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The 1st European Conference on Teaching and Learning Politics, International Relations and European Studies

Prof. Dr. Wim Gijselaers
Maastricht University
New types of students? New types of universities?
What's ahead for teaching and learning Politics, International Relations and European Studies?

Prof. Dr. Wim Gijselaers
School of Business and Economics
Maastricht University
Perspective & Overview
The School of Athens

Envisioning the Academy: No Management, No Budget Issues, No ...
The entrance exam for postgraduate studies in Hubei province, China. More than 12.5 million Chinese applicants take the exam each year.
Rethinking the Purposes of Education

- Waiting at a junction in Ottawa, waiting for the light

- Continue as an industrialized system and produce graduates in a standardized production mode.
  - Supply education for more learners but against lower prices.
  - Incorporate our changing needs to transform the purpose of education.
  - Take into account how technology and globalization make an impact on our working life, organizational performance, and societal needs.

Educating the New Graduate

- **Acquiring Expertise**
  - Excellence is **NOT** a natural gift but the result of deliberate practice
  - Excellence is about understanding the nature of knowledge

- **Continuous Development**
  - Understanding the complexity of society
  - Understanding the importance of questions

- **Service to Society**
  - Capacity of creative action
  - Accountability of action
Acquiring Expertise: Excellence is Not a Gift

Performance

Academic Education

Development at the Workplace

Years of Training
Acquiring Expertise

- Management Education

- Initial Work Experience

- 7 years Post Graduate Experience

Number of Solutions

0 yr 1 yr 2 yr 3 yr 4 yr

Increase:
- Strong Corporate Identity
- Frequent Feedback & Coaching
- Corporate Size

Decrease:
- Strong External Network
- Training
- Comfort Culture
- Strong Inward Looking View

Source:
No More Grading: Redesign Assessment Practices

Implication I

Provide Feedback & Promote Feedback-Seeking Behavior

Purpose: Helping students to understand the process of knowledge acquisition
Continuous Development

The Importance of Questions

116 Financial Experts, Multinational Corporations.

Importance of Self-initiated Feedback from Supervisors on Career Development & Setting of Learning Goals: Process or Product

Creating a Learning Culture is Significant for Performance & Feedback-Seeking Behavior.

Human Resource Development International
Vol. 15, No. 3, July 2012, 283–301

The role of individual and organizational characteristics in feedback seeking behaviour in the initial career stage

Janine van der Rijt⁎, Piet Van den Bossche⁎⁎, Margje W.J. van de Wiel⁎, Mien S.R. Segers⁎ and Wim H. Gijselaevers⁎
Continuous Development: Understanding the complexity of society

“Perhaps the history of the errors of mankind, all things considered, is more valuable and interesting than that of their discoveries.”

- Benjamin Franklin (1784). *from his report to the King of France on Animal Magnetism*
- US author, diplomat, inventor, physicist, politician, & printer, founder & 1st president of American Philosophical Society
Assign all Students to Academic Departments as Junior Researcher

Implication II

Every semester they rotate between departments

Purpose: Understanding the importance of research (questions)
“... All decisive events in the history of scientific thought can be described in terms of cross-fertilization between different disciplines.”

“Innovative Environments thrive on useful mistakes, and suffer when the demands of quality control overwhelm them.”

Chapter V: Error
Capacity for Creative Action

- Study on 766 Entrepreneurship teams
  - Novelty of contributions
  - Patents / trademarks
  - Sources of ideas

- Most creative individuals had broad social networks extended outside their own organization, and included people from different fields of expertise.
Service to Society: Accountability of Action

- “... development of professionals should focus much more on talent allocation, development of creative leadership, and skill development for effective collaboration in global teams”

Offer Challenge with Trust

Implication III

Provide Learning Opportunities in Real Teams on Real Projects

Purpose: Move away from informative learning and head towards transformative learning
Thanks