

## SI DVIP Policy

The department's policy regarding part-time (DVIP) faculty aims at ensuring the research basis and general quality of the teaching delivered by the DVIPs associated to the department. In addition to classroom teaching, external lecturers at SI also supervise bachelor and masters student theses. It should be noted that since SI is not involved in large-scale teaching programs at CBS, it has relatively few part-time faculty. As of the spring of 2021, SI employs 41 DVIPs and 13 of these are supervising bachelor and/or masters student theses. SI's external lecturers are typically chosen based on their business positions and experience, and the department ensures that they are familiar with its research.

*Recruitment.* SI recruits DVIPs via open calls. The Course Coordinator and the Teaching Coordinator or the Head of Department conducts interviews with the candidates who appear best qualified based on the applications to the open call.

*Teaching skills and supervising skills.* We invite DVIPs to participate in our teaching tools sessions organized by the SI Teaching Coordinator jointly with CBS T&L. To address the issue of supervising skills specifically, we organize an annual DVIP event focused on research to promote some of the latest advances within each of the department's four primary areas of research. This helps ensure that thesis supervision is based on the newest practices regarding theories. Regarding methodology, we will organize an annual workshop with the focus on research methodology pertaining to thesis writing. The department has appointed a faculty member to coordinate as well as to supervise/mentor thesis supervision by DVIPs.

*Academic development and integration into the academic environment.* We require our DVIPs to participate in a minimum of two academic SI events per year. In addition, and as mentioned above, we organize an annual DVIP event focused on research to demonstrate the state-of-the-art related to the department's research activities. This latter event is a very important event for DVIPs to participate in, also for networking purposes between the relatively few DVIPs at SI.

*Coordination with the individual course coordinator.* SI has a policy of mandatory DVIP participation in coordination meetings with the VIP faculty of the course. This helps ensuring that the individual DVIP knows the context in which the teaching of the course is taking place by providing some level of knowledge of the relevant degree program. The Teaching Coordinator coordinates the efforts with the individual Course Coordinator.

*Quality control: management of DVIPs, including evaluation and CV updating.* The Course Coordinator oversees that the teaching evaluations are satisfactory. If not, the Course Coordinator will report to the Head of Department who in collaboration with the Teaching Coordinator will find an appropriate solution to alleviate the problem. Following overall CBS policy, SI requires annual CV updates from DVIPs including lists of their academic or professional development activities and their teaching portfolios. The Teaching Coordinator is responsible for the CV updating process.