

### Objectives

**Redefine**

**Reshape**

**Brighten skills**

### Resizing the mammoth

**Expected outcomes**

- Reduction of teaching load
- Beter partition of the work load
- Stronger cohesion between courses
- Intelligible programme structure
- Reduction of cost

**Motivation**

Extremely large numbers of electives (+40)

- an inflation of courses to choose from
- many courses with little numbers of students
- lost of cohesion between courses
- many repetitions between courses
- less time for larger course

**Downside** Less diversity of topics for student

**Teacher Resistance**

- Don't touch to my pet subject
- Quota of teaching
- Visible to students

**Approach**

- Gather Data
- Share and show everyone wins
- Offer side solutions
- Target domain by domain
- Start with a familiar pilot

### New Curriculum Shape

Who do you want to become?

Heart of Phycist

**Strong points**

- Clarity
- Simplicity
- Uniformity in variety

### Reshaping Pilot

**Approach**

- Request and share information about the course
- Define overlap, missing topics, scheduling conflict
- No reaction
- Offer a plan with bold change
- Reaction arrived
- Reached a consensus

**Outcome**

- EC Reduction
- Overlap Reduction
- Improved Scheduling
- Improved Structure

### Orientation

- the engineer researcher: Research & Development
- the academic researcher: Pre-Phd programme
- the globe trotter: Study abroad
- the manager: Technology management
- the educator: Education

### Pick your Project

Goal: Reduce Pet Master Course, Make new PI Visible, Help student find their project

Answer: Introduce the Marktplaats of Projects

Effect: One place for all, Responsibilise the teachers

### Streamline Curriculum

Goal: Reduce teaching load teachers

Answer: Gather all resources information in a Wiki

Effect: Less wasted timed in search, Better understanding of the organisation

### Visibility to Professional skills

Motivation: Present the skills in courses, Complete the programme learning goals

Approach: Choose the skills, Define them, Request teachers to fill it up for their course

### Leadership: lessons learned

**inspire your troops**

"You can only lead people by showing them a future: a leader is a merchant of hope".

**Listen**

Listen and find the underlying reason of resistance

**Resilience**

"The great art is to change during the battle"

**Delegate and Foster**

Find allies and use them to do the job

**Communicate early and well**

"A good drawing is better than a long speech"

Leadership in education " must be expanded to the point where important new ideas or programs will remain even if the "leader" leaves"

### Merci

the LOL Team: Alexia, Sylvia, Joost

the LOL Comrades: Sigrid, Saskia, Timon, Igor, Koen

the rest of the LOL Colleagues: Suzanne, Zenlin, Semsu, Marike, Brenda, Jacomijn, Peter, Pim, Alex, Hans Marc

my AP Colleagues: Arno Haket, Nynke Penninga, Roel Smit, Maz Ali, Chris Kleijn

the board of Studies, all mycolleagues I taught with and learned from, the student representative: Kiki and Maarten, Anna and Isa

The PhDs Students who help with teaching: Thomas, Alex, Luuk, Sven, Sander

And all the students including my kids to whom I had the pleasure to teach!