

Oordeel

Positief oordeel over de kwaliteit van de opleiding wo-bachelor Organization, Governance and Management van de Universiteit van Aruba

Gegevens

datum	Instelling	: Universiteit van Aruba
24 maart 2017	Opleiding	: wo-bachelor Organization, Governance and Management
onderwerp	Graad	: Bachelor of Arts
Positief oordeel wo-bachelor	Variant	: voltijd
Organization, Governance and	Locatie	: Oranjestad, Aruba
Management	Studieomvang (EC)	: 240
Universiteit van Aruba	Datum aanvraag	: 30 juni 2017
(004517)		
uw kenmerk	Datum locatiebezoek	: 26 oktober 2016
UAU-16035	Datum paneladvies	: 7 februari 2017
ons kenmerk		
NVAO/20170575/ND		

bijlage Inleiding

- 2 Bij brief van 8 juli 2005 heeft de minister van Onderwijs, Cultuur en Wetenschap de Nederlands-Vlaamse Accreditatieorganisatie (NVAO) verzocht een oordeel uit te spreken over de kwaliteit van opleidingen die publieke instellingen voor hoger onderwijs op Aruba aan de NVAO voorleggen. Het gaat daarbij niet om een accreditatie dan wel een toets nieuwe opleiding in de zin van de Wet op het hoger onderwijs en wetenschappelijk onderzoek (WHW). De instellingen op Aruba zijn immers geen instellingen in de zin van die wet. In het verlengde daarvan heeft de rector van de Universiteit van Aruba de NVAO gevraagd om de opleiding wo-bachelor Organization, Governance and Management op kwaliteit te toetsen.

Beoordelingskader

Beoordelingskader voor de uitgebreide toets nieuwe opleiding van de NVAO (Stcrt. 2014, nr 36791).

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.

Samenvatting van de bevindingen en overwegingen van het panel.

The Accreditation Organisation of the Netherlands and Flanders (NVAO) received a request for a peer review of a Bachelor of Arts in Organization, Governance and Management (wo-ba)¹ at the University of Aruba. NVAO convened an expert panel, which studied the information available and discussed the programme with representatives of the institution and the programme during a site visit.

When assessing the programme, the panel made sure to take into account the specific and challenging circumstances of the University of Aruba. These conditions are determined by the format of a small higher education institution being located on an island and without a research institute. As such there certainly is some tension between the constraints and difficulties inherent to this specific context, and the stringency of the NVAO accreditation procedure. The following considerations have played an important role in the peer review.

Intended learning outcomes

Organization, Governance and Management (OGM) is a four-year wo-bachelor programme with a multi-disciplinary approach, including organisational sciences and public administration. The orientation of OGM is academic with a professional practice. The objective of this programme is to prepare the student to become a professional who is able to work on the Aruban and international labour market in the roles of manager, policy adviser, researcher, or consultant. In 2014, after the critical review, the intended learning outcomes were reformulated. There was need for more focus on diversity, civic engagement and sustainability in the local context. The learning outcomes are aligned with the PAGO-framework (Public Administration, Public Governance and Governance and Organisation). The revised learning outcomes were validated by representatives of the professional field in 2015. According to the panel these learning outcomes meet the international criteria and fit the needs of the local labour market.

Curriculum

The curriculum is organised within three domains: general education, core curriculum and professional and society practice. The programme has a hybrid character, both professional and academic. The curriculum contains a clear research line that prepares students to do (academic) research. The extent to which lecturers use their own research in the courses is rather limited due to the lack of a clear research programme, which still has to be developed. Students also learn to apply theoretical insights and theories in the professional practice. This shows both the academic and professional relevance of the curriculum.

According to the panel, the curriculum covers the intended learning outcomes students have to achieve. The panel is also positive about the way the curriculum is continuously improved in order to meet the needs of students and the work field.

The curriculum is based on the concept of contextualised interactive teaching. The curriculum design builds on the existing knowledge, skills, attitude and interests of the students. Contextualised teaching means for OGM including Aruban cases, work field visits, real life assignments and guest speakers from the professional field. There is interaction

¹ wo: wetenschappelijk onderwijs / academic higher education (in the Netherlands)

Pagina 3 van 7 between lecturers and students, students and students and between students and representatives of the professional field and the general community. These interactions enable students to gather knowledge and to acquire skills.

In comparison with the Dutch context, where 180 EC is common, the number of 240 EC for a wo (academic) bachelor is high. The hybrid character of the programme calls for extra time in the curriculum enabling students to achieve the intended learning outcomes, especially those related to the professional component of the curriculum.

Some of the incoming students face problems with the academic level and the Dutch language. By offering students an academic foundation year to train their academic and communication skills, according to the panel, the University of Aruba prepares them well for an academic bachelor.

Staff

According to the panel the disciplinary background of the staff fits largely the qualities needed to offer this programme. The number of PhD's in the staff is increasing. However, for an academic bachelor the visibility of the research of the lecturers in the curriculum remains rather low. The panel advises to develop a research programme.

Services and facilities

The accommodation and facilities - the class rooms, library and study places - are appropriate for this programme. The University of Aruba has plans to expand in the direct neighbourhood of the main building.

The programme offers several forms of adequate support for students. The panel is positive about the measures that have been taken to improve the success rate and the support of students. The past years the dropout of student declined significantly.

Quality Assurance

The University of Aruba has a professional centre for quality assurance that examines several aspects of the quality of the programme and formulates measures for improvements. According to the panel the programme can develop a more systematic approach of quality assurance where actions are formulated on the basis of evaluations. A stronger management could monitor the way these measures are implemented and how they contribute to the improvements that are needed. The centre for quality assurance can be helpful in this process.

Assessment

The panel has examined several examples of assessments. The types and quality of the assessments are appropriate for the programme. The panel advises the programme to ensure the independence of the exam committee by allowing only members in the committee without management responsibility. The exam committee plays a pro-active role in monitoring the quality of assessment and the study progress of students.

Graduation guarantee and financial provisions

Approximately 90% of the University of Aruba's budget is provided by the Government of Aruba. In addition to the annual government subsidy, the university draws additional income from tuition and examination fees, facilities rental income and course fees.

Pagina 4 van 7 The University does not require extra financial provisions as the programme is already fully developed having undergone the phases of design, development and execution.

Achieved learning outcomes

The panel has examined five bachelor theses. According to the panel, these theses are clearly of bachelor level. However, it was not always evidently clear for the panel how the examiners determined the grades. The panel advises to develop and use more specific guideline to examiners for the thesis assessment.

Both alumni and work field are positive about the future possibilities for graduates. Some choose a job; others continue with a master's programme. Graduates of OGM are more generalists than specialists and they are qualified for different kinds of jobs. The academic background of the graduates enables them to develop further in their future jobs. They are analytical and can be critical of the goals of the organisation.

Given these considerations, the panel concludes that all twelve standards of the NVAO framework are met. The panel therefore advises NVAO to take a positive decision regarding the quality of the programme Bachelor of Arts in Organization, Governance and Management (wo-ba) offered by the University of Aruba.

Aanbevelingen

De NVAO onderschrijft de aanbevelingen van het panel om:

1. Following up on the outcomes of the 2014 mid-term review and other evaluations. It would help to prioritise, to formulate the improvement measures SMART, and to make sure to close the PDCA-cycle for each action;
2. Reconsidering the organisational structure of the programme. The panel feels the programme needs a programme coordinator to take the overall responsibility for the programme and its further development;
3. Developing a research programme and facilitating staff to do research;
4. Cooperating with other faculties or departments of the University Aruba, to the benefit of all concerned (sharing good practice, stimulating a research environment and research development, facilitating staff exchange and etc.);
5. Involving students in all matters of quality assurance on a more formal basis;
6. Ensuring the independence of the exam committee by clearly delineating tasks and responsibilities of its members;
7. Creating clearer guidelines for the thesis assessment.

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De NVAO heeft de rector van de Universiteit van Aruba in de gelegenheid gesteld zijn zienswijze op het voornemen tot een positief oordeel d.d. 20 februari 2017 naar voren te brengen. Bij brief van 3 maart 2017 heeft de rector ingestemd met het voornemen tot besluit.

De NVAO oordeelt positief ten aanzien van de kwaliteit van de opleiding wo-bachelor Organization, Governance and Management (240 EC; variant: voltijd; locatie: Oranjestad) van de Universiteit van Aruba.

Van kracht tot en met 23 maart 2023

Den Haag, 24 maart 2017

De NVAO

Voor deze:



R.P. Zevenbergen
(bestuurder)

Onderwerp	Standaard	Oordeel
1 Beoogde eindkwalificaties	8. De beoogde eindkwalificaties van de opleiding zijn wat betreft inhoud, niveau en oriëntatie geconcretiseerd en voldoen aan internationale eisen.	voldoet
2 Programma	9. De oriëntatie van het programma waarborgt de ontwikkeling van vaardigheden op het gebied van wetenschappelijk onderzoek en/of de beroepspraktijk.	voldoet
	10. De inhoud van het programma biedt studenten de mogelijkheid om de beoogde eindkwalificaties te bereiken.	voldoet
	11. De vormgeving van het programma zet aan tot studeren en biedt studenten de mogelijkheid om de beoogde eindkwalificaties te bereiken.	voldoet
	12. Het programma sluit aan bij de kwalificaties van de instromende studenten.	voldoet
3 Personeel	13. Het personeel is gekwalificeerd en de omvang ervan toereikend voor de inhoudelijke, onderwijskundige en organisatorische realisatie van het programma.	voldoet
4 Voorzieningen	14. De huisvesting en de materiële voorzieningen zijn toereikend voor de realisatie van het programma.	voldoet
	15. De studiebegeleiding en de informatievoorziening aan studenten bevorderen de studievoortgang en sluiten aan bij de behoefte van studenten.	voldoet
5 Kwaliteitszorg	16. De opleiding wordt periodiek geëvalueerd, mede aan de hand van toetsbare streefdoelen.	voldoet
6 Toetsing	17. De opleiding beschikt over een adequaat systeem van toetsing.	voldoet
7 Afstudeergarantie en financiële voorzieningen	18. De instelling geeft aan studenten de garantie dat het programma volledig kan worden doorlopen en stelt toereikende financiële voorzieningen beschikbaar.	voldoet
8 Gerealiseerde eindkwalificaties	19. De opleiding toont aan dat de beoogde eindkwalificaties worden gerealiseerd.	voldoet
Algemene conclusie		positief

Pagina 7 van 7 **Bijlage 2 – Panelsamenstelling**

- Susana Menéndez, PhD, board member, The Hague University of Applied Sciences, the Netherlands (*chair*);
- Prof. dr. Marcel Veenswijk, professor in Management of Cultural Change, Vrije Universiteit Amsterdam, the Netherlands;
- Steven Martina, PhD, President & CEO Fatum Caribbean, and former Minister of Economic affairs and Vice Prime Minister, Curacao;
- Marilva Breinburg BSc, master student Education and Research for Sustainable Development, Anton de Kom University of Suriname, Paramaribo, Suriname (*student member*).

Het panel is bijgestaan door Noël Vergunst PhD, secretaris, en Michèle Wera MA, beleidsmedewerker NVAO en procescoördinator.