



## Grading policy and practices

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Grading and equal treatment of all students are key principles at the Chair in International Management. The same grading criteria are applied to all students. The content of students' work is the only element that affects the final grade.

### **EXAMS:**

Each exam's question is graded independently from the answers to other exam questions. The only element that affects the points of each exam question is the content of the answer to that specific question (as long as your handwriting is readable and the answer is logical).

Although the answers must be in English, language skills are not graded and do not make a difference. The content of the answer is what matters. Grammatical and spelling errors do not matter as long as the answer is clear and understandable. Native students or students with higher English writing capabilities may be able to write more and provide long answers, however if the content is not right, long and elaborated answers may still get low points.

Forced curve grading is not applied at the Chair of International Management. The grade students' receive depends solely on own performance only and not on the performance in the specific exam cohort. Grades will not be increased or decreased because the rest of the cohort did better or worse.

To increase the likelihood of correct grades and equal treatment of students, the following procedures are applied:

- 1) Two qualified persons will read and grade each exam and agree to on the final grades;
- 2) Students are expected to submit exams with the student number as the only identifier. Exams are read and corrected with no names, and the grades are matched to the students' names only after the grading is finalized. That is an extra precaution to reduce any form of bias;
- 3) The first question of all student's exams is read and points given, then the second question, then the third question and so forth. That way points are given as fairly as possible to each of the question. In addition papers are kept in a random order as an extra precaution. This ensures that we are not biased by any personal identifier or by previous answers.

**Given all the above measures, grades are considered final and not negotiable.** Student's perception may vary depending on own background and expectations,



however that will not be considered at the Chair in International Management, and any post-grading change would represent a privileged treatment of the specific student and that is not a possibility at the Chair in International Management.

**THESIS:**

Thesis work is an independent work and students are not only expected to create the thesis alone, but should also be able to challenge what they disagree with (be that the existing literature or feedback received). Grades are based upon the scientific merits of the work only, and only the final submitted version is graded. Students are held responsible for the content. The guidance a student receives (or claims did not receive) is not considered in grading. The Chair's staff tries to give feedback and recommends possible thesis development, however it is the thesis's writer sole decision if and how to implement or develop the recommendations. It is of essence that students understand that also an idea or a recommendation of the thesis' instructor may be interpreted or developed in different ways and that is the reason for having to separate the offered guidance from the final outcome.

Grading is done only after the thesis is submitted, and the content of that version is what is graded. **Promises or suggestions of possible grading during the process are not given and are not to be asked.** Anything communicated during the guidance cannot be interpreted as a grade suggestion.

Plagiarism is not tolerated (includes versions submitted in for comments). Any plagiarized text will be reported, and a plagiarism case will be opened according to UZH regulations.

The instructor will be happy to explain the grading, give feedback and also collect feedback on the guidance process. However, **all thesis are independently read and graded by Prof. Keil and one additional chair's qualified individual and therefore the thesis' grades are final and not negotiable.**