

EDUCATION AND EXAMINATION REGULATIONS 2023–2024

MASTER'S PROGRAMS

**HUMAN RESOURCE STUDIES, ORGANIZATION AND
MANAGEMENT STUDIES, *PSYCHOLOGIE EN GEESTELIJKE
GEZONDHEID*, SOCIAL PSYCHOLOGY, SOCIOLOGY**

TILBURG SCHOOL OF SOCIAL AND BEHAVIORAL SCIENCES

TILBURG UNIVERSITY

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PART 1 GENERAL

Chapter 1 General Provisions

Article 1.1 Applicability of the Regulations

1. These Regulations apply to the education and examinations of the Master's programs in Human Resource Studies, Organization and Management Studies, *Psychologie en Geestelijke Gezondheid* (Psychology and Mental Health), Social Psychology, and Sociology, henceforth to be called: the programs. The programs are offered within the Tilburg School of Social and Behavioral Sciences of Tilburg University, henceforth to be called the School. In addition, these Regulations apply to the education and examinations of the pre-Master's programs referred to in Chapter 2.
2. For students enrolled in a Master's program for the first time as of September 1, 2022 or earlier, the program of the Education and Examination Regulations of the first year of their enrollment remains applicable. However, insofar as changes have been made to the programs that also apply to them, these can be found in the transitional provisions of these Education and Examination Regulations, as presented in Chapter 7 and PART V. The current curriculum for all students can be found in the Course Catalog.

Article 1.2 Definitions of terms

In these Regulations the following definitions apply:

1. the Act: the Dutch Higher Education and Research Act (WHW: *Wet op het Hoger onderwijs en Wetenschappelijk onderzoek*);
2. student: the person who is enrolled at the university to attend courses and/or take the final examination and the examinations of the program;
3. course: an educational unit of the degree program, as referred to in the Act;
4. additional elective course: a course that can be chosen on top of the mandatory program;
5. practical: a practical training course, as referred to in Article 7.13 of the Act in one of the following forms:
 - writing a thesis;
 - writing a paper or technical project;
 - doing a research assignment;
 - participating in fieldwork or an excursion;
 - attending a traineeship;
 - participating in any other instruction activity aimed at acquiring certain skills;
6. pre-Master's trajectory: an educational trajectory that prepares a student for the Master's program in question;
7. final examination: the Master's examination of the program. The final examination is passed after all courses from the study program have been completed with a satisfactory result;
8. examination: examination of a particular course, which is a part of the final examination. An examination can consist of multiple tests;
9. test: a part of an examination;
10. Examination Board: a board appointed by the Executive Board as referred to in Article 7.12 of the Act;
11. examiner: the person charged with administering and assessing examinations as referred to in Article 7.12c of the Act;
12. block: study unit of the academic year that divides the year into four parts. A block consists of a minimum of seven weeks of instruction followed by one or two weeks of examinations and resits;

13. study year: time period starting on or around September 1, and ending on or around about August 31 of the following year, or, in the event of a start at the second intake moment of a program of 60 ECTS with two intake moments: the period that commences on or about February 1 and ends on or about January 31 of the following year;
14. ECTS credits: credits according to the European Credit Transfer System;
15. EST: Education Support Team;
16. language of instruction: language in which education is offered and examinations are administered.

The other terms have the meaning assigned to them by Act.

Article 1.3 Objectives of the programs

After completion of the Master's programs, the student possesses knowledge, insight, and skills in the field of the program in question. The objectives of the programs will have to be achieved through the realization of the learning outcomes formulated for each program.

Article 1.4 Form of the programs

The programs are offered exclusively on a full-time basis.

Article 1.5 Examination of the programs

Each program will be concluded with a Master's examination.

Article 1.6 Study load

1. The study load is expressed in whole ECTS credits. 1 ECTS credit accounts for a study load of 28 hours.
2. The programs have a study load of 60 ECTS credits.
3. In general, the study load of a course amounts to 6 ECTS credits.

Article 1.7 Evaluation of the education in the programs

All education in the programs is evaluated annually in writing. A standardized procedure is used for the evaluation. Periodic evaluation reports are discussed in the Program Committees with the Academic Directors and shared with the Vice-Dean for Education. On the basis of the evaluations carried out and the reports, improvement plans are agreed on, if necessary, with the lecturers who are responsible for the courses.

Chapter 2 Pre-Master's programs

Article 2.1 Pre-Master program

Students who wish to be admitted to one of the School's Master's programs, but who cannot be admitted to the desired Master's program because of certain deficiencies in knowledge and/or skills, may be placed in one of the School's pre-Master's programs, as referred to in Articles 2.2 through 2.5 of these Regulations by the Examination Board. The pre-Master's student will only be admitted to the desired Master's program after the successful completion of the pre-Master's program applicable to him/her, with due observance of Articles 5.3 and 5.4.

Article 2.2 Individual pre-Master's programs for university level graduate

A student who has completed a university program that is not entirely in line with one of the School's Master's programs, may, if it can reasonably be expected that he/she will still be able to meet the admission requirements within a reasonable period, be placed in an individual pre-Master's program by the Examination Board with the aim of remedying any deficiencies. The Examination Board shall determine the scope and content of any pre-Master's program, as well as the Master's program to which this pre-Master's program relates. As a rule, the study load of the program will not exceed 60 ECTS credits.

Article 2.3 Standard pre-Master's programs for university of applied sciences (HBO) graduates

The School offers a number of standard pre-Master's programs for university of applied sciences (HBO) graduates, which link up to the following Master's programs:

- Organization and Management Studies;
 - Human Resource Studies;
 - Sociology
1. In any case, the above-mentioned pre-Master programs can be taken by any student having completed one of the four-year programs at a university of applied sciences referred to in PART II of these Regulations.
 2. There is no standard pre-Master's program for university of applied sciences graduates in the field of Psychology.
 3. To be admitted to a Master's program (as referred to in this Article) for which placement in a pre-Master's program is necessary, a written request must be submitted to the School's Examination Board. The Examination Board assesses whether the student can be placed in the relevant pre-Master's program on the basis of the required university of applied sciences certificate and the corresponding list of examination courses (provided through the transcript of records if necessary).

Article 2.4 Pre-Master programs for international students

The School offers a number of standard English-taught pre-Master programs for international students, which link up with the following Master's programs:

- Organization and Management Studies;
 - Human Resource Studies;
 - Sociology
1. To be admitted to a Master's program (as referred to in this Article) for which placement in a pre-Master's program is necessary, a written request must be submitted to the School's Examination Board. The Examination Board assesses whether the student can be placed in the relevant pre-Master's program on the basis of the student's certificate and corresponding list of examination courses (provided through the transcript of records if necessary).

Article 2.5 Connecting programs

1. The School has concluded agreements concerning so-called connecting programs with the universities of applied sciences referred to in this Article. These are special pre-Master's programs, usually comprising 60 ECTS credits, which can be partially or completely taken by the universities of applied sciences students concerned during their program at those institutions.
2. Agreement with *Avans Hogeschool: Academie voor Management en Bestuur* in 's-Hertogenbosch and the *Academie voor Algemeen en Financieel Management* in Breda for students of the programs Human Resource Management, *Personeelsmanagement* or *Bedrijfskunde/Management*, *Economie en Recht*, for admission to the Master's program in Organization and Management Studies.

3. Agreement with *Fontys Hogeschool HRM en Psychologie* for students of the program Human Resource Management, for admission to the Master's program in Organization and Management Studies.
4. Agreement with *Avans Hogeschool: Academie voor Management en Bestuur* in 's-Hertogenbosch and the *Academie voor Algemeen en Financieel Management* in Breda for students of the programs Human Resource Management, *Personeelsmanagement* or *Bedrijfskunde/Management, Economie en Recht*, for admission to the Master's program in Human Resource Studies.
5. Agreement with *Fontys Hogeschool HRM en Psychologie* for students of the program Human Resource Management, for admission to the Master's program in Human Resource Studies.
6. Agreement with *Avans Hogeschool: Academie voor Sociale Studies Breda* in Breda and in 's-Hertogenbosch for students of the programs Social Work or *Sociaal Pedagogische Hulpverlening, Maatschappelijk Werk en Dienstverlening* and *Culturele Maatschappelijke Vorming*, for admission to the Master's program in Sociology.
7. Agreement with *Fontys Hogescholen Eindhoven* for students of the program *Toegepaste Psychologie* (Applied Psychology), for the admission to the Master's programs in *Psychologie en Geestelijke Gezondheid* or Social Psychology. This program, which is integrated into the second, third, and fourth year of the study program of the student concerned, covers the entire Bachelor's program in Psychology of the School.
8. With *Fontys Hogeschool Kind en Educatie (FHKE) Tilburg* for the program *Leraar Basisonderwijs* for the intake in the Master's program *Psychologie en Geestelijke Gezondheid, programma Klinische Kinder- en Jeugdpsychologie*. This program, which is followed by the selected student during the first to the fourth year of HBO, includes parts of the Bachelor's program in Psychology.

Article 2.6 Composition of the pre-Master's programs

The pre-Master's programs, as referred to in Articles 2.3, 2.4 and 2.5, consist of the courses listed in PART III of these Regulations and the associated study load.

For each of these components, the instructional formats and the course and examination schedules are listed in the Course Catalog, at the start of the relevant study program at the latest.

Article 2.7 Placement in a pre-Master's program

1. For placement in one of the pre-Master's programs, as referred to in Article 2.3, a student is in any case eligible if he/she holds the certificate of one of the universities of applied sciences programs mentioned in PART II of these Regulations for the pre-Master's program concerned.
2. To be eligible for placement in one of the pre-Master programs, as referred to in Article 2.4, the student must hold a certificate as referred to in Article 2.4, Paragraph
3. To be eligible for placement in one of the connecting programs, as referred to in Article 2.5 paragraph 2 through 8, the student must be enrolled in one of the programs of the institutions referred to in that Article and must be selected for the connecting program based on the criteria as specified in the agreement concerned. This selection is carried out by representatives of the relevant university of applied sciences and of the School.

Article 2.8 Limitation for enrollment pre-Master's program of 30 ECTS credits

1. A pre-Master's program, as referred to in Articles 2.3 and 2.4, with a maximum size of 30 ECTS credits must be completed within one year at the latest, counted from the first enrollment.
2. Students who have not completed the program as referred to in the previous paragraph within one year of their first enrollment, will be unenrolled from the pre-Master's program or will not be able to enroll for it again.

Article 2.9 Practical

If a course of a pre-Master's program includes a practical as referred to in Article 1.2, paragraph 5, this is indicated in PART II of these Regulations by the letter P behind the name of the course concerned.

Article 2.10 Language of instruction pre-Master's programs

1. The language of instruction in the pre-Master's programs, as referred to in Articles 2.3, 2.4, and 2.5, is Dutch or English. PART III of these Regulations indicates per program which language is used.
2. Notwithstanding the provisions of paragraph 1, one or more courses that are part of a program with Dutch as the language of instruction may be provided in English. This may be the case if the specific nature, organization or quality of the education, or the origin of the students requires this. If this is the case, it is also indicated in PART III of these Regulations.

Chapter 3 Master's programs

Article 3.1 Composition of the Master's programs

The Master's programs consist of the courses and accompanying study load mentioned in part IV of these Regulations. For each of these courses, the instructional formats and lecture and examination timetables are listed in the Course Catalog, at the latest at the start of the relevant course.

Article 3.2 Practical

If a course of a Master's program includes a practical as referred to in Article 1.2, paragraph 5, this is indicated in PART IV of these Regulations by the letter P behind the name of the course concerned.

Article 3.3 Language of instruction Master's programs

1. The language of instruction in the Master's programs is Dutch or English. PART IV of these Regulations indicates per program which language is used.
2. Notwithstanding the provisions of paragraph 1, one or more courses that are part of a program with Dutch as the language of instruction may be provided in English. This may be the case if the specific nature, organization or quality of the education, or the origin of the students requires this. If this is the case, it is also indicated in PART IV of these Regulations.
3. For the thesis of the School's programs with Dutch as language of instruction, paragraph 2 is considered applicable. As a result, it is possible for the program to determine that the education regarding the thesis is offered in English and the thesis must be written in English. Furthermore, the student and the lecturer have the possibility to agree that the thesis will be written in English, if the language of instruction of the thesis is Dutch.

Chapter 4 Examinations of the programs

Article 4.1 Mandatory order

1. The Master's program shall be concluded with a Master's thesis. The study load of the thesis is defined for each program in PART IV.
2. Admission to the Master's thesis is only possible after the Individual Research Proposal has been successfully completed.
3. A study program may decide that admission to the Master's thesis will only be granted after a minimum number of ECTS credits have been obtained for the study program concerned. This minimum requirement may not exceed 12 ECTS credits. An entry requirement as described above may only be imposed if the Master's program has at least a second starting moment for the Master's thesis in addition to the usual starting moment at the beginning of the second semester, in any case at the beginning of the new study year.
4. Courses of each Master's program are only accessible to students who are enrolled in the Master's program in question, unless the Academic Director has stipulated otherwise and this is published in the course information in the Course Catalog.
5. Insofar as specific entry requirements are set for participation in a course, these are stated in the Course Catalog.

Article 4.2 Periods and frequency of examinations

1. The examinations of the courses referred to in PART III and IV are administered twice in the academic year in which the course in question is offered. The foregoing implies that students who miss an examination opportunity are not, in principle, entitled to be given a catch-up opportunity for the missed examination opportunity in that academic year.
2. The first examination opportunity of a course takes place immediately after the end of the study unit in which the course is offered.
3. The second examination opportunity of each course takes place during or immediately after the end of the following study unit, with the exception of block 2 and 4. The second examination opportunity of block 2 takes place before the start of block 3. The second examination opportunity of block 4 takes place immediately after the first opportunity.
4. The following applies with regard to the dates on which examinations and resits are held:
 - a. The dates for written examinations and resits are set by the EST and/or the Student Administration and published in the Course Catalog at the start of the course in question at the latest.
 - b. The dates for oral examination resits are determined in mutual consultation between lecturer and student.
 - c. Two submission dates are set by the lecturer for the submission of assignments/projects that form part of the examination (by analogy with the two opportunities a student has to complete a course in accordance with paragraph 1 of this Article), unless the examination in question determines the final grade by a maximum of 20% and the lecturer has determined that the resit consists of a single substitute exam or is included in a single comprehensive examination. The dates of handing in assignments or papers will be published in a clear way to all students, ultimately at the start of the course. The submission dates are published in the relevant course in a clear manner for the students at the start of the course at the latest. The dates must fall at the latest into the periods referred to in paragraphs 2 and 3 of this Article.
5. The lecturer may decide that all parts of the course must be taken during the course duration. This must be recorded in the Course Catalog before the start of the course.
6. Contrary to the provisions of paragraph 1, the possibility to take an examination of a course that is not taught in a particular academic year is offered to the students at least once.
7. Also by way of derogation from the provisions of paragraph 1, the student who risks suffering disproportionately large study delays due to the last course to be completed can, under

certain conditions, qualify for an extra examination opportunity on the basis of the last course regulation. Further rules in this respect are determined in the Rules and Guidelines of the Examination Board.

8. Paragraph 4, under c of this Article also applies to the Master's thesis, on the understanding that the lecturer may appoint the second opportunity for submitting the thesis in August.

Article 4.3 Form of the examinations

1. The examinations of the courses mentioned in PART III and IV are in principle taken in writing. A written examination also includes an examination that is taken by means of one or more written assignments, paper, report, or thesis, as well as an examination consisting of both written and oral components.
2. The exact examination form is listed per course in the Course Catalog. Any additions or changes to the text in the Course Catalog shall be announced by the examiner via the Course Catalog at the start of the course in question at the latest.
3. At the student's request, the Examination Board may, in special cases, allow examinations to be taken in a different manner from that stated in the Course Catalog.
4. Students with a disability are offered the opportunity to take the examinations in a way that is adapted as much as possible to their individual disability. If taking the examination in an appropriate manner requires special facilities or a special form of examination, the student must submit a request to the Digital Registration Desk for Disabilities (*Digitaal Meldpunt Functiebeperking*).

Article 4.4 Oral examinations

1. Oral examinations shall not be administered with more than one person at a time, unless the Examination Board has determined otherwise. With the consent of the persons to be examined, an examiner may decide that a certain oral examination will be taken jointly.
2. Administering the oral examination is public, unless the Examination Board or the examiner concerned has decided otherwise in special cases, or the student has objected to this.
3. Oral examinations will be administered at a time to be determined by the examiner or examiners concerned, subject to the provisions of Article 4.2, paragraph 4 under b.

Article 4.5 Duration of the examination

1. The duration of written examinations is 3 hours, unless the examiner primarily responsible announces or has it announced otherwise before the start of the examination, and this is stated on the front page of the examination paper. The duration of the examination is in any case such that the students have sufficient time, measured according to reasonable standards, to answer all the questions.
2. If an examination takes longer than 3 hours, the examination will be divided into two parts, each not exceeding 3 hours. Between these two parts, a break must be organized of at least half an hour. The two parts have to take place on the same day. The examiner primarily responsible should also pass this on to the Student Administration.

Article 4.6 Registration for examinations

1. The registration for an examination takes place at the Student Administration. This registration is made in accordance with the guidelines laid down by the Student Administration.
2. In special cases, the Examination Board may allow deviations from the provisions of paragraph 1 with regard to the place and time at which the registration must take place at the latest.

Article 4.7 Distance exam

1. A student who goes abroad as part of an exchange may, in the event of a specific reason, such as special circumstances or overlap in the study schedule due to regular educational obligations at Tilburg University and the exchange destination, be assigned a distance exam by the Examination Board.
2. A request for a distance exam can be submitted up to 6 weeks before the start of the exam in question. If this deadline cannot be met because the result of the first examination opportunity is not available before then, the request must be submitted within three working days of the publication of the result.
3. To be eligible for a distance exam, a student must have participated in all previous regular exam opportunities of the course in question, barring any special circumstances, to be substantiated by the student.
4. The distance exam must take place simultaneously with the examination at Tilburg University.
5. The host institution must support and facilitate the distance exam in the following ways:
 - a. All correspondence exchanged on this subject will be conducted by the Study Abroad Advisors of both the home and host institution.
 - b. An invigilator will be provided, who will be present during the entire time the examination takes place.
 - c. Immediately after the examination has taken place, a scanned copy of the exam answers of the student must be sent via e-mail to the Study Abroad Advisor of the home institution.
 - d. All other conditions must be complied with, as stated on the cover page of the examination.
6. A course that has already been completed is not eligible for a distance exam.

Article 4.8 Determination and publication of the results of an examination

1. The examiner will determine the result no later than 5 working days after taking an oral examination and will provide the Student Administration with the necessary information within the set term.
2. The results of written examinations, with due observance of the provisions of paragraph 3, must be determined by the examiner no later than 15 working days after the day on which the examination was taken. This examiner will provide the Student Administration with the necessary information within the set term.
3. The results of the first examination opportunity must be announced to the students at least five working days before the second examination opportunity takes place.
4. The Student Administration ensures correct registration at the first working day after receipt of the result of the examination.
5. For examinations other than oral or written examinations, the Examination Board may determine in advance how and within what period the student will receive the results.
6. The official result of an examination will be announced in OSIRIS Student.
7. Results that have been published in a manner other than as referred to in paragraph 6 are always provisional.
8. When the results of an examination are published, the student is informed of the right of inspection and the possibility of appeal to the Examination Appeals Board.

Article 4.9 Period of Validity

1. The period of validity of the completed courses is, in principle, unlimited.
2. Notwithstanding the provision of paragraph 1, the Examination Board may impose an additional or substitute examination for a course for which the examination was passed more than five years ago before the student is admitted to take the final examination of the study program in question, with due observance of Article 7.10, paragraph 4 of the Act.
3. For the period of validity of an exemption for a course, paragraphs 1 and 2 of this Article shall apply.
4. In principle, a partial result is only valid during the academic year in which it is obtained.

5. If, contrary to paragraph 4, a lecturer intends to attach a longer term of validity to a partial result, this term of validity must be announced in the Course Catalog at the latest at the start of the course to which the partial result belongs.
6. Also contrary to paragraph 4, if the weight of a partial result is less than or equal to 20% and the result of this partial result consists of a substitute test or is included in a single comprehensive examination, the validity of the partial result expires.

Article 4.10 Right of inspection

1. During 30 working days after the publication of the results of an examination (but in any case prior to a resit), the student will be allowed to inspect the work done, including the assessment at his/her request.
2. During the inspection referred to in paragraph 1 of this Article, students may have access to the questions and assignments of the examination in question, as well as the standards on the basis of which the assessment was made.
3. The examiner shall determine where and at what time the inspection or access shall take place. If the person concerned proves that he/she is or has been prevented by force majeure from appearing at a place and time thus determined, he/she shall be offered another opportunity if possible within the period laid down in paragraph 1.

Article 4.11 Exemption

1. At the student's request the Examination Board may grant a student exemption from an examination if the student:
 - a. has already successfully completed a course linked to an examination of a university program or university of applied sciences program, and this course is equivalent in terms of content, level and study load; or
 - b. provides evidence of sufficient knowledge and skills in the field in question through work or professional experience.
2. The exemptions referred to in the first paragraph, insofar as they are based on courses obtained within the framework of a study program outside Tilburg University, may be granted up to a maximum of 18 ECTS credits per student.
3. An exemption from completing the Master's thesis or an internship shall never be granted.
4. A request for exemption from taking an examination is submitted in writing to the Examination Board, stating the reasons.
5. Unless a request is rejected for formal reasons, the Examination Board will hear the examiners concerned before deciding on the request.
6. A negative decision on a request for an exemption will be motivated.
7. An application for an exemption for a course must be submitted no later than in the third week of the block or semester in which the course is being offered. If an application is submitted after the third week, it will not be considered.

Article 4.12 Elective courses

1. As a rule, no prior permission of the Examination Board is required for taking an additional elective course.
2. In contrast with the stipulation of paragraph 1, prior permission of the Examination Board is required if a student wants to take an elective course that is offered by an international university.
3. Under no circumstances may an (additional) elective course be a course belonging to a Bachelor's program.
4. Notwithstanding the provisions of paragraph 1, the School is not responsible for actually being able to attend an elective course at another School or institution. It is up to the student to investigate whether he/she can be admitted.

5. When taking an elective course, students should take into account that the chosen courses are sometimes taught or examined simultaneously. Concerning this, the student must take responsibility him/herself.

Article 4.13 Degree

1. Those who have passed the Master's examination are granted the degree "Master of Science (followed by the name of the program in question)".
2. The degree conferred will be registered on the certificate of the examination.

Chapter 5 Previous education and admission

Article 5.1 Admissions Board

1. The admission to a program is assigned to the Admissions Board of the program in question. The School's Examination Board acts as this Admissions Board.
2. The Admissions Board decides on the admission of all students to the Master's programs stipulated in Article 1.1.

Article 5.2 Previous education and admissibility

1. With exception of the Master's programs in Sociology and Human Resource Studies, a Master's program has one yearly starting moment, namely on or around September 1. For admission to the relevant programs, the admission requirements as referred to in the following paragraphs must be met before September 1.
2. The Master's programs in Sociology and Human Resource Studies have two yearly starting moments, namely on or around September 1 and on or around February 1. For admission to the relevant programs, the admission requirements as referred to in the following paragraphs must be met before September 1 or February 1 respectively.
3. Admission to the education and examinations of the programs is only permitted to those students who are enrolled in the Master's program in question unless the Academic Director has indicated in the Course Catalog that participation without enrollment is permitted in the course in question.
4. A student who has successfully passed a final examination of a connecting Bachelor's program, *casu quo* the connecting program within a Bachelor's program of the School.
5. In addition to paragraph 4, the program Global Management of Social Issues within the Bachelor's program *Organisatie- en Managementwetenschappen* grants admission to the Master's program Organization and Management Studies, Human Resource Studies, and Sociology.
6. Also in addition to paragraph 4, admission to the Master's program in *Psychologie en Geestelijke Gezondheid* (Psychology and Mental Health) require the completion of the major-specific courses of one of the majors Cognitive Neuropsychology, Forensic Psychology, Clinical Psychology, Medical Psychology, Developmental Psychology and Lifespan Psychology or one of the Dutch equivalents or the differentiation Psychology and Health.
7. Also in addition to paragraph 4, to be admitted to the Master's program in Social Psychology, students must have obtained one of the minors Social Psychology, Economic Psychology, or Work and Organizational Psychology or a minimum of 18 ECTS credits in courses from these minors combined.
8. A student who has completed one of the School's pre-Master's programs as referred to in Article 2.3, in which he/she has been placed on the basis of a specific university of applied sciences program completed in the Netherlands (see in particular Article 2.7 and PART II), is also admissible.
9. A student who has completed an individual pre-Master's program, as referred to in Article 2.2,

in which he/she has been placed on the basis of a completed university program is also admissible.

10. A student who has been placed in one of the specific variants of the pre-Master's programs on the basis of the connecting programs as referred to in Article 2.5, is also admissible, once he/she is in the possession of the certificate of the University of Applied Sciences program, on the basis of which he/she has been admitted to the specific connecting program.
11. Admission to the Master's programs in Human Resource Studies, Organization and Management Studies, and Sociology is granted to a student who has successfully passed an examination at the School in a non-connecting Bachelor's program, provided that (one of) the minor(s) from the connecting Bachelor's program has been completed. Admission to the Master's program in Sociology is also granted to those who have obtained a minimum of 18 ECTS credits of the courses of the minors of the contiguous Bachelor's program combined.
12. In addition, the student who has successfully passed the examination of the university Bachelor's program in Human Resource Studies, Organization and Management Studies and Sociology at the Breda University of Applied Sciences is admissible to the Master's programs in Human Resource Studies, Organization and Management Studies, and Sociology, provided that (one of) the minor(s) from the connecting Bachelor's program has been completed.
13. A student who has completed the pre-Master's program, as referred to in Article 2.4, in which he/she is placed on the basis of a program completed at a foreign institution of higher education is also admissible to the Master's programs in Human Resource Studies, Organization and Management Studies, and Sociology.
14. In addition, a student who has successfully passed the examination of the Bachelor's program in *Bedrijfseconomie* or International Business Administration at the Tilburg School of Economics and Management is admissible to the Human Resource Studies program, provided that he/she has also passed the courses Strategic Human Resource Management, Causal Analysis Techniques for International Students and Construction and Analysis of Questionnaires for International Students (or the Dutch equivalents of the MTO courses).
15. Admission to the Sociology Master's program is granted to those who have successfully passed the exam of the Bachelor's program in Liberal Arts and Sciences, major Social Sciences, at Tilburg School of Humanities and Digital Sciences.
16. Admissible to the Master's programs in Human Resource Studies and Organization and Management Studies is the student who has successfully passed the examination of the Bachelor's program in Liberal Arts and Sciences, major Social Sciences, at the Tilburg School of Humanities and Digital Sciences, provided that the course Construction and Analysis of Questionnaires for International Students (or the Dutch equivalent) and two program-specific Bachelor's courses determined by the Academic Director of the Master's program concerned have also been part of the student's curriculum.
17. Furthermore, a student who has successfully passed an examination at the School in a non-connecting Bachelor's program is admissible to the Master's program in Psychologie en Geestelijke Gezondheid (Psychology and Mental Health), provided that the student has obtained the major-specific courses of one of the majors Cognitive Neuropsychology, Forensic Psychology, Clinical Psychology, Medical Psychology, Developmental Psychology and Lifespan Psychology or one of the Dutch equivalents. In addition, the basic Psychology courses must have been obtained. Basic Psychology courses include: *Functieleer*, *Hersenen en gedrag*, *Ontwikkelingsleer*, *Persoonlijkheidspsychologie*, *Sociale Psychologie* and *Psychopathologie* or the English-taught equivalents. Instead of the *Sociale Psychologie* course, it is also sufficient if the *Sociale Psychologie voor MAW* course or the English-taught equivalent has been obtained.
18. Admission to the Master's program in Social Psychology is granted to those who have passed an examination at the School in a Bachelor's program that is not contiguous, provided that:
 - one of the minors Social Psychology, Economic Psychology or Work and Organizational Psychology or a combination of courses from these minors with a minimum of 18 ECTS credits has been obtained and;
 - the courses *Sociale Psychologie*, *Inleiding en geschiedenis van de psychologie* and *Ontwikkelingsleer* or one of their English equivalents have been obtained. Instead of the

Sociale Psychologie course, it is also sufficient if the *Sociale Psychologie voor MAW* course or the English-taught equivalent has been obtained.

19. Also admissible to the Master's programs is the student who has successfully completed a Dutch or international Bachelor's program that, in the opinion of the Examination Board, is considered equivalent to one of the programs referred to in paragraph 4 of this Article, or who holds a certificate of an equivalent previous education.
20. The category of students referred to in the previous paragraph must satisfy any further requirements determined by the Admissions Board.

Article 5.3 Admission inquiry: procedure

1. A request to be admitted to one of the Master's programs can be submitted to the Admissions Board on the understanding that the actual start of the programs is on or about September 1 of each calendar year, with the exception of the Master's programs in Sociology and Human Resource Studies, for which students can also start on or about February 1.
2. The Admissions Board sets certain requirements for the form of an admission request and the information to be provided, which are published in a timely and easily accessible manner.
3. The Admissions Board will decide on an admission request within six weeks after submission of the complete request.
4. With regard to the admission inquiry, in the case of an English-taught Master's program, students with an international prior education must present proof that they have successfully passed the TOEFL iBT test, IELTS Academic test, the Cambridge Assessment English C1 Advanced (previously: CAE) or the Cambridge Assessment English C2 Proficiency (previously: CPE). For the TOEFL iBT test, this means a minimum score of 90 (internet based). For the IELTS Academic test, this means a minimum score of 6.5, with no individual parts scoring lower than 6.0. The Cambridge Assessment English C1 Advanced or the Cambridge Assessment English C2 Proficiency is passed if an A, B, or C has been obtained. Test results must not be older than two years at the time the application for admission is made. Students must be able to demonstrate at the time of application that they have the required language level. If no test results are submitted, the application cannot be considered unless there is a situation as described in paragraph 5, 6, 9 or 10.
5. Exemptions from the language proficiency requirements set forth in paragraph 4 of this Article are granted in any case, subject to paragraph 9, to students who meet the following requirements:
 - * Students with a Bachelor's or Master's degree in an English-taught program obtained at Tilburg University, another Dutch university, or a university in one of the following countries: United States of America, Canada (with the exception of Quebec), United Kingdom, Ireland, Australia, and New Zealand.
 - * Students with a passport from one of the following countries United States of America, Canada, United Kingdom, Ireland, Australia, and New Zealand.
6. Exemptions from the language proficiency requirements set forth in paragraph 4 of this Article are also granted, subject to paragraph 9, to students who request admission based on a joint program, insofar as this is in line with the collaboration agreement for the program between the participating institutions located within the European Economic Area.
7. The requirement of sufficient proficiency in the Dutch language—in case of admission to a Dutch Master's program based on an international certificate—is met if one of the following diplomas/certificates have been obtained:
 - a Dutch diploma in preuniversity education with Dutch as an examination subject;
 - a propaedeutic diploma from a Dutch-taught study program, obtained at an institution for university education (*wo-onderwijs*) or a university of applied sciences (*HBO-onderwijs*);
 - a Bachelor's degree from a Dutch-taught study program obtained at an institution for university education (*wo-onderwijs*) or a university of applied sciences (*HBO-onderwijs*);
 - State examination Dutch as a second language program II;

- Certificate Dutch as a foreign language, with the Profile Language proficiency Higher Education (*Educatief Startbekwaam* (CNaVT-ES)) or the Profile Academic and Professional Language Proficiency (*Educatief Professioneel* (CNaVT-EP));
 - *Zeugnis der Allgemeinen Hochschulreife* on the condition that the subject Dutch has been taken up to and including the final examination year (mostly year 12);
 - *Diploma van Secundair Onderwijs*, program *Algemeen Secundair Onderwijs*;
8. Admission is granted on the condition that the candidate, at the latest on the starting date of the program, meets the requirements with respect to knowledge and skills referred to in paragraph 7 of this Article as well as Article 5.2, as evidenced by certificates.
 9. Where applicable, the Admissions Board may decide that the English language proficiency of the student applying for admission meets the scores referred to in paragraph 4 without explicit proof of successful completion.
 10. In special cases, additional requirements regarding the English or Dutch proficiency can be imposed on students who have met the requirements as referred to in paragraphs 4 or 7.
 11. The written confirmation of admission shall inform the student of the possibility of appeal to the Examination Appeals Board.

Article 5.4 Enrollment after the start of the program

In accordance with the Enrollment and Tuition Fees Regulations, students who wish to enroll in a certain Master's program at the institution for the first time at a later time than the official start of the program must obtain permission from the Executive Board. As part of the decision-making process, the Executive Board asks the School, in this case the Examination Board, to declare in writing that there are no objections on educational grounds. If the School, in this case the Examination Board, concludes that the student cannot integrate in the current program, it must give its reasons in writing. A notice of objection to a negative decision can be lodged with the Tilburg University Executive Board within six weeks.

Article 5.5 Refusal or termination of enrolment (iudicium abeundi)

1. Based on the provisions of Article 7.42a of the Act, the Dean or the Examination Board may, in exceptional cases, ask the Executive Board to terminate or refuse a student's enrolment in a program, if that student's actions or remarks show that the student is unsuitable either for practicing one or more of the professions for which the program in question is preparing the student or for the practical preparation for the professional practice.
2. If a student is suspected of being unsuitable as described in paragraph 1, the Examination Board or the Dean will institute an investigation, of which the student will be informed immediately. The Examination Board or the Dean shall not issue any recommendation without carefully considering the interests involved and giving the student the opportunity to be heard.

Chapter 6 Student counseling

Article 6.1 Study progress administration

1. The Student Administration registers the students' individual study results.
2. The Student Administration is responsible for the accessibility of the study progress data on the internet as well as the information about it.

Article 6.2 Counseling

1. The School is responsible for providing sufficient study counseling to the students enrolled in a Master's program. The School entrusts this task to the EST and/or the Departments in

charge of the Master's programs in question.

2. In order to detect the causes of study delay and contribute to resolving them, the academic counselor conducts interviews with students. This task will be carried out by the EST and/or the Departments.

Article 6.3 Dual Career

1. Students with a dual career can apply for a talent status that entitles them to extra facilities in, for example, study counseling, and/or financial compensation. Within its possibilities, the School searches for suitable extra facilities in study counseling. The criteria for obtaining a talent status can be found in the Dual Career Regulations, which can be found as an appendix to the Student Charter.
2. Students who have a talent status and who wish to make use of the facilities referred to in paragraph 1 must make an appointment with their Education Coordinator to draw up a study plan at the start of the academic year or as soon as the Executive Board has granted the talent status.

Chapter 7 Transitional and final provisions

Article 7.1 Transitional provisions

1. Of all courses from the Education and Examination Regulations for the academic year 2022–2023 that will no longer be offered as of the academic year 2023–2024 and for which no substitute course has been designated in accordance with the transitional arrangements, two examination opportunities will be offered in the academic year 2023–2024. An overview of these courses can be found in PART V of these Regulations. Only students who have participated in these examination opportunities and have not passed may be eligible for an additional resit.
2. Students who have not yet passed a certain course after the last examination opportunity has taken place must, when continuing their original program, replace this course with a course of the corresponding new program, in accordance to the transitional schedule found in PART V of these Regulations.

Article 7.2 General hardship clause

1. The Examination Board is authorized to make an exception to the Education and Examination Regulations for the student's benefit in individual cases of major unfairness.
2. In cases not provided for in the Education and Examination Regulations, the Examination Board will decide.
3. In applying the general hardship clause, at least the following special circumstances of the person concerned may be taken into account:
 - illness, physical, sensory or other functional impairment;
 - pregnancy;
 - special family circumstances;
 - the membership, including the chair(wo)manship of the University Council, the School Council, the Program Board, or the Program Committee concerned, or another board position for which the university provides a participation grant;
 - a talent status granted by the Executive Board;
 - circumstances other than those mentioned above, which, if not included in the assessment by the Executive Board, would lead to a case of major unfairness;
4. These special circumstances will only be taken into account if they are reported to the dean of students by or on behalf of the student as soon as may reasonably be expected.
5. A student who appeals to special circumstances will be required to substantiate these

circumstances.

6. For the assessment of an appeal to special circumstances, the chairperson of the Examination Board may ask a dean of students or an expert for advice.

Article 7.3 Amendments

1. Amendments to these Regulations are adopted in a separate decision by the Dean after hearing the Academic Director(s) involved, the Examination Board, and after consultation with the Program Committee(s) involved and the School Council.
2. An amendment to these Regulations can only relate to the current academic year if it can reasonably be argued that this is in no way detrimental to the interests of the students.
3. Furthermore, an amendment cannot adversely affect any other decision taken pursuant to these Regulations by the Examination Board regarding a student.

Article 7.4 Publication

1. The Dean shall ensure that these Regulations, the Rules and Guidelines adopted by the Examination Board, and any amendments to these documents are appropriately announced.
2. Anyone interested can find out about the Regulations referred to in the first paragraph via the School's website.

Article 7.5 Entry into force

These Regulations shall enter into force on or about September 1, 2023.

Thus adopted by the Dean on July 6, 2023.

PART II ADMISSION GRANTING UNIVERSITY OF APPLIED SCIENCES PROGRAMS

Referring to Article 2.3, paragraph 1, a list of university of applied sciences programs of which the certificate qualifies a student for one of the pre-Master's programs of the Tilburg School of Social and Behavioral Sciences is given below.

Qualification for the pre-Master's program in **Organization and Management Studies** can, in any case, be obtained through the certificate of one of the following programs:

- Accountancy
- Agrarische bedrijfskunde
- Bedrijfseconomie (or: Finance and Control)
- Bedrijfskunde
- Bedrijfskunde MER
- Bedrijfskundige informatica
- Bestuurskunde
- Bestuurskunde en overheidsmanagement
- Bouwtechnische bedrijfskunde
- Business Innovation
- Business Management
- Commerciële economie
- Communicatie
- Economisch linguïstische opleiding (or: International Business and Languages)
- European Studies
- Facilitair management
- Fiscale economie
- Hogere Europese beroepenopleiding
- Hogere hotelschool
- Hospitality en Evenementen Management
- Hotel en Eventmanagement
- Hotel Management
- Human Resource Management (or: Personeel en arbeid or Personeel en organisatie)
- International Business
- International Business and Management Studies
- Logistics Management
- Management, economie en recht
- Management in de zorg
- Opl. Ler. VO 2^e gr. Bedrijfseconomie
- People and Business Management
- Small Business and Retail Management
- Sport, economie en communicatie
- Sportkunde
- Sport Management
- Technische bedrijfskunde
- Tourism Management
- Vrijtijdsmanagement/Leisure Management

Qualification for the pre-Master's program in **Human Resource Studies** can, in any case, be obtained through the certificate of one of the following programs:

- Business Innovation
- Bedrijfseconomie (or: Finance and Control)
- Bedrijfskunde
- Bedrijfskunde en Agribusiness
- Bedrijfskunde MER
- Bestuurskunde
- Business Management
- European Studies
- Hogere Europese beroepenopleiding
- Hotel- and Eventmanagement
- Human Resource Management (or: Personeel en arbeid or Personeel en organisatie)
- Integrale veiligheid
- International Business
- International Business and Management Studies
- Learning and Development in Organisations
- Logistics management
- Management, economie en recht
- Management in de zorg
- Technische bedrijfskunde
- Toegepaste Psychologie
- Vrijetijdsmanagement/Leisure Management

Qualification for the pre-Master's program in **Sociology** can, in any case, be obtained through the certificate of one of the following university of applied sciences programs:

- Bedrijfseconomie (or: Finance and Control)
- Bedrijfskunde
- Bedrijfskunde MER
- Bestuurskunde
- Bestuurskunde en overheidsmanagement
- Built Environment/Bouwkunde
- Commerciële Economie
- Communicatie
- Culturele en maatschappelijke vorming
- European Studies
- Human Resource Management (or: Personeel en arbeid or Personeel en organisatie)
- Integrale veiligheidskunde
- International Business
- International Business Administration
- International Business and Languages
- International Business and Management Studies
- Journalistiek
- Kunst en Economie
- Learning and Development in Organizations
- Leisure and Eventmanagement
- Lifestyle
- Maatschappelijk werk en dienstverlening
- Maatschappijleer: lerarenopleiding
- Sociaal pedagogische hulpverlening
- Social Work
- Sociale studies
- Sport, gezondheid en management
- Sportkunde
- Technische bedrijfskunde
- Toegepaste Psychologie
- Tourism Management
- Vrijtijdsmanagement/Leisure management

PART III COMPOSITION OF THE PRE-MASTER'S PROGRAMS

PRE-MASTER ORGANIZATION AND MANAGEMENT STUDIES

(Article 2.3 and 2.4)

The language of instruction for this program is English.

Code	Course		Credits
424012-B-6	Qualitative Research Methods for International Students		6
424241-B-6	Causal Analysis Techniques for International Students	P	6
424242-B-6	Construction and Analysis of Questionnaires for International Students	P	6
441057-B-6	Relations and Networks of Organizations	P	6
441058-B-6	Strategic Decision-Making	P	6
441074-B-6	Organization Theory		6
441079-B-6	Organization Development		6
441080-B-12	Empirical Research Pre-master Organization Studies		12
441081-B-6	Innovation, Organization and Entrepreneurship		6

PRE-MASTER ORGANIZATION AND MANAGEMENT STUDIES for AVANS STUDENTS

(Article 2.5, paragraph 2)

The language of instruction for this program is English.

Code	Course		Credits
424023-B-6	Methods, Measurement and Statistics for Premaster Students Fall	P	6
424024-B-6	Causal Analysis Techniques for Premaster Students Fall	P	6
441057-B-6	Relations and Networks of Organizations	P	6
441058-B-6	Strategic Decision-Making	P	6
441074-B-6	Organization Theory		6
441079-B-6	Organization Development		6
441081-B-6	Innovation, Organization and Entrepreneurship		6

PRE-MASTER ORGANIZATION AND MANAGEMENT STUDIES for FONTYS STUDENTS

(Article 2.5, paragraph 3)

The language of instruction for this program is English.

Code	Course		Credits
424023-B-6	Methods, Measurement and Statistics for Premaster Students Fall	P	6
424024-B-6	Causal Analysis Techniques for Premaster Students Fall	P	6
441058-B-6	Strategic Decision-Making	P	6
441074-B-6	Organization Theory		6
441080-B-12	Empirical Research Pre-master Organization Studies		12
441081-B-6	Innovation, Organization and Entrepreneurship		6

PRE-MASTER HUMAN RESOURCE STUDIES

(Article 2.3; 2.4; 2.5, paragraph 4; 2.5, paragraph 5)

The language of instruction for this program is English.

Code	Course		Credits
424023-B-6	Methods, Measurement and Statistics for Premaster Students Fall	P	6
760433-B-6	Research in Human Resource Management for Premaster Students		6
760434-B-4	Work and Health Psychology for Pre-Master's HRS		4
424024-B-6	Causal Analysis Techniques for Premaster Students Fall	P	6
760435-B-4	Strategic Human Resource Management for pre-Master's HRS		4
424435-B-4	Academic Writing for Pre-Master's HRS	P	4

P = Practical, cf. Article 2.9

PRE-MASTER SOCIOLOGY

The language of instruction for this program is English.

Intake fall semester

(Article 2.3; 2.4; 2.5, paragraph 6)*

Code	Course		Credits
424023-B-6	Methods, Measurement and Statistics for Premaster Students Fall	P	6
410143-B-7	Research Project Premaster Sociology Fall	P	7
410120-B-5	Introduction to Sociology Fall		5
424024-B-6	Causal Analysis Techniques for Premaster Students Fall	P	6
	1 out of the following 2 courses:		
400151-B-6	Sociological and Historical Perspectives on Identities		6
424019-B-6	Global Migration		6

Intake spring semester

(Article 2.3; 2.4; 2.5, paragraph 6)*

Code	Course		Credits
424025-B-6	Methods, Measurement and Statistics for Premaster Students Spring	P	6
410908-B-7	Research Project Premaster Sociology Spring	P	7
410140-B-5	Introduction to Sociology Spring		5
424026-B-6	Causal Analysis Techniques for Premaster Students Spring	P	6
	1 out of the following 2 courses:		
424436-B-6	Families in Context: How Families Define Us		6
424022-B-6	Sociology of Work		6

* The programs mentioned apply to the intake based on Article 2.3 (regular standard pre-Master's), Article 2.4 (standard pre-Master's for international students) and Article 2.5 (the connecting program as described in paragraph 6 of this Article).

PRE-MASTER'S PSYCHOLOGIE for FONTYS STUDENTS as of cohort 2017

(Article 2.5, paragraph 7)

The language of instruction in this program is Dutch, with the exception of the courses marked "(ENG)". For those courses English is the language of instruction.

N.B.: only the courses the Fontys students participate in at Tilburg University are mentioned here. All other courses of their connecting program will be offered in the Fontys TP-program.

Code	Course		Credits
424534-B-5	Experimentele onderzoeksmethoden	P	5
500216-B-5	Testtheorie		5
500301-B-6	Hersenen en gedrag		6
550037-B-6	Psychodiagnostiek		6
595101-B-6	Inleiding en geschiedenis van de psychologie	P	6
	Major-specific Course*		6

*To be chosen from the following courses:

Code	Course		Credits
423025-B-6	Economic Psychology (ENG)		6
441085-B-6	Ontwikkeling van persoonlijke relaties		6
500851-B-6	Emoties: wetenschappelijke en klinische aspecten	P	6
500868-B-6	Inleiding in de forensische psychologie		6
550028-B-6	Inleiding klinische neuropsychologie		6
575038-B-6	Work Psychology (ENG)		6

P = Practical, cf. Article 2.9

PRE-MASTER PSYCHOLOGIE for Fontys students program Leraar Basisonderwijs (PABO-University)

(See Article 2.5, paragraph 8)

The language of instruction in this program is Dutch,

HBO Year 1

Code	Course		Credits
595101-B-6	Inleiding en geschiedenis van de psychologie	P	6
550006-B-5	Persoonlijkheidspsychologie		5
500301-B-6	Hersenen en gedrag		6
560000-B-6	Ontwikkelingsleer		6

HBO Year 2

Code	Course		Credits
530000-B-6	Funcielear	P	6
424502-B-5	Inleiding methodenleer		5
424504-B-5	Inleiding statistiek	P	5
421001-B-5	Psychopathologie		5

HBO Year 3

Code	Course		Credits
550037-B-6	Psychodiagnostiek		6
424533-B-5	Correlationele onderzoeksmethoden	P	5
500305-B-5	Sociale psychologie	P	5
424534-B-5	Experimentele onderzoeksmethoden	P	5

HBO year 4

Code	Course		Credits
424532-B-6	Toegepaste methoden en statistiek	P	6
500216-B-5	Testtheorie		5
441085-B-6	Ontwikkeling van persoonlijke relaties		6
441086-B-6	Positieve psychologie en ontwikkeling		6
560110-B-6	Ontwikkelingsstoornissen		6

PART IV COMPOSITION OF THE MASTER'S PROGRAMS

MASTER'S PROGRAM ORGANIZATION AND MANAGEMENT STUDIES

The Master's program in Organization and Management Studies offers the following three programs:

- **Organization and Management Studies**
- **Organizing for Global Social Challenges**
- **Organizing for Digital Transformation**

ORGANIZATION AND MANAGEMENT STUDIES

The language of instruction for this program is English.

Code	Course		Credits
440800-M-6	Societal Developments and Institutions	P	6
440802-M-6	Organizational Dynamics	P	6
440803-M-6	Complexity within Organizations		6
440808-M-3	Evidence Based Intervention	P	3
440804-M-6	Interorganizational Relationships	P	6
440812-M-3	Master's Seminar Organization and Management Studies (3 credits)		3
440807-M-6	Organizing Strategy and Entrepreneurship		6
440990-M-24	Master's Thesis Organization and Management Studies	P	24

ORGANIZING FOR GLOBAL SOCIAL CHALLENGES

The language of instruction for this program is English.

Code	Course		Credits
440802-M-6	Organizational Dynamics	P	6
440803-M-6	Complexity within Organizations		6
440808-M-3	Evidence Based Intervention	P	3
440804-M-6	Interorganizational Relationships	P	6
441802-M-6	Social Changes and Sustainable Development		6
441801-M-6	Hybrid Organizations		6
440812-M-3	Master's Seminar Organization and Management Studies (3 credits)		3
440990-M-24	Master's Thesis Organization and Management Studies – GMSI	P	24

ORGANIZING FOR DIGITAL TRANSFORMATION

This program is English-taught and will admit students as of the academic year 2024-2025. Its curriculum will be included in the EER for 2024-2025.

P = Practical, cf. Article 3.2

MASTER'S PROGRAM HUMAN RESOURCE STUDIES

HUMAN RESOURCE STUDIES

The language of instruction for this program is English.

Code	Course		Credits
	Depending on intake moment, one of the two courses below:		
760815-M-12	Seminar Human Resource Studies	P	12
760831-M-12	Seminar Human Resource Studies SPRING	P	12
760819-M-6	HR Analytics	P	6
760821-M-6	Organizational Change		6
760991-M-24	Master's Thesis Human Resource Studies	P	24
	1 out of the following 5 courses:		
760816-M-6	Human Resource Development		6
760817-M-6	Performance Management	P	6
760827-M-6	HRM, Work-design and Technology	P	6
880232-M-6	Cultural Diversity Management		6
500874-M-6	Positive Institutions	P	6
	A choice of 6 credits out of the following courses:		
680060-M-6	International Labor Law and Globalization		6
760818-M-3	Compensation and Benefits		3
760820-M-3	International Human Resource Management		3
760828-M-3	Inclusive HRM		3
760829-M-3	Positive Psychology Interventions in Organizations		3
760826-M-3	Active Aging at Work		3
760826-M-3	Leadership Perspectives on HRM		3

P = Practical, cf. Article 3.2

MASTER'S PROGRAM PSYCHOLOGIE EN GEESTELIJKE GEZONDHEID (PSYCHOLOGY AND MENTAL HEALTH)

The Master's program in Psychologie en Geestelijke Gezondheid offers the following five programs:

- **Klinische psychologie** (Clinical Psychology)
- **Klinische kinder- en jeugdpsychologie** (Clinical Child and Youth Psychology)
- **Klinische forensische psychologie** (Clinical Forensic Psychology)
- **Positive Psychology and Well-being**
- **Clinical Neuropsychology**

KLINISCHE PSYCHOLOGIE

The language of instruction in this program is Dutch.

Code	Cursusnaam		Ects
500806-M-6	Diagnostiek		6
500807-M-6	Behandelmethode		6
500840-M-6	Klinische psychologie		6
500864-M-6	Ouderenpsychologie		6
500988-M-18	Masterstage Klinische psychologie	P	18
500989-M-18	Master thesis Klinische psychologie	P	18

KLINISCHE KINDER- EN JEUGDPSYCHOLOGIE

The language of instruction in this program is Dutch.

Code	Cursusnaam		Ects
500806-M-6	Diagnostiek		6
500807-M-6	Behandelmethode		6
500838-M-6	Ontwikkeling en ontwikkelingsproblemen van kinderen		6
500839-M-6	Ontwikkeling en ontwikkelingsproblemen van adolescenten		6
500970-M-18	Masterstage Klinische kinder- en jeugdpsychologie	P	18
500971-M-18	Master thesis Klinische kinder- en jeugdpsychologie	P	18

KLINISCHE FORENSISCHE PSYCHOLOGIE

The language of instruction in this program is Dutch.

Code	Cursusnaam		Ects
500806-M-6	Diagnostiek		6
500847-M-6	Forensische psychologie		6
500848-M-6	Forensische psychopathologie		6
500850-M-6	Forensische behandel- en zorgprogramma's		6
500980-M-18	Masterstage Klinische forensische psychologie	P	18
500981-M-18	Master thesis Klinische forensische psychologie	P	18

POSITIVE PSYCHOLOGY AND WELL-BEING

The language of instruction for this program is English.

Code	Course		Credits
500870-M-6	Introduction and Theories about Positive Psychology		6
500869-M-6	Positive Psychology Interventions and Assessment		6
500873-M-6	Personal Development, Growth and Resilience		6
500874-M-6	Positive Institutions	P	6
500871-M-18	Master's Internship Positive Psychology and Well-being	P	18
500872-M-18	Master's Thesis Positive Psychology and Well-being	P	18

CLINICAL NEUROPSYCHOLOGY

The language of instruction for this program is English.

Code	Course		Credits
500880-M-6	Developmental Neuropsychology		6
500881-M-6	Neuropsychology of Aging		6
500882-M-6	Assessment for Clinical Neuropsychology		6
500883-M-6	Neuropsychological Rehabilitation		6
	Choice of 1 of the following 2 internships:		
500887-M-18	Master's Internship Clinical Neuropsychology Internal	P	18
500886-M-18	Master's Internship Clinical Neuropsychology External	P	18
500885-M-18	Master's Thesis Clinical Neuropsychology	P	18

P = Practical, cf. Article 3.2

* Students of the Master's track Clinical Neuropsychology must choose either an internal or external internship within the curriculum. Choosing both internship formats, with one of the two internship formats being taken on top of the curriculum, is not possible.

MASTER'S PROGRAM SOCIAL PSYCHOLOGY

The Master's program in Social Psychology offers the following two programs:

- **Economic Psychology**
- **Work and Organizational Psychology**

ECONOMIC PSYCHOLOGY

The language of instruction for this program is English.

Code	Course		Credits
500852-M-6	The Psychology of Economics	P	6
500875-M-6	Consumer Analytics using Big Data	P	6
500855-M-6	Psychology of Marketing		6
500856-M-6	Money and Financial Behavior		6
500972-M-18	Master's Internship Economic Psychology	P	18
500999-M-18	Master's Thesis Economic Psychology	P	18

WORK AND ORGANIZATIONAL PSYCHOLOGY

The language of instruction for this program is English.

Code	Course		Credits
500841-M-6	Work Group Psychology	P	6
500842-M-6	Leadership and Organization		6
500843-M-6	Occupational Health Psychology	P	6
500844-M-6	Personnel Psychology	P	6
500973-M-18	Master's Internship Work and Organization Psychology	P	18
500985-M-18	Master's Thesis Work and Organization Psychology	P	18

P = Practical, cf. Article 3.2

MASTER'S PROGRAM SOCIOLOGY

The Master's program in Sociology offers the following three programs:

- **Sociology: Politics, Policy and Society in comparative perspective**
- **Politics, Policy and Societal Development**
- **Health, Well-being and Society**

SOCIOLOGY: POLITICS, POLICY AND SOCIETY IN COMPARATIVE PERSPECTIVE

The language of instruction for this program is English.

Code	Course		Credits
400801-M-6	Social Policy and Social Risks		6
400944-M-6	Social Movements: Social Media, Democracy and Change	P	6
400814-M-6	Politics and Society in Comparative Perspective		6
400815-M-6	The Social Structure of Western Societies		6
400991-M-24	Master's Thesis Sociology	P	24
	Depending on intake moment, one of the two courses below:		
400816-M-12	Master Seminar Sociology: From Theory to Research Fall	P	12
400912-M-12	Master Seminar Sociology: From Theory to Research Spring	P	12

POLITICS, POLICY AND SOCIETAL DEVELOPMENT

The language of instruction for this program is English.

Code	Course		Credits
400801-M-6	Social Policy and Social Risks		6
	Choice of 1 of the following 2 courses:		
400814-M-6	Politics and Society in Comparative Perspective		6
400910-M-6	Health and Policy		6
400816-M-12	Master Seminar Sociology: From Theory to Research Fall	P	12
441802-M-6	Social Changes and Sustainable Development		6
441801-M-6	Hybrid Organizations		6
441803-M-24	Master's Thesis Sociology – GMSI	P	24

HEALTH, WELL-BEING AND SOCIETY

The language of instruction for this program is English.

Code	Course		Credits
400801-M-6	Social Policy and Social Risks		6
400911-M-6	Health, Resilience and Sustainability	P	6
400910-M-6	Health and Policy		6
400815-M-6	The Social Structure of Western Societies		6
400913-M-24	Master's Thesis Health, Well-being and Society	P	24
	Depending on intake moment, one of the two courses below:*		
400816-M-12	Master Seminar Sociology: From Theory to Research Fall	P	12
400912-M-12	Master Seminar Sociology: From Theory to Research Spring	P	12

P = Practical, cf. Article 3.2

* If there is a delay, students are also permitted to take the spring variant instead of the fall variant or vice versa.

PART V TRANSITIONAL PROVISIONS

In accordance with Article 7.1, paragraph 1, no substitute course will be designated for the following courses that lapse with effect from the academic year 2023–2024:

In the academic year 2023–2024, there are no courses to which the foregoing applies.

In accordance with Article 7.1, paragraph 2, the following substitute courses are designated for courses from previous years that are no longer offered:

Pre-Master's programs

Pre-Master Organization and Management Studies

The following transitional provisions apply to the students of the pre-Master's program in Organization and Management Studies:

Code	Cancelled course	Credits	Code	Replaced by	Credits
424201-B-6	Causal Analysis Techniques	6	424241-B-6	Causal Analysis Techniques for International Students	6
424202-B-6	Construction and Analysis of Questionnaires	6	424242-B-6	Construction and Analysis of Questionnaires for International Students	6
424240-B-6	Qualitative Research Methods	6	424012-B-6	Qualitative Research Methods for International Students	6

Pre-Master Organization and Management Studies for Avans Students

The following transitional provisions apply to the students of the pre-Master's program in Organization and Management Studies for Avans Students:

Code	Cancelled course	Credits	Code	Replaced by	Credits
424201-B-6	Causal Analysis Techniques	6	424241-B-6	Causal Analysis Techniques for International Students	6
424202-B-6	Construction and Analysis of Questionnaires	6	424242-B-6	Construction and Analysis of Questionnaires for International Students	6
424240-B-6	Qualitative Research Methods	6	424012-B-6	Qualitative Research Methods for International Students	6

Pre-Master Organization and Management Studies for Fontys Students

The following transitional provisions apply to the students of the pre-Master's program in Organization and Management Studies for Fontys Students:

Code	Cancelled course	Credits	Code	Replaced by	Credits
424201-B-6	Causal Analysis Techniques	6	424241-B-6	Causal Analysis Techniques for International Students	6
424202-B-6	Construction and Analysis of Questionnaires	6	424242-B-6	Construction and Analysis of Questionnaires for International Students	6
424240-B-6	Qualitative Research Methods	6	424012-B-6	Qualitative Research Methods for International Students	6

Pre-Master Human Resource Studies

The following transitional provisions apply to the students of the pre-Master's program in Human Resource Studies:

No transitional provisions.

Pre-Master Human Resource Studies for International Students

The following transitional provisions apply to the students of the pre-Master Human Resource Studies for International Students:

No transitional provisions.

Pre-Master Human Resource Studies for Avans Students

The following transitional provisions apply to the students of the pre-Master's program in Human Resource Studies for Avans Students:

Code	Cancelled course	Credits	Code	Replaced by	Credits
424201-B-6	Causal Analysis Techniques	6	424241-B-6	Causal Analysis Techniques for International Students	6
424202-B-6	Construction and Analysis of Questionnaires	6	424242-B-6	Construction and Analysis of Questionnaires for International Students	6
424240-B-6	Qualitative Research Methods	6	424012-B-6	Qualitative Research Methods for International Students	6

Pre-Master Human Resource Studies for Fontys Students

The following transitional provisions apply to the students of the pre-Master's program in Human Resource Studies for Fontys Students:

Code	Cancelled course	Credits	Code	Replaced by	Credits
424201-B-6	Causal Analysis Techniques	6	424241-B-6	Causal Analysis Techniques for International Students	6
424202-B-6	Construction and Analysis of Questionnaires	6	424242-B-6	Construction and Analysis of Questionnaires for International Students	6
424240-B-6	Qualitative Research Methods	6	424012-B-6	Qualitative Research Methods for International Students	6
760031-B-6	Work, Well-being and Performance	6	761004-B-6	Work and Health Psychology	6

Pre-Master Psychology for Fontys Students up until cohort 2016

The following transitional provisions apply to the students **up until cohort 2016** of the pre-Master's program in Psychology for Fontys Students:

Code	Cancelled course	Credits	Code	Replaced by	Credits
424521-B-6	Experimental Research Methods	6	424534-B-6	Experimental Research Methods + extra assignment	5 1

Pre-Master Psychology for Fontys Students as of cohort 2017

The following transitional provisions apply to the students **as of cohort 2017** of the pre-Master's program in Psychology for Fontys Students:

Code	Cancelled course	Credits	Code	Replaced by	Credits
595101-B-5	Inleiding en geschiedenis van de psychologie	5	595101-B-6	Inleiding en geschiedenis van de psychologie	6

Pre-Master Psychology for Fontys Students *Opleiding tot leraar basisonderwijs (PABO-University)*

The following transitional provisions apply to the students of the pre-Master's program in Psychology for Fontys Students *Opleiding tot leraar basisonderwijs (PABO-University)*:

Code	Cancelled course	Credits	Code	Replaced by	Credits
595101-B-5	Inleiding en geschiedenis van de psychologie	5	595101-B-6	Inleiding en geschiedenis van de psychologie	6
500305-B-6	Sociale psychologie	6	500305-B-5	Sociale psychologie + extra assignment	5 1

MASTER'S PROGRAMS

Master Organization and Management Studies

There are no current transitional provisions for students taking the Master's program in Organization and Management Studies.

Master Human Resource Studies

There are no current transitional provisions for students of the Master's program in Human Resource Studies.

Master Psychologie en Geestelijke Gezondheid

The following transitional provisions apply to the students of the Master's program in Psychologie en Geestelijke Gezondheid:

Code	Cancelled course	Credits	Code	Replaced by	Credits
500806-M-6	Diagnostics (old style)	6	500806-M-6	Diagnostics as of 2013-14*	6

Track Klinische psychologie:
No transitional provisions.

Track Klinische kinder- en jeugdpsychologie:
No transitional provisions.

Track Klinische forensische psychologie:
No transitional provisions.

Track Positive Psychology and Well-being:
No transitional provisions.

Track Clinical Neuropsychology

Code	Cancelled course	Credits	Code	Replaced by	Credits
500884-M-18	Master's Internship Cognitive Neuropsychology	18	500887-	Master's Internship Clinical Neuropsychology Internal **	18
			500886-	Master's Internship Clinical Neuropsychology External	18

* Students who started their Master's program in Psychologie and Geestelijke Gezondheid in 2013–2014 need to

follow the Master's course Diagnostics with code 500806 as it is taught as of 2013–2014. For students who have not finished this course before the year 2013–2014, the stipulations as stated in the TER 2012–2013 stand. They need to have completed two other course in the field of PGG and three practical reports.

** From the academic year 2023-2024, students can only follow one internship, the Internal or the External internship. Students of cohort 2022-2023 and earlier could follow both internships. This possibility will cease to exist from the academic year 2023-2024. In the academic year 2023-2024, students of cohort 2022-2023 and earlier will still have the opportunity to do both internships if they had opted for a second internship before the start of the academic year 2023-2024. This provision will be offered for 1 year (2023-2024), after which these students must also choose between one of these internships.

Master Social Psychology

The following transitional provisions apply to the students of the Master's program in Social Psychology:

Track Economic Psychology:

Code	Cancelled course	Credits	Code	Replaced by	Credits
500853-M-6	Advanced Consumer Science	6	500875-M-6	Consumer Analytics using Big Data	6
500960-M-12	Master's Internship Economic Psychology	12	500972-M-18	Master's Internship Economic Psychology*	18
+		+			
500982-M-6		6			

Track Work and Organizational Psychology:

Code	Cancelled course	Credits	Code	Replaced by	Credits
500962-M-12	Master's Internship Work and Organization Psychology	12	500973-M-18	Master's Internship Work and Organization Psychology	18
+		+			
500986-M-6		6			

* From the academic year 2023-2024, the internships of 12 and 6 ECTS from the program of both the track Economic Psychology and the track Work and Organizational Psychology will be merged into one internship of 18 ECTS. Students of cohort 2022-2023 and earlier had the possibility, instead of the internship of 6 ECTS, to follow an in-depth course of at least 6 ECTS. This possibility will cease to exist from the academic year 2023-2024. In the academic year 2023-2024, students of cohort 2022-2023 and earlier - if they had opted for the in-depth course before the start of the academic year 2023-2024 - will have the opportunity to substantiate this component. This provision will be offered for 1 year (2023-2024), after which these students must also complete an internship of a total of 18 ECTS.

Master Sociology

The following transitional provisions apply to the students of the Master's program in Sociology: Politics, Policy and Society in Comparative Perspective:

Code	Cancelled course	Credits	Code	Replaced by	Credits
400811-M-6	Social Capital: Networks, Resources and Attitudes	6	400944-M-6	Social Movements: Social Media, Democracy and Change	6

Track Politics, Policy and Societal Development:
No transitional provisions.

Track Health, Well-being and Society:
No transitional provisions.