

**CONSORTIUM AGREEMENT FOR THE RUNNING OF THE
ERASMUS MUNDUS JOINT MASTER DEGREE (EMJMD)
IN WORK, ORGANIZATIONAL, AND PERSONNEL PSYCHOLOGY (WOP-P)**

The Universitat de València, established in Avenida Blasco Ibáñez, 21, 46010 Valencia, Spain, represented by its Rector Prof. M^a Vicenta Mestre Escrivá, **Coordinating Institution** of the Consortium,

and the following Programme European Higher Education Institutions:

the *Alma Mater Studiorum - Università di Bologna*, established in via Zamboni 33 - 40126 Bologna, Italy, represented by its Rector Prof. Francesco Ubertini,

the *Universidade de Coimbra*, established in Paços das Escolas, 3004-531 Coimbra, Portugal, represented by its Vice-rector Prof. Cristina Albuquerque, under delegated authority given by “Despacho n.º 8819/2020, September14”,

the *Universitat de Barcelona*, established in Gran Via de les Corts Catalanes, 585, 08007 Barcelona, Spain, represented by Dr. Markus González Beilfuss, Vice-rector for Internationalization Policy of the University of Barcelona, by means of the resolution adopted by the rector dated January 12, 2021, and in virtue of the powers conferred on him by the Statute of the University of Barcelona approved by Decree 246/2003, October 8 (DOGC nº 3993, October 22).

Also referred as “Programme Country Institutions” or “Parties”

HAVE AGREED to the following terms and conditions:

Preamble

Antecedents

The Programme in Work, Organizational, and Personnel Psychology (WOP-P) began in 2006 within the framework of the European Erasmus Mundus Programme. The first period included five cohorts of students (cohorts 2006 to 2010) and one Action 3 of the Erasmus Mundus Programme with Portland State University (USA) dedicated to the exchange of students and teaching staff. During the second period of this Programme (cohorts 2011 to 2015) the aforementioned Programme Country Institutions in the Consortium, together with Université Paris Descartes, continued the implementation of the Programme under the Erasmus Mundus Programme, including specific agreements with two non-European Higher Education Institutions (Universities of Brasilia and Guelph). By means of an exchange of notes the Parties extended the Consortium Agreement signed on 20/01/2012 to the cohort of students 2016. The third period of WOP-P EMJMD programme included three cohorts of students (cohorts 2017 to 2019) and to this end the Parties signed a Consortium Agreement on 14/02/2017, then extended to the cohort of students 2020 by means of an exchange of notes.

The current agreement describes a continuation of the cooperation in order to offer excellent training in WOP-P within the framework of the Erasmus+ programme following the successful selection of the EMJMD project nr. 619817-EPP-1-2020-1-ES-EPPKA1-JMD-MOB.

Composition of the Consortium and purpose of the Consortium agreement

Following the terminology of the Erasmus+ Programme, four Higher Education Institutions in the Consortium are located in programme countries: Universitat de València (coordinating institution), Alma Mater Studiorum - Università di Bologna, Universidade de Coimbra, and Universitat de Barcelona. These Programme Country Institutions are the awarding institutions of the Consortium for the WOP-P EMJMD.

Five non-European Higher Education Institutions in the Consortium are located in partner countries of the Erasmus+ Programme (also referred to as “Partner Country institutions”): Fundacao Universidade de Brasilia, University System of Maryland, Universidad de Puerto Rico, Florida Institute of Technology and Illinois Institute of Technology.

The present agreement among the Programme Country Institutions establishes all major academic, operational, administrative and financial aspects of the participation of Programme Country Institutions involved in the WOP-P EMJMD.

CHAPTER I

Preliminary questions

Article 1. Commitments

The Programme Country Institutions make a commitment to offering WOP-P programme, in the terms defined in this Consortium agreement and the Erasmus+ Guide for the proposal, for four biennial editions (2021-2023; 2022-2024; 2023-2025; 2024-2026).

Article 2. The student agreement

The Consortium agreement is complemented by the Student agreement in order to establish activities, rules, and obligations of participants involved in the WOP-P EMJMD. The Programme Country Institutions will participate in the WOP-P EMJMD programme in accordance with the terms defined by the Consortium and the Student agreement. The student agreement is compulsory, and it refers to an agreement signed by the Coordinating Institution (see article 4) and the WOP-P EMMD students enrolled in the programme, explicitly indicating any academic, financial and administrative modalities related to the student's participation in the course and, if applicable, the awarding and use of the scholarship.

Article 3. Awarded degrees, diploma and Diploma Supplement

Upon successful completion of the WOP-P EMJMD, the students will be awarded the following degrees:

- Master Universitario Erasmus Mundus en Psicología del Trabajo, de las Organizaciones y de los Recursos Humanos / Erasmus Mundus on Work, Organizational and Personnel Psychology awarded by University of Valencia and the University of Barcelona as a joint degree to all WOP-P students,

-Mestrado em Psicologia do Trabalho, das Organizações e dos Recursos Humanos, awarded by University of Coimbra to all WOP-P students,
 -Laurea Magistrale in Work, Organizational and Personnel Psychology, awarded by the University of Bologna to those students enrolled at Unibo or who spent a mobility period at Unibo of at least one semester (minimum 30 ECTS). For the other students Unibo will give support in the procedure for the recognition of their degree qualification in Italy and to this end Unibo will provide them a specific information document when completing the Programme.

The Coordinating Institution will issue a joint diploma to all WOP-P students successfully completing the programme for the four biennial editions of the programme, valid in Spain and Portugal according to their national laws, and a joint diploma supplement providing specific information about the programme and the student's trajectory. According to its national rules, the University of Bologna will award its diploma and diploma supplement to WOP-P students enrolled at Unibo successfully completing the Programme. Besides, the University of Bologna will award its diploma and diploma supplement to WOP-P students who spent a mobility period at Unibo of at least one semester (minimum 30 ECTS) upon submission of the relevant academic documentation attesting the completion of their studies as soon as the provisions of the present agreement have been fulfilled.

Article 4. The general role of the Coordinator/Applicant (Coordinating University)

The coordinating institution of the Consortium is the Universitat de València, and it is the applicant/coordinator of the WOP-P EMJMD, according to the terminology of the Erasmus+ Programme. This university submits the project proposal on behalf of all the partners. The Universitat de València will also sign a multi-beneficiary grant agreement on behalf of the WOP-P EMJMD consortium responsible for cooperation among all institutions in the Consortium, in compliance with the Erasmus+ Programme Guide for the corresponding proposal and the Erasmus+ rules and policies. The general coordinator is the project leader in the coordinating institution, and this project leader will act as contact person for the European Commission in all aspects related to management of the WOP-P EMJMD.

Article 5. The general role of Programme European Higher Education Institutions

The European Higher Education Institutions in the Consortium (Universitat de València, Universitat de Barcelona, Alma Mater Studiorum Università di Bologna, Universidade de Coimbra) will be degree-awarding institutions recognized as such by relevant authorities in partner countries. Additionally, they will offer a mobility scheme that satisfies the requirements of the Erasmus+ programme. They are subject to the rules and regulations set up in the multi-beneficiary grant agreement and in the Erasmus+ Course proposal corresponding to the WOP-P EMJMD.

CHAPTER II

Purposes and contents of the WOP-P EMJMD

Article 6. General objectives of Erasmus + programme

The WOP-P Consortium shares with the Erasmus+ Programme the following general objectives:

-Foster **excellence, quality** improvements, **innovation**, and **internationalization** in higher education institutions (HEI);

- Increase the quality and the **attractiveness** of the European Higher Education Area (EHEA) and support the EU's external action in the higher education field, by offering full degree scholarships to the best Master students **worldwide**;
- Improve the level of **competences and skills** of Master graduates, and in particular the relevance of the Joint Masters for the labour market, through the increased involvement of **employers**.

Article 7. Purposes of the WOP-P EMJMD

The WOP-P EMJMD will prepare students to be competent practitioners in WOP-P (Work, Organizational, and Personnel Psychology), with an emphasis on internationalization, multiculturalism, well-being (balance between organizations' competitiveness and concerns of quality of working life), digitalization, sustainable development goals, and innovation in a context characterized by cooperation and integration among European countries and dialogue with other cultures. To this end, the consortium: a) will provide excellent experts in WOP-P for the enduring and new challenges and demands of workers, enterprises, public and third sector, social agents, and society in general; b) will provide training in knowledge and competencies related to sustainable well-being (considering both the performance and well-being of individual employees, work-units, and organizations), multiculturalism, digitalization, sustainable development goals, and innovation; c) will offer a rigorous preparation of WOP Psychologists based on the Scientist-Practitioner Model; d) will develop an integrated program in order to stimulate the recognition of the diploma across European countries, as well as dialogue and mutual enrichment between Europe and other parts of the world; and e) will promote students' employability and career development, enhancing their opportunities in professional and research settings.

Article 8. Contents, calendar, and length of the WOP-P EMJMD

The WOP-P EMJMD is a two-year programme with a total student workload of 120 ECTS. Each credit corresponds to 25-30 hours of student work, including front-teaching, tutorials, individual and group activities, etc. This training structure is organized into four semesters:

- a) First semester, year 1, (beginning between September 15 and September 30): training will be provided in English (in at least one European university of the consortium) and/or in the national languages of the Universities in the consortium. The courses included in this semester are: orientation course (4 ECTS); two courses in Work Psychology, Explanatory approach (8 ECTS); two courses in Organizational Psychology, Explanatory approach (8 ECTS); one course in Personnel Psychology, Explanatory approach (4 ECTS); one course in Methodology, Explanatory approach (4 ECTS); and 2 ECTS corresponding to initial preparation of research.
- b) Second semester, year 1 (beginning, between the last week of February and the first week of March): training will be provided in English. It includes two free content courses (8 ECTS) and 22 ECTS of research. The 24 ECTS corresponding to research training in the first year (2 ECTS in the first semester and 22 in the second one) are divided into three different units: position paper (proposal for the research, 6 ECTS), elaboration and presentation of a "research paper" or "master thesis" (14 ECTS), and a specific methodology course specifically linked to the elaboration of the "research paper" or "master thesis" (4 ECTS). Ending the second semester, July 7th -17th.
- c) Third semester, year 2 (beginning, September 15 – September 30): training will be provided in English (in at least one European university of the consortium) and/or in the

national languages of the Universities in the consortium. It includes one course in Work Psychology, Intervention approach (4 ECTS); one course in Organizational Psychology, Intervention approach (4 ECTS); two courses in Personnel Psychology, Intervention approach (8 ECTS); one course in Work Psychology, Methodology Intervention approach (4 ECTS); and 10 ECTS corresponding to the Joint Intensive Learning Units (Winter School).

Second year (60 ECTS)	Block 14. Professional report: integration of research and practice (4 ECTS)				
	Block 13. Professional stage or practicum (20 ECTS)				
	Block 12 (cont). Research (4 ECTS)				
	Block 10a. Joint Intensive Learning Unit Work Intervention Option 1 (12 ECTS)	Block 10b. Joint Intensive Learning Unit Organization Intervention Option 2 (12 ECTS)	Block 10c. Joint Intensive Learning Unit Personnel Intervention Option 3 (12 ECTS)	Block 10d. Joint Intensive Learning Unit Research in W/O/P Psychology Option 4 (12 ECTS)	
Block 6. Work Psychology Intervention (4 ECTS)	Block 7. Organizational Psychology Intervention (4 ECTS)	Block 8. Personnel Psychology Intervention I (4 ECTS) Personnel Psychology Intervention II (4 ECTS)	Block 9. Methodology Intervention (4 ECTS)	The options of the Joint Intensive Learning Unit offered every year will depend on the total number of students who will participate	
First year (60 ECTS)	Block 12. Research (2 ECTS + 22 ECTS)				Block 11. Free Content Courses (8 ECTS)
	Block 2. Work Psychology Explanatory I (4 ECTS) Work Psychology Explanatory II (4 ECTS)	Block 3. Organizational Psychology Explanatory (4 ECTS) I Organizational Psychology Explanatory II (4 ECTS)	Block 4. Personnel Psychology Explanatory (4 ECTS)	Block 5. Methodology Explanatory (4 ECTS)	
	Block 1. Orientation (4 ECTS). (Additional training in the language of the country if the student is not fluent)				

- d) Fourth semester, year 2 (beginning after the “in residence” period of the Joint Intensive Learning Unit): 2 final ECTS of the Joint Intensive Learning Unit or “Winter School” (devoted to the preparation of reports); professional internship (20 ECTS); research (final period devoted to the improvement of the “research paper” or “master thesis”, 4 ECTS); and integration report (4 ECTS). Ending the fourth semester, July 7th -17th. Training

corresponding to the Joint Intensive Learning Unit or “Winter School” will be provided in English.

CHAPTER III

Students’ mobility scheme and language policy

Article 9. Mobility scheme

The WOP-P EMJMD students will spend the first, third and fourth semesters in the European university assigned as their main university, while in the second semester they will carry out the mobility at a European University in a different country. In the fourth semester WOP-P EMJMD students will have the public defence of the Master Thesis at their main university.

The second semester of the first year will be taught in English in all the partner locations where WOP-P EMJMD students participate. The fourth semester (when the professional stage or practicum takes place) will be developed in English or in other national languages of the consortium, considering the preferences of students. The Coordinating Committee of the WOP-P EMJMD will approve the final decision about the allocation of each student to the different partners and his/her mobility path. In any case, the minimum requirements of the Erasmus Mundus Programme will be satisfied. WOP-P EMJMD students with and without grants will spend two periods of at least 30 ECTS in two different programme European institutions in the Consortium in two different countries. Additional mobility in non-European universities in the Consortium located in partner countries will be stimulated, especially among European WOP-P EMJMD students. This mobility will be focused on the professional stage or Practicum, and it will be during the fourth semester.

All students register through the Coordinating Institution and will pay the participation costs at the University of Valencia for the whole duration of the programme. Once at the main university, students must fulfil the local administrative obligations for enrolment in this University, becoming official students of the institution in question.

Students will be registered in all partner institutions where they develop at least one mobility period in order to register student’s data in the University database to provide each student with a “student id” and allow him/her to get access to University services and certifications.

In order to deliver the joint diploma, University of Valencia will have access to all data available at partner universities regarding students who will not stay at Valencia. University of Coimbra will be granted access to data about all the students enrolled in WOP-P EMJMD in order to register them for the whole duration of the programme.

Article 10. Language policy for WOP-P EMJMD students

Teaching units, provided by the Programme Country Institutions, will be offered in English and/or their national languages. On the basis of the mastery of any of these languages, the student can study the course in one partner institution or another. In any case, the teaching in the second semester of the programme and the Joint Intensive Learning unit will be provided in English, regardless of the partner institution where the students’ mobility takes place. Nevertheless, a policy of language and cultural flexibility and dialogue will be followed in the WOP-P EMJMD. Knowledge about the culture of the countries and the learning and use of their languages will be stimulated. European

partners will offer language courses to WOP-P EMJMD students willing to become fluent in the local language, and specific activities will be organized in the local language in order to stimulate its use.

Article 11. Additional conditions for mobility

WOP-P EMJMD students will not repeat contents due to their mobility. Students and staff are subject to the regulations and norms of the universities in the Consortium where they carry out ECTS or teaching activities, and they must hold a valid visa or residence permit when national laws require it. In any case, all the partners in the Consortium should be in a position to receive WOP-P EMJMD students as hosting institutions.

CHAPTER IV

Selection of students and performance monitoring

Article 12. Selection criteria and procedure

The Programme Country Institutions will use joint criteria and procedures for the selection and admission of students, and one common electronic platform will be used for applications and the evaluation of candidates. The selection will respect the principle of gender equality. To access the WOP-P EMJMD, there are three compulsory requirements: a) 1st level University Degree in Psychology; b) full-time dedication; and c) English level at least equal to B2, using the common European Framework of Reference for Languages. Students should also hold a valid visa or residence permit when national laws require it. In addition, there are five additional merits to be considered in the selection and admission of students: a) English higher than B2; b) knowledge and experience related to Work, Organizational, and Personnel Psychology; c) motivation; d) knowledge in Psychology and in the statistics and methods used in this discipline; and e) knowledge of the languages of the countries in the consortium. All WOP-P EMJMD candidates will be assessed using exactly the same procedure. To this end, a shared protocol – described in the proposal of the WOP-P EMJMD – is available, describing the selection procedure and the relevant responsibilities. If requested, the students' selection procedure and criteria designed by the consortium will have to be approved by the European Commission prior to issuing the first specific grant agreement. The students' application procedure and deadline will be designed in such a way that it provides the students with all the necessary information well in advance and with enough time to prepare and submit their applications.

Article 13. Performance monitoring

Two Master Teaching Staff Workshops will be organized by the European institutions in the Consortium. One of them after the first intake (mid term) and the other one after the third intake (final). During these Workshops, a consensual view of the criteria for evaluating the students' performance is stimulated. In order to offer a high performance of the Programme, Partner institutions will implement a common calendar, a table of equivalences of contents, and software for the conversion of grades. In addition, a common system for the public defence of the Master Thesis will be implemented for the four bi-annual editions of the WOP-P EMJMD, but respecting the local rules of each partner university.

CHAPTER V

Recognition of contents and marks among European institutions of the Consortium

Article 14. Recognition of teaching/learning units

There is a shared training structure that runs in parallel in all Programme Country institutions. The Table of Equivalences of the WOP-P programme (Annex 1) states that the involved degree programmes are equivalent in terms of contents and learning outcomes and that each teaching/learning unit passed by WOP-P EMJMD students in any of the Programme Country Institution is automatically recognized by the rest of the European institutions in the Consortium. These four institutions will use the ECTS system.

Article 15. Conversion of marks

The Table of Exchange of Marks of the WOP-P EMJMD states that each Erasmus Mundus student's mark at one Programme Country Institution is fully and automatically recognized and translated by the rest of the European institutions in the Consortium. The Programme Country Institutions agree to use the ECTS grading system on the basis of a grading table yearly defined by the Partner Universities. A specific software is implemented for this purpose. The software takes into account the ECTS grading tables provided by the partner Universities, so that the Table of conversion will be updated according to the statistical distribution of grades.

CHAPTER VI

Coordination, responsibilities and decision-making

Article 16. Role and responsibilities of each body of the coordination system

The Programme Country Institutions has agreed on a coordination system with the following bodies, functions, and obligations:

a) *Coordinating Committee.* The members of this Committee with voting rights will be the Partner Coordinator of each awarding institution in the Consortium and the General Coordinator of the Programme. In addition, members of the committee without voting rights are the coordinators of the Partner Country Institutions and the Vice-Coordinator of the Consortium. This Committee will be responsible for the management of the WOP-P EMJMD, including the general functioning of the Programme, the relations with Partner Country Institutions in compliance with the proposal and the rules of the Erasmus + programme, the framework for the selection of scholars and students, the mobility of participants, the distribution of scholars and students, and the quality of the Programme. Additionally, the Coordinating Committee will prepare the reports on the project evolution and financial management that the Coordinating Institution (Applicant/Coordinator) will present to the European Commission. Its members will be involved in at least two meetings per year, analysing and making decisions about the different facets of the WOP-P EMJMD. Each awarding partner coordinator has a vote, and the General coordinator also has one vote. Nevertheless, the coordinating committee will try to reach decisions by consensus.

b) *Applicant/coordinator Higher Education Institution, General Coordinator and Vice-Coordinator of the Programme.* The Applicant/coordinator Institution – the coordinating institution – (University of Valencia) of the Consortium is the main EU grant beneficiary

and sign a multi-beneficiary grant agreement on behalf of the WOP-P EMJMD consortium. Its coordinating role includes the following duties: represents and acts on behalf of the group of participating organizations vis-à-vis the European Commission; bears the financial and legal responsibility for the proper operational, administrative and financial implementation of the entire Project, according to the rules of the Erasmus+ Programme; and coordinates the EMJMD in cooperation with all the other project partners. In addition, the Coordinating Institution has the following responsibilities: support the general coordinator; provide the European Commission with all the required reports on the project's evolution and its financial management; coordinate the decision-making procedure; coordinate the creation of tools shared among institutions in the Consortium; pay European grants to students involved in the WOP-P EMJMD; receive students' tuition fees, distributing them to the Programme Country Institutions; coordinate information about the number of WOP-P EMJMD students continuing their studies in each partner institution and the academic data necessary for their registration in each partner institution; pay invoices resulting from programme general activities; and coordinate information about services (banking, lodging, transportation) for WOP-P EMJMD students.

The General Coordinator is the leader of the project and sees to the effective application of the proposal. This position will have three general functions. First, the Coordinator will be responsible for the coordination among the partner institutions in the Consortium in compliance with the proposal and the rules and policies of the Erasmus + Programme. Second, the Coordinator is responsible for the strategic viewpoint and the analysis of opportunities and constraints. Finally, the Coordinator is the contact point in the relations between the Consortium and the European Commission.

The Vice-Coordinator of the Program gives support to the General Coordinator in fulfilling his/her functions and substitutes for him/her when absent. Moreover, several roles have been developed during the previous period in the Coordinating Institution that have been very helpful for the functioning of the Programme: Administration of the Master; quality assurance and assessment; relations with the guest lecturers; dissemination and publicity; webmaster and ICT for virtual learning (Virtual classroom); career service and link person with the Alumni association; organization of the Joint Intensive Learning Unit Organization (Winter School).

c) *Partner Coordinator*. In each Programme Country Institution in the Consortium, there will be a Partner Coordinator. He/she is the link between the partner institution, on one hand, and the coordinating institution and the general coordinator of the WOP-P EMJMD, on the other. He/she will be responsible for academic supervision and the organisation and implementation of the program in his/her University in compliance with the proposal and the rules of the Erasmus + programme. In addition, he/she will coordinate the teaching staff of the programme in his/her partner institution and manage student complaints with the help of the Coordinating Committee, if needed.

d) *Programme Country Institutions (including the coordinating institution)*. First, the Programme Country institutions shall perform and complete their WOP-P EMJMD activities in accordance with the requirements set out in the WOP-P EMJMD proposal and the multi-beneficiary grant agreement. Second, each Partner shall carry out the work in such a way that no act or omission in relation to it shall constitute, cause, or contribute to any breach or non-compliance by the Coordinating Institution or by another Partner of

any of their respective obligations under the multi-beneficiary grant agreement. Third, the Partners shall provide in due time the General Coordinator and the Coordinating institution (Applicant/Coordinator) with the necessary information to prepare the reports required by the Erasmus+ Programme. Fourth, when submitting receipts resulting from general activities of the WOP-P EMJMD to the Coordinating Institution (Applicant/Coordinator) according to the Budget annexed to Erasmus + proposal, the Partners shall meet the financial and administrative requirements of the latter. Fifth, Programme Country Institutions commit to: promoting the WOP-P academic programme; helping students and scholars to obtain the documents required by their national immigration policy, by providing all explanations and documents that can be useful for the applicants; supervising students' and scholars' status regarding national immigration policy during their stay; admitting and registering selected students; and facilitating help and information about accommodation and transportation. Finally, programme European partner institutions should contribute the necessary resources (teaching and administrative staff, facilities, library access, electronic resources, etc.) to implement the WOP-P EMJMD adequately in each university.

e) *The Partner Country Institutions and their Coordinators.* The Partner Country Institutions in the Consortium will appoint a coordinator who will be a member (without voting rights) of the Coordinating Committee. This person will be invited to participate in the meetings, when possible, and will be informed about the agreements reached in the meetings, when he or she is not able to attend. All major academic, operational, administrative and financial aspects related to the interaction between Programme Country institutions and each Partner Country Institution are established in a specific agreement between them; it defines the terms of their interaction while participating in the WOP-P EMJMD. The five specific agreements are attached to the present Consortium Agreement as an integral part, as soon as they are subscribed by all parties involved, in time for the running of the cohort of students 2021.

f) *Professors-in-Charge.* Programme Country institutions will have Professors-in-Charge who will coordinate the teaching of the courses corresponding to the different blocks of the training areas included in the programme. They will be responsible for the first level of coordination among the staff and for the quality and other operative matters related to the teaching process.

g) *Scientific and Professional Advisory Board.* It will be composed of well-recognised researchers and professionals from Work, Organization, and Personnel Psychology, designated and invited by the Coordination Committee. Its members will provide advice about strategic plans and decisions related to the Programme, potential activities programme activities, opportunities and constraints, and quality improvement mechanisms.

Article 17. Internal procedure for the submission of operational/financial documents

The Programme Country Institutions will prepare and send the mandatory reports (operational/financial) requested by the EACEA. To do so, the Coordinating Committee will organize a task force for each report, with the assistance of technical and administrative staff from partner institutions. A first draft of the report will be circulated among the partners. After partners agree, introducing changes, the Coordinating Institution (Applicant/Coordinator) will send the report to the EACEA. When the

Coordinating Institution receives the feedback from the EACEA, it will be sent to the partners, and the Coordinating Committee will decide on new actions, if needed.

CHAPTER VII

Participation of guest lecturers and non-educational actors

Article 18. Enrolment of guest lecturers

The WOP-P EMJMD combines the participation of local teaching staff and guest lecturers from other European and non-European countries. Following the policy of the previous implementation of the WOP-P Programme, the WOP-P EMJMD will stimulate the participation of well-recognized guest lecturers in the field at the international level. The contribution of these lecturers will be based on their expertise and contribution to the field in professional and scientific terms. The Coordinating Committee will decide on this incorporation after considering the CVs of potential participants. The Coordinating Committee will also decide on the duration of participation guest lecturers, universities where they participate, and teaching activities to be done, in compliance with the rules of the Erasmus+ programme.

Article 19. The role of non-educational actors

Non-educational actors will have a prominent role in the WOP-P EMJMD. The professional internship will be compulsory, and companies and organizations will cooperate in the training of students. More specifically, these organizations will implement professional internships in cooperation with academics and following a procedure for the development and evaluation of competencies. Non-educational actors are also involved in the research training, offering possibilities for data collection in survey studies and field experiments. Finally, other non-educational actors will offer support in terms of grants, facilities for the Joint Intensive Learning Units (Winter School), and advice for the implementation of the WOP-P EMJMD.

CHAPTER VIII

Tuition fees, lump sum, and budget

Article 20. Participation costs for Programme and Partner country students

Participation costs include tuition fees and additional participation costs. Tuition fees will be different for students from partner countries, on the one hand, and students from programme countries, on the other. Tuition fees for students coming from partner countries will be 8400 euros per year (60 credits), and 600 euros will be also charged for additional participation costs (Total, tuition fees + additional participation cost will be 9000 euros per year, 60 ECTS). Tuition fees for students coming from programme countries will be 2900 euros per year (60 ECTS), and 600 euros will be also charged for additional participation costs (Total, tuition fees + additional participation cost = 3500 euros per year, 60 ECTS). Student participation costs include the following items: insurance costs, administration costs required by the universities to register students, and delivery of diplomas. Transportation, lodging, meals and incidentals are not included. These tuition fees and additional participation costs apply for the four biannual cohorts of students (2021-2023; 2022-2024; 2023-2025 and 2024-2026).

Article 21. Distribution of tuition fees

WOP-P EMJMD students' tuition fees and additional participation costs will be paid at the coordinating university – Applicant – (University of Valencia). A total of 1100 euros

per student and semester will be transferred to the European institution where the student in question carries out the WOP-P EMJMD. The rest of the amount corresponding to the tuition fees (and participation costs) of Erasmus Mundus students will be incorporated into the budget of the Coordinating University to cover the expenses of coordinating activities, the organization of the Joint Intensive Learning Units (Winter School), and other participation costs of the students.

Article 22. Distribution of the lump sum

The annual flat rate from the Erasmus+ Programme (lump sum) is paid to the Coordinating Institution. This lump sum is incorporated into the budget of the Coordinating University and is to be devoted to coordinating activities, the Joint Intensive Learning Units (Winter School), teaching staff mobility, and other expenses established in the budget of the proposal.

Article 23. Budget and sustainability

A budget is annexed in the Erasmus + proposal. The budget of the Coordinating Institution aims to assure a sustainable and high-quality Programme. It will be devoted to expenses related to: coordinating activities, administrative personnel and support, communication plan, ICT support, Erasmus Mundus students' insurance, teaching staff mobility within the Consortium, and any other costs required for the implementation of the Programme. In addition, this budget will be used to organize and implement the Joint Intensive Learning Unit (Winter School). This is a central part of the WOP-P EMJMD, with the participation of international teaching staff in well-equipped facilities. The development and sustainability plan of the WOP-P EMJMD is based on the following cornerstones: more than 50% of students will be self-paying students during the four bi-annual editions of the WOP-P EMJMD; associated partners will assist the Programme in different ways (supporting research training; providing facilities for international training during the Winter School; offering grants; facilitating the organization of professional internships, etc.); students without Erasmus+ scholarships will take advantage of other grants (from local governments of the Consortium, partner countries, and other institutions); commitment of partner institutions to guarantee a specific administrative support for the WOP-P EMJMD; and incorporation of the WOP-P EMJMD into the catalogue of Master programmes selected for offering good loans to students in some countries; and the contribution of each partner (teachers, administrative-technical staff, facilities, electronic resources, etc.).

CHAPTER IX Scholarships

Article 24. Scholarships for students and drop-outs

The system of scholarships will respect the criteria described in the Erasmus+ Programme Guide. The selection for scholarships will respect the principle of gender equality. In addition, the partner institutions will be very sensitive to the peculiarities of potential grantees with special needs, in order to avoid inappropriate and unfair obstacles. A special effort will be directed to the recruitment of excellent students from targeted regions in the world according to the Erasmus+ programme guide. Student drop-outs should be communicated by partner coordinators to the general coordinator immediately, especially if these students are holders of Erasmus+ scholarships. The general coordinator in turn should communicate the drop-out to the EACEA and implement the actions required by the EACEA.

Article 25. Accounting system and financial documents

The Coordinating Institution of the Consortium will establish an accounting system to identify the payment of scholarships to students. Each partner institution will be responsible for their own financial documents (receipts, bank statements, etc.). If necessary, these documents will be available, and they will be original (or certified copy) and dated.

CHAPTER X Services for students and scholars

Article 26. Visa

The Programme Country Institutions will assist students and scholars in obtaining their required visa and residence permits.

Article 27. Attention to students with special needs

The Programme Country Institutions will offer adequate services and facilities, considering the requirements of students with special needs. Potential obstacles will be anticipated and controlled by the partner institutions.

The Programme Country Institutions will offer assistance to students with disabilities, including the removal of physical obstacles, linguistic help to follow courses, and the adaptation of exams and assignments, evaluation materials and activities, when necessary.

Article 28. Advertising, website and use of name and logo

The Programme Country Institutions will publicize the WOP-P Programme worldwide. This includes the distribution of printing materials (leaflets and posters); dissemination in professional and scientific journals; e-mailing; special campaigns during the call for grants; networking; participation in congresses and meetings; publications about the Programme; and use of Internet resources. The Consortium will pay special attention to the targeted regions in the world according to the Erasmus+ programme guide. The web page of the Programme will include necessary information about the WOP-P EMJMD, such as the joint academic programme, student admission requirements, scholarships, the application process, partners, academic staff, participation costs, mobility scheme, link to the online application form, language policy, career service, and FAQs.

The use of the Erasmus+ logo and the logos of the partners will be generalized on the website and on the other documents and communication channels. Nothing in this Consortium Agreement shall be constructed as conferring rights to use in advertising, publicity or otherwise the name of the Parties or any of their logos or trademarks without their prior written approval.

Article 29. Insurance

The Coordinating institution of the Consortium will subscribe to an insurance system that provides coverage for WOP-P students and fulfils the insurance requirements of the Erasmus+ Programme. This insurance will cover all matriculated WOP-P students participating in the mobility under the umbrella of this Consortium, with the required mobility scheme of the Erasmus+ Programme.

Article 30. Resources to Students

The Programme Country Institutions will facilitate the necessary facilities and services for adequately carrying out the training activities described in the structure of the Programme.

Article 31. Prevention, security and data protection

The Programme Country Institutions shall supply each mobility program participant with detailed information about the specific risks existing in the work environment in which they will operate and carry out their functions, and with necessary documentation about the prevention and emergency security measures and provisions in effect in relation to their activity, and about the individuals/subjects in charge of this, in conformity with the legislative norms and regulations in effect in the country of the hosting University. Regarding personal data transmission the Parties shall meet the requirements of the EU General Data Protection Regulation and act upon accordingly.

CHAPTER XI Quality assurance

Article 32. Shared assurance quality procedures

The Programme Country Institutions will use similar quality assurance procedures, and they will be consistent in their application. Five types of procedures are considered:

First: Assurance of the quality of the learning and teaching processes:

- a) The selection of the scholars is based on criteria of eminence and competence.
- b) The selection of the students is based on criteria designed to guarantee their adequate preparation and motivation to follow the programme.
- c) Full time dedication of the students is required.
- d) An induction session will take place in every partner institution to adequately inform, orient and motivate the students, and more detailed induction will take place in the orientation course.
- e) Continuous tutoring and guidance systems will be implemented in every partner institution.
- f) The design and use of a blended learning system with an electronic platform will provide support for the training.
- g) A clear and planned strategy will be implemented in every partner institution to develop both research and professional competences.

Second: The Master Teaching Staff Workshop as a mechanism for excellence and coordination:

- a) The teaching staff of the partner institutions will participate in this Workshop.
- b) In this Workshop, the creation of shared and consensual views about training methods, contents and assessment will be promoted.
- c) In the Workshop, mechanisms for continuous improvement and excellence in the training will be developed and implemented in the WOP-P EMJMD, including re-design efforts.
- d) The coordination system of the WOP-P EMJMD will be reinforced and improved in the Workshop.

Third: Assurance of the quality of the processes involved in the evaluation of the students' performance:

- a) The standardisation of evaluation criteria. Although examinations and other work assignments will follow the procedures and rules of the institutions, the Programme

Country Institutions will develop mechanisms to unify evaluation criteria among teaching staff pertaining to the different partner institutions.

- b) The specific examination of research and professional competences with formative feedback to the students.
- c) The evaluation of the integration of research and practice.

Fourth: *Evaluation of quality by students and teaching staff*

- a) Quantitative and qualitative evaluation of the quality of the training will be performed by students and teaching staff following procedures and rules of each partner institution.
- b) Specific evaluation of the Joint Intensive Learning Units will also be performed by participants (students and staff).
- c) Specific evaluation of the support the student receives during the preparation of research documents (project and manuscript).
- d) Specific evaluation of the support the student receives (from the academic and in-company tutors) during the professional stage.

Fifth: *Quality assurance of coordination and management by means of the coordination system.*

- a) Coordination and management using the different instruments and by means of different coordination activities (meetings, etc.) will assure the quality of the programme and continuous improvement mechanisms.

CHAPTER XII

Liability and controversies

Article 33. Liability

Each Programme Country Institution shall be solely liable toward the other Partners and toward third parties for loss, destruction, damage or injury resulting from its own actions in the execution of this part of the Consortium Agreement. Notwithstanding the foregoing, a Partner's aggregate liability shall be limited to the Partner's share of the total cost of the project, provided such damage was not caused by a wilful act or gross negligence. Each Partner shall be solely liable toward the Coordinating Institution for any breach or non-compliance as described in Articles 16c and 16d of this Consortium Agreement. If the Coordinating Institution has to pay any damages or penalties to the European Commission for such breach or non-compliance by a Partner, the Coordinating Institution shall be entitled to full reimbursement from said Partner. Each Partner shall be fully responsible for the performance of any part of its share of the Consortium Agreement and for the requirements of Insurance and Social Security for its personnel involved herein.

Article 34. Controversies

This Consortium Agreement shall in all respects be in compliance with the terms of the related multi-beneficiary grant agreement. The settlement of any difference or conflict arising from or in connection with this Consortium Agreement shall be attempted through an amicable effort by the Partners.

WOP-P EMJMD students are bound to the rules and regulations of the institutions in which they are developing the mobility period.

CHAPTER XIII

Banking information

Article 35. Banking accounts

The coordinating institution will transfer 1100 euros as participation costs per Erasmus Mundus student and semester (see article 21) to the partner bank accounts, immediately after the student pays his/her tuition fees. The banking accounts of the Universities of Barcelona, Bologna, and Coimbra will be communicated to the University of Valencia once this assignment is signed, to facilitate fluid and quick transfers.

CHAPTER XIV

Other aspects of the Consortium agreement

Article 36. Outputs of the Programme

The Programme Country Institutions will clearly acknowledge the European Commission's support in all communications or publications, in whatever form or whatever medium, including the Internet, or in carrying out activities for which the grant is used.

Article 37. Changes in the Consortium

The modification of the composition of the Consortium will require the unanimous agreement of all Parties in the Consortium.

Article 38. Duration of the agreement, language, and signature procedure

The Agreement will be valid from the last date of signature of the document by the Country Institutions and will be effective from academic year 2021/2022 to academic year 2025/2026 (four full cycles of the WOP-P programme). The last cohort of students enrolled will be in a.y. 2024/2025 and will complete the programme in a.y. 2025/2026.

It can be renewed if partners formally agreed at least three months before the end of the period of validity, in any case in due to time to allow each partner to run internal procedures to activate the degree programme.

This cooperation Agreement is digitally subscribed in one original drawn up in English language. The Parties confirm that each and every part of this Agreement was subject of specific negotiations. The Parties agree that it will be signed by the application of electronic signatures and exchanged between them using the following institutional e-mail addresses: for the Universitat de València vicerec.estudis.linguistica@uv.es, for Alma Mater Studiorum – Università di Bologna uconvenzioni@unibo.it, for Universidade de Coimbra dapi@uc.pt and for Universitat de Barcelona vr.internacionalitzacio@ub.edu

**CONSORTIUM AGREEMENT FOR THE RUNNING OF THE
ERASMUS MUNDUS JOINT MASTER DEGREE (EMJMD)
IN WORK, ORGANIZATIONAL, AND PERSONNEL PSYCHOLOGY (WOP-P)**

Universitat de València
Prof. M^a Vicenta Mestre Escrivá, Rector

MARIA VICENTA MESTRE ESCRIVA
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Signature

Alma Mater Studiorum - Università di Bologna
Prof. Francesco Ubertini, Rector

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Signature

Universidade de Coimbra
Prof. Cristina Albuquerque, Vice-rector

Assinado por **CRISTINA MARIA PINTO
ALBUQUERQUE**
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Signature

Universitat de Barcelona
Dr. Markus González Beilfuss, Vice-Rector

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Annex 1

VALENOIA/Barcelona		Bologna		550	ORE	CREDI	TAF	SEMESTRE	COimbra credits	COIMBRA(HOME)
	Advanced course in Work Psychology		Orientator Course	M PSI 06	30				Orientação	
	Psychology of health and quality of life	96 39	WORK PSYCHOLOGY	M PSI06	60				Formação de um psicólogo do trabalho Psicologia da Qualidade de Vida no trabalho	
	Organizational psychology and Organizational behaviour		ORGANIZACIONAL PSYCHOLOGY	M PSI06	60				Processos Organizacionais e Comportamento Organizacional	
	Organizational structure and processes		Modulo integrado ORGANIZACIONAL PSYCHOLOGY Modulo integrado TEAM PROCESSES	M PSI06						Estrutura e Processos Organizacionais Modelos Conceptuais Avaliação de Diagnóstico
	Fundamentals of Human Resources Psychology	96 35	PERSONNEL PSYCHOLOGY	M PSI03 M PSI06	60				Fundamentos de Psicologia dos Recursos Humanos	
	Research and multivariate analysis in WOP		Modulo integrado PERSONNEL PSYCHOLOGY						Investigação em Psicologia do Trabalho	
44858	Research and master thesis I	96 38	PREPARATION FOR PAPER	M PSI06	5				Investigação Dissertação (2 ECTS)	
	Research and master thesis II	96 4 (or 976 and 84548)	For Host Students 96 4 RESEARCH ANOMAS ER HESIS For Bologna Home Students 8 976 FINALEXAMINA ION LM 94548 PREPARATION FOR THE FINAL EXAMINATION ABROAD		35	8			Investigação Dissertação (11 ECTS)	
	Methodology Master thesis	96 94	RESEARCH AND PROJECT MANAGEMENT IN WOP PSYCHOLOGY	M PSI06	30				Desenvolvimento de Teses em Psicologia Organizacional Intervenção em Psicologia do Trabalho	
		96 26	INNOVATION IN WOP PSYCHOLOGY	M PSI06	30					
		96 28	CURRENT TRENDS IN WOP PSYCHOLOGY	M PSI06	30					
	Intervention in Work Psychology	96 S2	INTERVENTION IN WORK PSYCHOLOGY	M PSI06	30					
	Intervention in organizations Organization change and development	96 S6	ORGANIZATIONAL CHANGE & EVALUATION OF INTERVENTION Modulo integrado ORGANIZACIONAL CHANGE AND DEVELOPMENT	M PSI06	30					
	Psychology of Assessment and Guidance in Human Resources Management	96 48	INTERVENTION IN PERSONNEL PSYCHOLOGY Modulo integrado HUMAN RESOURCES MANAGEMENT Modulo integrado CAREER COUNSELING	M PSI06	60				Atuação Profissional em Gestão de Recursos Humanos Intervenção Psicologica no Desenvolvimento de Recursos Humanos	
	Basic Intervention Methods and Evaluation	96 56	ORGANIZATIONAL CHANGE & EVALUATION OF INTERVENTION Modulo integrado DESIGN AND EVALUATION OF INTERVENTIONS	M PSI06	30				Êticas de Intervenção e Avaliação de Intervenção	
	Professional report	96 59	PROFESSIONAL AGE		500	20		20	Estágio	
		96 47	INTEGRATION REPORT	M PSI04	30				Relatório de Integração e Investigação Prática	
		96 4S	DISSERTATION		30				Investigação Dissertação II	
	Winter School Organizational Psychology	96 53	ONLINE LEARNING UNIT (WINTER SCHOOL) (C)	M PSI06	90	2		0 7407	0	Unidade de Intervenção em
	Winter School Personnel Psychology									Unidade de Intervenção em