

EGB Strategy on Integration and Upgrading of DVIPs

The DVIP strategy at EGB is partly based on previous INT and DBP strategy papers on DVIPs, and partly on a paper from the Dean's office called '*Styrkelse af integration og monitorering af DVIP'ere på CBS*' as well as on a re-accreditation report from 2015, also from the Dean's office. In addition, we are inspired by material related to the current initiative aimed at improving DVIP quality.

The strategy is based on inputs from both VIPs and DVIPs¹.

Recruitment

EGB currently (May 2021) has a list of about 20 DVIPs. We regularly make a critical assessment of this list to optimize in terms of relevance, quality and number. We recruit DVIPs in order to bring in expertise, rooted in either practice or academia, to enrich the education we offer to students. DVIPs are recruited via job adverts in order to staff a particular course in specific programs. We seek to limit short term (1 year) appointments in order to ensure a possible long term attachment of DVIPs. The assessment of candidates follows procedures as specified by CBS.

Supervision

In order to supervise, the DVIP, external lecturer or teaching assistant, should have - or be close to obtaining - a PhD Degree. This is our ambition relating to both bachelor- and master theses in order to ensure quality in relation to both subject knowledge and methodology.

If a DVIP without a PhD is selected to supervise a bachelor or master thesis, the DVIP coordinator's and Head of Department's consent is needed.

We also in special cases, typically if there is student demand and specific subject knowledge, give dispensation to Teaching Assistants to supervise master theses. In these cases dispensation from the Dean of Education is also needed.

The DVIP coordinator is responsible for coordinating and overseeing master theses supervision performed by DVIPs.

Quality Assurance and Integration

It is expected that the individual course coordinator is in contact on a continuing basis with the relevant DVIP(s) about how the course he or she is teaching relates to the other courses in the relevant program. This is to secure that the DVIP on a 1-1 basis can access the relevant and updated knowledge base of the course coordinator. Further, it is important to collaborate on the

¹ A strategy committee has worked on the D-VIP strategy. It consisted of Michael Jakobsen (chair), Birgitte Hertz (program coordinator), Edward Ashbee (prof. MSO), Claudia Ciocan (DVIP) and Björn Preuss (DVIP)

pedagogical development of the course.

In order to upgrade and further integrate our DVIPs, we have implemented an annual one-to-one conversation between the DVIP coordinator and the individual DVIP (beginning in 2021).

The DVIP will be asked to fill in a form prior to the meeting in order to qualify the discussion and in order for EGB to live up to demands relating to accreditations. The form e.g. covers participation in courses, seminars, teacher meetings and various other department activities. It also covers possible contributions to articles or other publications.

The key issues to be discussed during this meeting, that ideally should be held ultimo June, will revolve around how DVIPs have experienced their teaching and supervision during the previous two semesters. It is an appropriate opportunity to discuss what DVIPs lack in terms of upgrading and further integration into the department. Equally, the DVIP coordinator is responsible for follow up on student evaluations of teaching and will follow up systematically at the one-to-one conversation. In serious cases the HoD will be involved.

EGB plans for a yearly update of the DVIP CVs, which should be available at the EGB Staff Homepage. As part of the central initiatives across CBS, it is expected that a competence catalogue will be required for all departments – in a common format. EGB will pay attention to the development of the catalogue, which may affect the update of CVs.

In order to continue methods skills development, we are proactive in terms of integration and competence development. We plan to organize ‘on demand’ workshops on theoretical modeling and research methodology for DVIPs. Also on the basis ‘on demand’, we plan to organize workshops on blended learning and other teaching techniques offered at CBS. These workshops could be planned in cooperation with Teaching&Learning.

Besides such workshops, we plan once a year to organize a DVIP session to initiate networking and knowledge sharing among DVIPs. Programme Directors could use the opportunity to present their programmes and possible teaching needs relevant for DVIPs. This would also be a good opportunity for integrating new DVIPs.

Workshops/meetings could be either physically or online depending on the situation.

As part of the central initiatives across CBS, it is expected that in future relevant workshops will be offered by Teaching and Learning, in cooperation with the departments. EGB will generally encourage DVIP to participate in the workshops.

Recognition

We acknowledge that a kind of recognition of doing a good job for the department and in the various teaching programs is important for the DVIPs. In order to show recognition and also to integrate and develop DVIPs, EGB encourages DVIPs to take part in various departmental activities such as strategy meetings, seminars, the summer party, the Christmas party, etc. By doing that, we make sure DVIPs know they are welcome to join the various events at EGB thus not only integrating them but also providing them with a sense of belonging.