUTES 167TH FC MEETING – 30 APRIL 2015

Attendees

FC Members	Guests	MT	Official Secretary
Jan Sirks	Anne van de Graaf	Frank van der Kruk	Joy Kearney
Jelle de Vries			Liz Derks
Lance Cosaert			
Nicole Morgan			
Andrea Petrini			

1. Opening

Lance opens the meeting at 10.35 am.

2. Agenda

As Gabi could unfortunately not be present at today's meeting, the agenda has slightly changed. The planned agenda points regarding the scientific integrity coordinators and the diversity policy will be postponed to the next FC meeting on the 1st of June.

3. Minutes

The minutes of the previous meeting are approved without further remarks or amendments.

4. Announcements

Frank makes one announcement on behalf of the EB:

- The process concerning the Faculty Regulations has been quite a tough process. A meeting with Gabi and Jan will have to be set up to discuss some last adjustments. The final version of the new Faculty Regulations will be presented at the next FC meeting on the 1st of June.

There are no announcements made on behalf of the FC.

5. Proposal on selectivity in master admissions

Anne starts by explaining the context in which the proposal was drafted. The bachelor-master structure was introduced in the Netherlands in 2001. It has taken quite some time to really divide the bachelor and master programs into two different units, but currently this structure is well in place and "maturing". The notion of selection for internal students has only been used sparingly. The only two master programs at RSM using selection both for internal and external students are CEMS and, since two years, Finance & Investments. All other master programs were automatically open to all internal RSM students. For a long time, this was also required by Dutch legislation; the law stated that a faculty should offer master programs to its students with the mere requirement of having obtained a bachelor degree at that same faculty. However, recently this requirement has been abolished. This abolishment has a number of consequences. Amongst other things, this means that as a faculty we can no longer differentiate between internal and external students. Aside from no longer being allowed to differentiate by law, selectivity is in line with the integral strategy of RSM, which includes a continuous drive for excellence and quality. This means the selection criteria for internal students will be raised to the same level as for the external students. This effectively means that all applying students need to have an average GPA of 7.0 or a GMAT score of 600. The GPA will mostly be used for Dutch students as there is a good grasp of what a 7.0 constitutes in terms of performance. However, for international students this is often harder to assess, which is why the GMAT is used as a measure of comparison. Usually, on average, the percentage of students scoring higher than 7.0 is about 60%,

which coincides with the percentage scales of the GMAT (i.e. 60% scores higher than 600). The consequences of implementing these criteria can be read in the proposal. The total number of master students will likely not be affected, as RSM has sufficient external students to cope with a lower intake of internal students. Taking into account the advice and concerns of the bachelor and master program committees it was decided to stick to the original timeline (i.e. introducing the selection criteria in 2017). However, during the first year it will be allowed for internal students to exclude the grades for their first-year courses if that increases the GPA to a sufficient level. This means the current student population that will be affected by these criteria will not be disadvantaged. Moreover, some master programs will be working with a maximum number of students. Finance & Investments currently works with a maximum number of external students that can be taken on. From 2017 onwards, this maximum will hold for all students, regardless of being an internal or external applicant. It is likely that other large programs will work with such maximum numbers as well, however, this depends on the development of the number of master applications. Overall, it is believed that these selectivity criteria will be beneficial for RSM as it will increase the quality of student intake and it will enhance our reputation.

Jelle asks what is known about other business school in the Netherlands and if they are implementing similar structures. Anne answers that the University of Amsterdam (UvA) is working on their selectivity criteria as well. However, most other universities currently have no specific selection criteria for external students apart from having a valid bachelor degree. For the UvA it is therefore most likely they will start by implementing these criteria on one or two programs first and gradually introduce it for other programs as well. Jelle also wonders what the message will be to the bottom-level students (the students that will no longer be admissible for a master's degree at RSM): Are they not suited for a master program at all or are they not suited for a master program at this business faculty. Anne explains that the message should be that bottom-students are simply not suitable for a master program at RSM. She realizes it is a crude message as it might give the impression that our bachelor degree is not good enough for our own master programs. However, nowadays our master programs are competitive and with excellent students coming from all over the world you have to be able to perform on a certain level.

Andrea wonders how the selection process would work. Would it be similar to the IBA program where one just needs to meet the requirements and it is merely a matter of when you apply as it is a rolling admission, or will RSM first collect all applications and select afterwards? Anne explains that this will depend on whether a maximum is established for the particular program one is applying for. If it concerns a master program with a maximum, the ideal scenario would obviously be to first collect all the applications, rank them and draw a line after the maximum number. However, in practice this is often difficult as, especially with applications from non-EU and excellent students, you want to give the students certainty early on the process. In that case additional selection criteria might be installed, for example, with an 8.0 GPA or a GMAT score of 700 or higher you will have a guaranteed offer and use selection for the students not meeting these "excellence" criteria. However, for programs with no maximum the MSc program committee does not see the need to raise the bar unnecessarily and it will just be a matter of meeting the criteria.

Lance mentions that an additional criterion is having a sufficient level of English. Will this be facilitated for the Dutch BA students who do not need this standard for their bachelor program? Anne admits that she does not know how it is currently facilitated. She knows there is the Taal- and Training Institute and language courses are facilitated for IBA students. Lance mentions that as a BA student he did a TOEFL test as the internal language courses at university are not always considered valid, which is for example the case for exchange applications. Would a certificate from an internal language course (which is usually easier) be considered sufficient or would you need an external certificate like TOEFL? Anne says that currently the admissions office is pragmatic about it in the sense that Dutch candidates presenting an internal certificate, either from RSM or from another university, are usually

taken on. However, Anne recognizes that this is unequal treatment so the MSc program management will look into this.

Jelle wonders why the exclusion of the first year bachelor results will only hold for the transition period. To his knowledge, many universities (abroad) exclude these results anyway in the calculation of the GPA, as the first year usually imposes a lot of stress and pressure on the student. Anne is not aware of this and mentions that that will not be the case at RSM. However, in exceptional cases (i.e. personal circumstances, health issues, etc.) it can be decided by the examination board to exclude certain results in the calculation of the GPA.

Overall, the FC is positive regarding this development. The members believe that it will raise the quality, which will have wider implications such as an enhanced reputation. Moreover, it will be a good signal to external students who might notice they will now be in a program with “excellent” students, as opposed to just anyone who completed their bachelor studies at RSM. A letter of advice from the FC will be drafted and sent out within two weeks.

6. Any Other Business

No points are brought up as any other business.

7. Closure

Lance closes the meeting at 11.09 am.

To do before the next meeting

Task	Person Responsible	Progress
Formal Advice regarding selectivity master proposal	Gabi/Lance	
Setting up meeting between Frank, Gabi, Jan	Liz	