

**CONSORTIUM AGREEMENT**  
**JOINT INTERNATIONAL RESEARCH MASTER**  
**IN WORK AND ORGANIZATIONAL PSYCHOLOGY**

Between

Maastricht University established in the Netherlands whose registered office is at Minderbroedersberg 4-6, Maastricht, represented by its legal representative Prof. Dr. M. Paul; hereinafter also referred to as “**Coordinating University**”,

and

Universitat de València, whose registered office is in Valencia, in Carrer de la Nau, number 2, represented by its legal representative Mr Esteban Jesús Morcillo Sánchez, rector, entitled to enter into this Agreement by virtue of Article 94 of the Statutes of the University of Valenciana, passed by Spanish Decree 128/2004 of 30 July, of the Consell de la Generalitat (DOGV 08/03/2004);

and

Leuphana University of Lüneburg, whose registered office is at Scharnhorststrasse 1, 21335 Lüneburg, Germany and represented by its legal representative, Prof. (HSG) Dr. Sascha Spoun;

Hereinafter together referred to as “**Partner Universities**”.

## Preamble

### WHEREAS:

The Partner Universities mentioned above collaborate in the development of an International Joint degree Research Master programme in Work and Organizational Psychology. This is a two-year programme designed for students who want to prepare for a career in the field of research in Work and Organizational Psychology. It facilitates an auspicious and unique opportunity for highly qualified students to master high quality research skills from a truly European perspective and aims to enhance their academic competences, international focus, entrepreneurial orientation, language, and social skills.

The Partner Universities would like to set forth the terms and conditions under which they shall cooperate while offering the Programme, including but not limited, to their contribution, liability and indemnification.

Therefore the Partner Universities have decided to enter into a cooperation agreement for the joint establishment of this Programme, hereinafter the “**Agreement**”. The Agreement contains 3/4 Annexes. These Annexes form an integral part of this Agreement.

### THEREFORE IT IS HEREBY AGREED AS FOLLOWS:

#### **Clause 1 Purpose of the Programme**

1.1 The Joint International Research Master in Work and Organizational Psychology is an official Master offered by the consortium consisting of Maastricht University, Universitat de València and Leuphana University of Lüneburg. Successful completion of this Master leads to a Diploma that fulfils the requirements of the laws of the three countries involved and is legally valid in those countries.

1.2 The Master programme is a two-year programme of 120 ECTS. The official names of the Master programme in the three countries and respective dates for approval is indicated in Annex 1. The Master programme is designed for students who want to prepare for a career in the field of Work and Organizational Psychology. Therefore, the purpose of the Programme is as follows:

- a. to provide in-depth knowledge, skills and understanding of the field of Work and Organizational psychology, and attainment of the exit qualifications referred to in the second paragraph;
- b. to enable the student to prepare for fundamental and applied research in Work and Organizational psychology;
- c. to enable the student to acquire behavioural norms applicable during the study and within academia.

## **Clause 2 Programme Schedule**

- 2.1 The intended period of study for the Programme shall be two years, consisting of four semesters.
- 2.2 The academic year runs from September until July the year after.
- 2.3 Students enrolled in the Programme will attend the first semester at Maastricht University, the second semester at Leuphana University, and the third semester at the Universitat de València. The last semester, students will be divided among the Partner Universities. During the first three semesters they will follow courses at the mentioned universities, in semester four they will execute their research project and write their thesis.
- 2.4 Each semester accounts for 30 ECTS.

## **Clause 3 Information about the Programme curriculum**

The curriculum of the Programme is included in Annex 1 to this Agreement.

## **Clause 4 Limited number of students**

- 4.1 The number of first-year students admitted to the Programme is limited to a maximum of 30 students.
- 4.2 By mutual agreement the Partner Universities can decide to modify this number, such in compliance with the national and university regulations in each country. Modification of this number will not affect the current academic year and modification of the number will happen in time so that future students will be informed in time and the internal procedures of the Partner Universities to change the number of students can be followed.

## **Clause 5 Admission**

- 5.1 The Joint Board of Admissions mentioned in Clause 7.2 shall select the students who will gain admittance according to a selection procedure ratified by the Consortium Board mentioned in Clause 7.1.
- 5.2 The Joint Board of Admissions shall select the students according to the selection criteria as mentioned in Annex 2.

## **Clause 6 Enrolment of the students**

All students for the Programme shall be enrolled at Maastricht University as the Coordinating University for the duration of the Programme and shall be registered at the other Partner Universities.

## **Clause 7 Governance Structure**

The organisational structure of the Consortium shall comprise the following Consortium Bodies:

### **7.1 Consortium Board**

- a. The Consortium Board consists of one representative per Partner University. The representative of the Coordinating University will act as the general coordinator of the Programme.
- b. The Consortium Board is the ultimate decision-making body of the consortium. The Partner Universities shall appoint a chair among them.
- c. The Consortium Board will meet once a year.
- d. Extraordinary meetings shall be arranged by the Coordinating University upon written request of one of the Partner Universities.
- e. A member of the Consortium Board will not take part in the Joint Board of Admissions or the Joint Board of Examiners.
- f. The Consortium Board is responsible for:
  - managing the consortium;
  - managing the study programme;
  - ratifying the selection procedure for the Programme;
  - creating the selection criteria for the selection procedure;

- financial matters including approving the budget and final statement as mentioned in Clause 9, but in compliance with national and university regulations in each country;
  - public relations.
- g. Meetings of the Consortium Board may also be held by teleconference or other telecommunication means.

## 7.2

### **Joint Board of Admissions**

- a. The Joint Board of Admissions is delegated the authority to make judgements concerning admission to the Programme and to supply proof of such admission.
- b. The Joint Board of Admissions is responsible for the selection of the students for the Programme.
- c. The Joint Board of Admissions consists of one staff member of each Partner University.
- d. One of the members, also the chair, is appointed from professors who are responsible for the curriculum, and two members are appointed from the other academic staff responsible for the curriculum.
- e. A member of the Joint Board of Admissions will not take part in the Consortium Board or in the Quality Assurance Committee.
- f. The Joint Board of Admissions holds regular e-meetings, and convenes at least once a year.
- g. Meetings of the Joint Board of Admissions may also be held by teleconference or other telecommunication means.

## 7.3

### **Joint Board of Examiners**

- a. The Joint Board of Examiners consists of one representative from each of the three Partner Universities. The three representatives are responsible for the local grades according to local regulations and laws, and the grade conversion table annexed to this agreement. (See Annex 3 )
- b. The Board of Examiners objectively and professionally determines whether a student has met the conditions outlined in the joint Education and Examination Regulations in terms of the knowledge, insight and skills necessary for obtaining a degree.
- c. Meetings of the Joint Board of Examiners may also be held by teleconference or other telecommunication means.

#### **7.4 Quality Assurance Committee**

- a. The Quality Assurance Committee consists of 6 members.
- b. Half of the Quality Assurance Committee members must consist of students enrolled in the Programme. The Consortium Board appoints the student members acting on a proposal from the coordinator of the Programme.
- c. The Quality Assurance Committee 's tasks include:
  - i. offering advice on the implementation of and amendments to the Education and Examination Regulations;
  - ii. an annual assessment of the implementation of the Education and Examination Regulations;
  - iii. advising the Consortium Board on all matters concerning the Programme, either upon request or of its own accord.
- d. Meetings of the Quality Assurance Committee may also be held by teleconference or other telecommunication means.

#### **7.5 Coordinating University**

- a. The tasks of the Coordinating University consist of:
  - to handle the main administrative and organisational processes of the Programme, including issuing the diploma;
  - to keep all Partner Universities informed about relevant matters;
  - to organize meetings;
  - to keep record of the students enrolled in the Programme;
  - to manage the finances of the consortium;
  - to balance the budget and to make a final statement;
  - to manage day to day aspects of the overall Programme.
- b. The Coordinating University gives account to the Consortium Board regarding the execution of the tasks mentioned in this Clause 7.5 under a.

### **Clause 8 Tuition fee**

8.1 Maastricht University collects the tuition fee on behalf of the Consortium.

8.2 Per year the Partner Universities shall decide by mutual agreement upon the amount of the tuition fee, in compliance with national and university regulations of each Partner University (Annex 4).

## **Clause 9 Financial arrangements**

- 9.1 The Partner Universities shall waive all claims on each other for the reimbursement of costs and expenses incurred pursuant to this Programme.
- 9.2 Costs related to the coordination of the Programme will be covered by the tuition fee.
- 9.3 The tuition fee collected by Maastricht University, conform Clause 8, shall be used to cover the costs of running the Programme. Surpluses of the tuition fee shall be shared between the Partner Universities in proportion to each of the University's contribution to the Programme in terms of ECTS.
- 9.4 The distribution of the tuition fee will take place after subtraction of the costs of the administrative and organizational processes made by the Coordinating University, as detailed in Annex 4.

## **Clause 10 Insurance**

The consortium informs their students that they must take care of the necessary (for example health, liability, accident) insurances themselves so that they are covered against any incidents.

## **Clause 11 Expenses**

The students shall pay for their travel costs, living expenses, books and supplies, course materials and fees required for the duration of the Programme.

## **Clause 12 Student Visa**

- 12.1 The Partner Universities acknowledge and agree that each student will be responsible for obtaining a visa and other related documents required for study at the host institution. Student will be informed about this explicitly before enrolment for the Programme.
- 12.2 The Partner Universities give no warranty that any student will be entitled to an appropriate visa, but they will help incoming students with documents such as an admission letter as may be required to obtain a student visa for the full period of his or her study at their university.

### **Clause 13 Student support and obligations**

- 13.1 All Partner Universities will ensure that all students are able to access a full range of student support services.
- 13.2 The Partner Universities acknowledge that all students must abide by the laws of the countries and the regulations, rules and policies of the Partner Universities during their stay and study in relation to the Programme.
- 13.3 Students who fail to abide by the requirements of Clause 12.1 and 13.2 may be subject to disciplinary action and may be required to leave a Partner University.

### **Clause 14 Language**

At the three Partner Universities the language of instruction, teaching and examination is English.

### **Clause 15 ECTS; Grade Conversion Table**

A grade conversion table will be used (see Annex 2). Each mark obtained by a student at one Partner University will be translated to the grading systems of the other Partner Universities of the Consortium.

### **Clause 16 Degree; Diploma; Diploma Supplement**

- 16.1 Upon successful completion of all requirements of the Programme, students will be awarded the Joint International Research Master in Work and Organizational Psychology and will be granted one diploma by the Coordinating University on behalf of the Partner Universities of the Consortium that will be legally recognised in the Netherlands, Germany and Spain.
- 16.2 Upon graduation the Coordinating University shall provide the graduates a grade transcript, as well as a Diploma Supplement in English. The Diploma Supplement shall provide detailed information on the international character, nature, regulations, and the credits obtained in the Programme.



## **Clause 17 Changes to the Programme**

The teaching activities may be modified upon mutual consent between the Partner Universities, in compliance with the national and university regulations in each country. Modification of the Programme will not affect students already enrolled in the Programme.

## **Clause 18 Quality Assessment; Accreditation of the Programme**

- 18.1 Each Partner University will make sure that the quality of the programme will be assessed in accordance with the national quality assessment protocols.
- 18.2 Each Partner University will assess the quality of their courses, the teaching staff, and the examinations by using a joint assessment protocol/tool.
- 18.3 The Partner Universities agree to participate in any academic review, inspection or audit of the Programme as required by the accreditation organisation.

## **Clause 19 Teaching**

All Partner Universities will provide qualified staff to deliver the Programme.

## **Clause 20 Publicity and promotional material**

All substantive publicity material of the Programme must be authorised by the Consortium Board mentioned in Clause 7.1. Each Partner University authorizes use of its name and logo for purposes related exclusively to this Programme only.

## **Clause 21 Intellectual property rights**

- 21.1 It is agreed by all Partner Universities that any intellectual property created prior to the start of the Agreement will remain the property of the original owner.
- 21.2 It is also agreed that the ownership and/or control of intellectual property rights generated in connection with the framework of the agreement should apply as follows:

- if generated by the student, subject to the rules of the partner institution where the student performed the activity during the time the intellectual property rights were created;
- if generated by staff, subject to the rules of the employing institution.

21.3 Two or more Partner Universities own results jointly if they have jointly generated them. Nevertheless, it will be necessary to establish the respective contribution of each partner university.

## **Clause 22 Duration and renewal of this Agreement**

22.1 This Agreement shall enter into force the first day of the first month after the NVAO has notified Maastricht University in writing that the accreditation has been granted (Effective date).

22.2 The duration of this Agreement is 4 years counting from the Effective date.

22.3 This Agreement will be renewed in writing for another period of 4 years.

## **Clause 23 No assignment or sub-contracting**

23.1 Neither Partner University shall enter into or have authority to enter into any engagement or make any representation or warranty on behalf of or pledge the credit of or otherwise bind or oblige the other Partner Universities.

23.2 No Partner University shall, without the prior consent in writing of the others, assign or sub-let the whole or any part of the services which it is to undertake pursuant to this Agreement.

## **Clause 24 Accession to the Consortium**

24.1 Third Partner Universities may accede to the Consortium subject to a decision by mutual agreement by the Consortium Board, in compliance with the national and university regulations in each country.

24.2 The entering Partner University will be accepted in accordance with this Agreement.

## **Clause 25 Liability and Force Majeure**

- 25.1 No Partner University shall be responsible to the other Partner Universities for any indirect or consequential loss or similar damage such as, but not limited to, loss of profit, loss of revenue or loss of contracts, provided such damage was not caused by a wilful act or by a breach of confidentiality.
- 25.2 Each Partner University shall be solely liable for any loss, damage or injury to third parties resulting from the performance of the said Partner University's obligations by it or on its behalf under this Agreement or from its use of intellectual property of the another Partner University.
- 25.3 No Partner University shall be considered to be in breach of this Agreement if it is prevented from fulfilling its obligations under the Agreement by an extraordinary event or circumstance beyond the control of the Partner University, such as a war, strike, riot or crime (hereinafter: Force Majeure).
- 25.4 Each Partner University will notify the other Partner Universities of any Force Majeure without undue delay. If the consequences of Force Majeure are not overcome within 3 months after such notification, the other Partner Universities have the right to terminate the collaboration with the Partner University concerned or this Agreement, such depending on the situation, immediately.

## **Clause 26 Termination of the Agreement**

- 26.1 Each Partner University may terminate this Agreement if one of the other Partner Universities:
- commits a material breach of any of its obligations under this Agreement which it does not remedy within one month of written notice of such breach; or
  - loses or does not obtain a quality mark according to the applicable law or rules in its home country as referred to in Clause 18; or
  - becomes insolvent; or
  - ceases to exist.
- 26.2 This Agreement shall cease to be effective in case the Programme gets a negative assessment of macro efficiency or will not be (re-)accredited. Whatever has been performed as a result of the Agreement will be settled pro

rata and for the rest, the Partner Institutions will not owe anything towards each other.

26.3 In the event of termination of this Agreement, current students must have the opportunity to complete the Programme. In case of termination of this Agreement by all of the Partner Universities no new students will be admitted to the Programme.

26.4 Termination of this Agreement caused by one of the Partner Universities does not necessarily mean termination of the Agreement by all of the Partner Universities. The other Partner Universities may decide to continue their collaboration, if necessary under adjustment of this Agreement and of the Programme.

#### **Clause 27 Changes to the Agreement**

27.1 This Agreement can be changed within the period of this mutual cooperation. Changes should be agreed upon consent of the Partner Universities, such in compliance with the national and university regulations in each country. All changes must be contained in a document signed by all of the Partner Universities. This document will then be annexed to this Agreement.

27.2 Changes made to this Agreement will not affect students already enrolled in the Programme at that time unless the changes are in favour of the students.

#### **Clause 28 Governing law and settlement of Disputes between the Partner Universities**

28.1 If any dispute arises in connection with this document, the Partner University requiring it to be resolved must promptly give the other Partner University written notice identifying, and giving details of the dispute.

28.2 Within thirty (30) calendar days of a Partner University receiving the notice referred to in Clause 28.1, or such longer period agreed upon by the Partner

Universities, a representative nominated by each of the Partner Universities, must, in good faith, attempt to resolve the dispute by negotiation.

- 28.3 In the event that the Partner Universities are unable to reach a resolution of the dispute by negotiation within the period referred to in Clause 28.1, the dispute shall be subject to the jurisdiction of the courts in the country of the defendant. The defendant is the Partner University against whom the first claim has been lodged. The courts of the country of the defendant are subsequently exclusively competent to deal with any and all (counter)claims related to that (first) claim. The (first) date of serving the writ of summons determines when the first claim has been lodged.

#### **Clause 29 Language**

This Agreement is drawn up in English, which language shall govern all documents, notices and meetings for its performance and application and/or extension or in any other way relative thereto. The valid text by law shall be the text in English.

#### **Clause 30 Counterparts**

The Partner Universities shall each sign three (3) counterparts. The Coordinating University has an obligation to send copies of all the signed counterparts to each Partner University within sixty (60) days of receipt of the signed counterparts.

#### **Clause 31 Dissolution of the Agreement**

The Partner Universities agree that this agreement only comes into force when all the required procedures regarding accreditation of the programme have been successfully completed, and the programme is officially accredited and registered in all partner countries.

Signed for and on behalf of  
Maastricht University

President

Date

Place

Signed for and on behalf of  
the Universitat de València

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Date

Place

Signed for and on behalf of  
Leuphana University of Lüneburg

President

Date

Place

## **ANNEX 1                    INFORMATION ON THE PROGRAMME**

**Names and registration dates of the Programme in the three countries** (The Official names and dates of approval of the Master program by the authorities of every country will be mentioned here after registration)

### **Composition of the curriculum**

#### **Semester 1**

Orientation	2 European Credits
Human Resources	5 European Credits
Work Psychology	5 European Credits
Organization and Cognition	5 European Credits
Human Performance	5 European Credits
Statistics and Research Methodology	8 European Credits

#### **Semester 2**

Critical Reading	10 European Credits
International Aspects of HRM	5 European Credits
Intercultural Negotiation	5 European Credits
Research and Design	5 European Credits
Group Research Project	5 European Credits

#### **Semester 3**

Interventions in Occupational Health Psychology	5 European Credits
Interventions in Work Psychology	5 European Credits
Interventions in Organizational Psychology	5 European Credits
Interventions on Human Resources	5 European Credits
Advanced Research Skills	10 European Credits

#### **Semester 4**

Master's Thesis Project	15 European Credits
Master's Thesis (including research proposal)	15 European Credits

**Admission Criteria**

Eligible for admission to the programme are:

Candidates who have obtained a university Bachelor's degree in Psychology (obtained before the start of the Programme) or a university Bachelor's degree from an equivalent programme that meets similar achievement levels (obtained before the start of the Programme). The Bachelor's programme should include at least 70 European Credits in psychology subjects and at least 30 European Credits in research methods and statistics.

Furthermore applicants have to proof that they have met the requirement concerning a sufficient command of English by passing one of the following language proficiency tests before the programme begins:

- a test by the International English Language Testing System, Academic (IELTS Academic), with no section with pass grade under 6.5, or
- an Internet-based TOEFL test having achieved at least 92 points and no section having obtained fewer than 22 points, the section on speaking obtaining no fewer than 23 points, or
- a Cambridge Advanced Certificate of English (CAE) with Grade B or higher
- a Cambridge Certificate of Proficiency in English (CPE) with Grade C or higher
- a Person Test of English, Academic Test (PTE Academic) with at least 68 points and with at least 60 points in the writing section or
- an equivalent diploma, the acceptance of which will be decided by the Joint Board of Admissions.

Applicants with a diploma issued in a country in which English is the official language of communication and instruction (Australia, Canada, Ireland, New Zealand, United Kingdom or United States) are exempted from the language proficiency requirement.

The proofs of knowledge may not be older than four years. In justified individual cases, the Board of Admissions can make exceptions to this rule.

**Admission and Selection Procedure**

The admission and selection procedure aims to meet specific objectives to achieve the desired quality and success rate of students entering the programme. In principle, students are admitted to the programme on the basis of their knowledge and skill level, attitude and motivation relevant to the successful completion of a programme that embraces the scientist-



innovator model. The intention of the study programme is to optimise the chances that students will be able to complete the programme within the time stipulated.

If the applicant meets the formal requirements and the requested portfolio is complete, the Board of Admissions makes a first selection on the basis of the following information: written motivation, curriculum vitae, academic performance, letters of recommendation, and proof of English proficiency.

Selected students will be interviewed by two members of the Board of Admissions. On the basis of the interview, the test results, and an evaluation of all available information, the Board of Admissions judges the knowledge and skills level, attitude and motivation relevant to the programme that embraces the scientist-innovator model. The Board applies the following selection criteria:

- motivation and willingness to acquire knowledge in the area of Work and Organizational Psychology;
- motivation and ability to critically analyze the research base in the specific domain of Work and Organizational psychology;
- attitude and communication skills necessary for a future career in the relevant settings;
- motivation and ability to further scientific developments in the field of Work and Organizational psychology;
- openness to learning within different international environments;
- excellent command of English.

Study places go to the applicants in order of ranking.

## ANNEX 3 GRADE CONVERSION TABLE

Grade Point value

German grade	Dutch Grade	Spanish grade
1+ (1 mit Auszeichnung)	10	A+ (matrícula de honor)
Sehr gut		
1.0-1.2	9.5-9.0	A (sobresaliente honor)
1.3-1.6	8.5	B (sobresaliente)
Gut		
1.7-1.9	8.0	C (notable alto)
2.0-2.2	7.5	C (notable bajo)
2.3-2.6	7.0	D (notable bajo)
Befriedigend		
2.7-3.2	6.5	D (notable bajo)
Genügend		
3.3-4.0	6.0	E (aprobado)
Nicht genügend	Insufficient	F (suspenseo)

## ANNEX 4 FINANCIAL ARRANGEMENTS

Income tuition fee per student: € 2700

Costs per student:

Admin cost enrolment & registration UM.	€ 300
Leuphana Uni registration (fixed)	€ 350

Total	€ 650
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The remaining income to be divided between UM & Valencia: € 2050; will result in € 1025 each