Gender Equality, Diversity and Inclusion in Management

A specialisation of the Master's programme in Business Administration
Nijmegen School of Management

Introduction
Gender equality, diversity and inclusion are hot topics in contemporary organisations and societies. Managing the diversity of the workforce is a key challenge for organisations. The detrimental effects of undervaluing talent and not using everyone’s full potential need to be diminished. Are you interested in topical debates about women in decision-making or the position of young men with an ethnic minority background? Do you want to understand the position of gays, lesbians and transgenders in the workplace? Then this programme is perfect for you. The specialisation Gender Equality, Diversity and Inclusion in Management (GEM) familiarizes you with scientific insights, debates and management practices in the field of gender and diversity studies in organisations. It offers you knowledge and skills to understand the moral reasons and the business reasons for managing gender equality, diversity and inclusion. You learn to apply academic theories to real life questions and dilemmas within organisations, to design interventions to change organisations and to advice policy makers and management teams.

Why should you choose GEM in Nijmegen?
• Unique interdisciplinary approach
• Combining multiple specialisations in business administration and political science
• Societal, organisational and scientific urgency
• Training to become a critical academic professional
• Expert and enthusiastic staff
• Small scale lectures and group work

The programme
This is a one-year Master’s programme (60 ECs) with:
• Five specialisation courses (30 ECs)
• One research methods course (6 ECs)
• One elective course (6 ECs)
• Master’s Thesis (18 ECs)
Upon graduation, you will be awarded a Master of Science degree (MSc) in Business Administration.

Prof. Yvonne Benschop
Professor of Organisational Behaviour
Coordinator of the Master’s specialisation

‘Gender equality, diversity and inclusion are key challenges for socially responsible organisations and key for the wellbeing of all employees. The GEM programme is a unique specialisation in Business Administration that provides the theoretical and practical tools needed to manage gender equality, diversity and inclusion, design interventions and give content to the social responsibility of organisations.’

Programme

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change perspective
Changing perspective
As a GEM student you will be offered an interdisciplinary education, leading to the only Master’s degree (MSc) in Business Administration with a specialisation in gender equality, diversity and inclusion in the Netherlands. The programme focuses on the role and function of gender and diversity in the workplace, connecting what happens in organisations to the underlying power processes in politics and society. You will study how organisations produce different structural inequalities (regarding gender, ethnicity, sexuality, class, age, disability), and how these inequalities influence each other in organisational practice. The programme addresses questions about strategy, culture and identity, leadership, organisational change and the inclusion of multiple stakeholders in transforming organisations. We offer state of the art theoretical insights and provide a solid training in research methods to help you design and implement organisational interventions and solve policy problems. The work on the Master’s thesis starts in period 3. There are ample opportunities to write the thesis in combination with an internship to experience gender and diversity questions in practice.

Career prospects
As Business Administration graduates from Nijmegen, specialised in social processes in organisations and in the full range of research methods, our graduates are uniquely positioned to analyse complex problems and design solutions to shape the social responsibility of organisations. The GEM programme prepares you for the function of a diversity professional in public and private organisations. Our graduates are likely to be tasked with the development and implementation of gender and diversity policies, talent management or organisational change. Students are trained to become critical academic professionals, and are well positioned to enter a national or international trainee programme. Other jobs, such as policy advisor, programme manager, consultant or recruiter are also possible. Students with an interest in academic research have the option to pursue a PhD.

Application deadlines
The programme starts on 1 September. The application deadline is 1 April for students from non-EU/EEA countries and 1 May for students from within the EU/EEA. Successful international applicants who apply before these dates will be guaranteed accommodation and support with the visa and residence permit application. We will consider EU/EEA applications until 1 July and provide assistance where possible, but accommodation cannot be guaranteed.

More information
Dutch students: study advisor
Ms Remke Friesen | r.friesen@fm.ru.nl
International students: admission advisor
Ms Michelle Brugman | master@fm.ru.nl

Social media
F: facebook.com/RadboudNSM
I: instagram.com/RadboudNSM
T: twitter.com/RadboudNSM
C: ru.nl/nsm/chat

www.ru.nl/masters/gem

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