

Dept. of Operations Management

Competence development initiatives regarding DVIP

At the Dept. of Operations Management we have for many years developed several procedures and routines regarding the development of the competences of our DVIPs.

- Procedures for recruitment

We use vacancy at CBS Web and receive a heterogeneous number of applicants. Most of these do not have the required skills. For the most part we use those that we know in advance or those that we have been recommended. Before any recruitment we have a personal talk with the candidate to verify that he/she has the academic, professional and pedagogical skills that we demand. Our requirements to qualify as a DVIP is a mix between professional experience/activities or through an academic field like publications.

- Invitation to department seminars

Usually the departments DVIPs are invited to the department seminars when academic papers are presented and discussed and they are also invited when departmental meetings regarding ex. organizing educational issues are at the agenda.

- PhD defenses

All our DVIPs are invited to PhD defenses at the department.

- Academic and/or pedagogical workshops

For many years we have had and continuously have a number of academic and pedagogical workshops to raise the level of our DVIPs professional knowledge and skills. These workshops have been mostly “hands on”, where technical as well as forthcoming theoretical developments are presented. The workshops have their core purpose to show and develop on the interaction between microeconomics, statistics and decision making.

- Exams

We do not ask our DVIPs to develop exams or exam cases but the responsible ViP can ask the Dvip for input and advise in developing the exam, e.g. larger case exams.. The DVIPs usually participate in meetings before the exam where the content is presented. During these meetings we discuss how to evaluate, grade and thus securing a common level of ratings. Though, in other study program contexts DVIPs initiate and/or participate in the construction and development of written exams and cases. These processes then are taking part in collaboration with senior staff at the department. Regarding oral examinations in some of the study programs it only makes sense that all the questions are aligned and fixed between all DVIPs. In other study programs strategies of more decentralization are practiced, where the examination questions (and even type of examination) are initiated by the DVIPs themselves and discussed with senior staff.

- Teaching materials

It is always the course responsible tenured staff that is responsible for the teaching materials. However, the teaching materials are subject to dialogue with the DVIPs. In some cases though DVIPs are encouraged to initiate corrections and developments of teaching materials in close dialogue with senior staff.

- Ongoing dialog

All DVIPs have an ongoing and continuous contact with their coordinator during every semester. At the Department of Operations Management this contact and collaboration takes many forms, ranging from daily calls to more formalized meetings. This due to the fact that horizontal as well as lateral coordination (understood in a dimension regarding coordination between similar courses at ex. one study program or progression between courses at different stages within a single study program) is essential for the teaching activities.

- Evaluation

The compulsory evaluations are subject to intense and constructive dialogue between the DVIPs and their coordinator during and after a teaching sequence. In case of problems during a teaching session or evaluations beneath the expected activities, suggestions and advices are initiated by senior staff to develop the DVIPs competences and performance.

- Courses

At some study programs the DVIPs have the possibility to participate in pedagogical courses to develop their teaching skills and competences but also with the purpose to present new teaching and pedagogical tools and initiatives.

- For many years we have had a number of academic and pedagogical workshops to raise the level of our DVIPs professional knowledge and skills. These workshops will start again in the autumn 2020 and be mostly “hands on”, where technical as well as forthcoming theoretical developments are presented regarding online teaching. The workshops have their core purpose to show and develop on the online interaction with students.