

**Besluit strekkende tot een oordeel positief van een aanvraag toets nieuwe opleiding van de wo-master International Joint Master of Research in Work and Organizational Psychology (joint degree)<sup>1</sup> van de Universiteit Maastricht (the Netherlands), Leuphana Universität Lüneburg (Germany) and Universitat de València (Spain)**

datum	<b>Gegevens</b>	
31 januari 2019	Instelling	: Universiteit Maastricht
onderwerp	Opleiding	: wo-master International Joint Master of Research in Work and Organizational Psychology (leidend tot joint degree)
Besluit	Variant	: voltijd
Toets nieuwe opleiding	Afstudeerrichtingen	: N.A.
wo-ma International Joint	Locaties	: Lüneburg, Maastricht, València
Master of Research in Work and	Studieomvang (EC)	: 120
Organizational	Datum macrodoelmatigheidsbesluit	: 30 oktober 2017 (verlengd 3 januari 2019)
Psychology	Datum aanvraag	: 26 april 2018
van de Universiteit Maastricht	Datum locatiebezoek	: 3 oktober 2018
(the Netherlands), Leuphana	Datum paneladvies	: 20 december 2018
Universität Lüneburg (Germany)	Instellingstoets kwaliteitszorg	: ja, positief besluit van 15 mei 2013
and Universitat de València		
(006881)		
uw kenmerk		
2018.10.0934-ES		
ons kenmerk		
NVAO/20190226/ND		

**bijlagen** **Beoordelingskaders**

- 2 Beoordelingskader voor de European Approach Standards for Quality Assurance of Joint Programmes in the European Higher Education Area (EHEA), issued in October 2014 and approved by the EHEA ministers in May 2015. Deze zijn in lijn met het kader beperkte toets nieuwe opleiding van de NVAO (Stcrt. 2016, nr 69458).

**Bevindingen**

De NVAO stelt vast dat in het paneladvies deugdelijk en kenbaar is gemotiveerd op welke gronden het panel de kwaliteit van de opleiding positief heeft bevonden.

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<sup>1</sup> Bij joint degrees worden alle betrokken instellingen en locaties vermeld, ook de buitenlandse.  
Nederlands-Vlaamse Accreditatieorganisatie  
Accreditation Organisation of the Netherlands and Flanders

Samenvatting bevindingen en overwegingen van het panel.

This report is issued by the panel appointed by the Accreditation Organisation of the Netherlands and Flanders (NVAO) and assesses the conditions for initial accreditation of the academic master programme International Joint Master of Research in Work and Organizational Psychology (IJMRWOP) as submitted by Maastricht University on behalf of the IJMRWOP consortium which also features Leuphana Universität Lüneburg (Germany) and Universitat de València (Spain).

The application concerns a joint English-language master's degree of 120 European Credits which is offered as a full-time two-year programme in the Netherlands, Germany and Spain. Given these specific features, the panel based its assessment on the standards of the European Approach for Quality Assurance of Joint Programmes in the European Higher Education Area of October 2014, approved by the EHEA ministers in May 2015, which in turn are based on the European Standards and Guidelines for Quality Assurance.

The application documentation, programme materials on site and discussions with delegations from all three universities, some of whom participated in the discussions via skype have provided the panel with a comprehensive view of the programme. It became clear to the panel that the programme is founded by a group of highly motivated scholars with a longstanding collaboration in research and teaching and a visible ambition to turn this joint master into a success. Based on the presented documentation, the site visit and the additional information provided on 26 October 2018, the panel concluded that the IJMRWOP programme meets each standard of the assessment framework. Consequently, the panel assesses the overall quality of the entire IJMRWOP programme as positive.

IJMRWOP is a programme featuring intensive cooperation between three higher education institutions in three countries, whose national frameworks enable the institutions to participate in the programme. The panel considers the IJMRWOP programme to be a truly cooperative endeavour whereby the three consortium partners have indeed jointly developed the programme and have adequate provisions in place to roll-out and implement the programme together. The consortium agreement covers all the required components, but the panel did find some aspects could be elaborated on further, in particular the financial arrangements, examination regulations and the mobility support of students.

The IJMRWOP programme aims to deliver graduates with academic knowledge and skills pertaining to (research in) Work and Organizational Psychology in an international context. It has a cognitive profile and prepares students to become academic professionals with an orientation towards fundamental and applied research. The panel has established that the intended learning outcomes comply with the Dublin descriptors for the master's level, are in line with the EuroPsy criteria set out by the European Federation of Psychologists' Associations (EFPA) and have a clear academic orientation. The intended learning outcomes contain an adequate mixture of knowledge, skills and competencies that are clearly grounded in the field of work and organizational psychology. However, in the opinion of the panel there is a bit of a gap between the expectations of the professional field and what the programme will actually offer. It recommends the programme pays good attention to involving the professional field in the further development of the programme and keeping the intended learning outcomes up-to-date.

Pagina 3 van 7 Concerning the teaching-learning environment, the panel considers the curriculum structure to be adequate for a master's programme in work and organizational psychology. The IJMRWOP programme is carried out in such a way that each of the three consortium partners will consecutively offer an equal part of the programme (i.e. one semester), followed by a final semester during which students will conduct their research project and write their master's thesis at one of the consortium partners. The programme design follows the European Network of Organizational and Work Psychologists (ENOP) reference curriculum model for academic education and training in Work and Organizational Psychology and adopts various active learning methods. The panel is curious how students will experience the different teaching formats at each of the partner universities, but believes that the problem-based learning approach of Maastricht University may support students throughout the whole programme. However, the panel did have some difficulties in understanding the general underlying framework of the programme and strongly advises the programme management to further clarify the general structure and interrelatedness of the various modules in the curriculum. Additionally, the panel recommends the programme to make research ethics and moral dilemmas explicit in its course descriptions. Although it became clear during on-site discussions that these issues will sufficiently be addressed in the curriculum, this should be made transparent to students. Similarly, the panel found that the innovation and vitality of the programme was not adequately reflected in the content of the curriculum. It therefore advises the programme to further integrate innovative elements such as artificial intelligence (AI), big data and digitalisation into its curriculum.

The panel was particularly impressed by the high level of motivation and enthusiasm shared amongst the staff members. The teaching staff in particular is a highly committed team of very experienced and skilled researchers. The panel considers the student support services to be sufficient. The panel learned that the programme will provide students with pre-departure guides and will organise various social events that will support community building amongst the students. The University of Valencia and Maastricht University are planning to devote one common room exclusively to the students of the master's programme. Although the panel values these initiatives, it did notice that some practicalities concerning the mobility support still need to be developed. The panel therefore recommends the programme to further invest in student support mechanisms that are geared towards the specific challenges of mobile students. It also recommends to implement a shared (e-learning) platform where students can find all the materials required for the programme from all the partner universities. The panel considers that the size of the programme is in line with the legal requirements for a master's programme and that the study load is spread equally over the two years. All in all, the panel is convinced that the curriculum, the teaching-learning environment and the quality of the teaching staff will enable incoming students to achieve the intended learning outcomes.

With regards to assessment, the panel has established that the programme employs a great variety of assessments in accordance with its intended learning outcomes. However, the panel found insufficient evidence that the programme has all the necessary elements in place to guarantee the consistency of grading. Translating grades to the existing scales in the three respective countries is not just a mathematical exercise. There are differences in grading cultures between countries that need to be taken into account. Although it is clear to the panel that the programme is aware of this complexity, formalized procedures to guarantee the consistency of grading still needed to be established. In addition, certain procedures, such as the thesis trajectory or what happens when a student fails both the regular exam and re-sit of a course, could not be extrapolated from the application documentation and still needed

Pagina 4 van 7 to be clarified and formalized in writing. The panel had initially formulated four conditions related to standard 5.2: Assessment of Students and standard 8: Transparency and Documentation. After the site visit, the programme provided the panel with additional information on how it plans to meet said conditions. The panel unanimously agreed that with the additional information the programme has adequately addressed all conditions. Lastly, the panel has established that the programme has an adequate quality assurance system in place, which foresees the involvement of various stakeholders.

In addition to the assessment of the programme according to the standards of the European Approach for Quality Assurance of Joint Programmes, the IJMRWOP consortium proposes that the master's programme has a duration of two years (120 EC). The programme management's arguments in favour of this regard the attainability of the intended learning outcomes and intended research competence level as laid out by the ENOP reference curriculum model for Advanced European Certificate in Work and Organizational Psychology, as well as the requirements of the EuroPsy quality standard for education in psychology. In addition, the panel took into account the fact that a consortium agreement and the intensive mobility scheme would not have been possible without the extended duration of the programme. Following the criteria put forward in the Protocol for programme extension (NVAO, 2003), the panel concludes that a two-year master's programme is necessary for students to attain an international comparable level. The panel advises to grant the programme the right to offer a two-year master's programme (120 EC).

The panel concludes that it is convinced of the quality of this joint master's programme in Work and Organizational Psychology, taking into account the comments as described above. Given these considerations, the panel advises NVAO to take a positive decision regarding the quality of the proposed academic master programme International Joint Master of Research in Work and Organizational Psychology at Maastricht University, Leuphana Universität Lüneburg and Universitat de València.

*Advies van het panel*

Het panel adviseert de NVAO om positief te besluiten ten aanzien van de kwaliteit van de nieuwe opleiding International Joint Master in Research of Work and Organizational Psychology van de Universiteit Maastricht.

Ingevolge het bepaalde in artikel 5a.10, derde lid, in verbinding met artikel 5a.11, achtste lid, van de Universiteit Maastricht te Maastricht in de gelegenheid gesteld zijn zienswijze op het voornemen tot besluit d.d. 7 januari 2019 naar voren te brengen. Bij e-mail van dd-21 januari 2019 heeft de instelling ingestemd met het voornemen tot besluit.

De NVAO besluit de aanvraag Toets nieuwe opleiding wo-master International Joint Master of Research in Work and Organizational Psychology (joint degree)<sup>2</sup> (120 EC; variant: voltijd; locatie: Luneburg, Maastricht, Valencia) van de Universiteit Maastricht te Maastricht (the Netherlands), Leuphana Universität Lüneburg (Germany) and Universitat de València (Spain) als positief te beoordelen.

Advies Croho-onderdeel: h) gedrag en maatschappij,

Visitatiegroep : nader te bepalen<sup>3</sup>.

Van kracht tot en met 30 januari 2025

Graad: Master of Science

Den Haag, 31 januari 2019

De NVAO  
Voor deze:

A handwritten signature in blue ink, consisting of a large loop and a horizontal line, is written over the text 'Voor deze:'. To the left of the signature, the initials 'b/c' are written in blue ink.

Dr. A.H. Flierman  
(voorzitter)

Paul Zevenbergen  
Bestuurder

Tegen dit besluit kan op grond van het bepaalde in de Algemene wet bestuursrecht door een belanghebbende bezwaar worden gemaakt bij de NVAO. De termijn voor het indienen van bezwaar bedraagt zes weken.

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<sup>2</sup> Bij joint degrees worden alle betrokken instellingen en locaties vermeld, ook de buitenlandse.

<sup>3</sup> De opleiding dient ten minste twee jaar voor de vervaldatum gebruik te maken van de zogenoemde aprilronde om zelf zorg te dragen voor een indeling in een visitatiegroep. Daarna neemt de NVAO het besluit over de indeling in een visitatiegroep.

Standard	Assessment
<b>1. Eligibility</b>	
1.1 Status	Meets the standard
1.2 Joint design and delivery	Meets the standard
1.3 Cooperation Agreement	Meets the standard
<b>2. Learning Outcomes</b>	
2.1 Level	Meets the standard
2.2 Disciplinary field	Meets the standard
2.3 Achievement	Not applicable
2.4 Regulated Professions	Not applicable
<b>3. Study Programme</b>	
3.1 Curriculum	Meets the standard
3.2 Credits	Meets the standard
3.3 Workload	Meets the standard
<b>4. Admission and Recognition</b>	
4.1 Admission	Meets the standard
4.2 Recognition	Meets the standard
<b>5. Admission and Recognition</b>	
5.1 Learning and teaching	Meets the standard
5.2 Assessment of students	Meets the standard
<b>6. Student Support</b>	
	Meets the standard
<b>7. Student Support</b>	
7.1 Staff	Meets the standard
7.2 Facilities	Meets the standard
<b>8. Transparency and Documentation</b>	
	Meets the standard
<b>9. Quality Assurance</b>	
	Meets the standard
<b>Conclusion</b>	<b>Positive</b>

**Bijlage 2: Samenstelling panel**

- Prof. dr. Jozien Bensing (voorzitter), emeritus Professor of Health Psychology, Utrecht University;
- Prof. dr. Guido Hertel, Professor of Organizational and Business Psychology, University of Munster;
- dr. José Navarro, Associate Professor of Organizational Psychology and Organizational Behaviour, University of Barcelona;
- Paul Kop, Msc, Executive Psychologist, consultant and co-owner at Lagerweij;
- Mary Hayrapetyan, Student Erasmus Mundus Joint Master Degree in International Development Studies.

Het panel werd bijgestaan door ir. Lineke van Bruggen procescoördinator en Aurelie van 't Slot MA, beleidsmedewerker NVAO, secretaris (gecertificeerd).