

## Announcement and Call for Applications

### DIES INTERNATIONAL DEANS' COURSE AFRICA 2021/22

The German Academic Exchange Service (DAAD), the German Rectors' Conference (HRK), the Osnabrück University of Applied Sciences and the Centre for Higher Education (CHE) are jointly organising the **International Deans' Course for Africa**.

This intensive training course is part of the DIES programme (Dialogue on Innovative Higher Education Strategies) which is coordinated by DAAD and HRK and which aims at strengthening higher education management structures in developing countries.

Due to the ongoing COVID-19 pandemic situation and the worldwide travel restrictions preventing reliable planning the programme committee developed a format which ensures the continuation of the programme, and at the same time maintains the training quality. Therefore, based on the assumption that travel restrictions will seriously affect international travel and participation in international conferences in 2021, the first phase is planned to be held online instead of a regular meeting in Germany. Although, the programme's new design foresees a use of predominantly virtual elements and of video based activities the organisers are ready to alter the mode of delivery from online to on-site once this should appear possible:

**Part I:** ten days online seminar from June 21<sup>st</sup> to July 2<sup>nd</sup>, 2021

**Part II:** five days "hybrid" seminar from October 25<sup>th</sup> to 29<sup>th</sup>, 2021 in the regions

**Part III:** ten days seminar from January 31<sup>st</sup> to February 11<sup>th</sup>, 2022

Further details regarding the programme, its design and schedule will be communicated in due time together with the results of the selection.

### Programme Contents and Methodology

The key objective of the course is to bring together a group of about 30 newly elected deans, vice-deans and heads of departments from universities in the African Region and to prepare them for the challenges of holding a dean's position in a changing higher education landscape. Issues such as strategic faculty management, financial management, quality assurance and leadership will be key parts of this course. A soft skills training and exchange with German university leaders about higher education reforms will be included as well.

The methodology will be strictly practice oriented and the use of case studies helps to reflect on professional experiences. Course attendees' personal experience as university managers will greatly contribute to this course, and thus, active participation will be necessary. The course starts in June with a ten days seminar. Participants are expected to submit a description of their work situation (university governance structure) and to develop a Project Action Plan (PAP) at the end of the first contact phase. This PAP is a project management tool and refers to a reform project which all participants are asked to implement during various stages of the course. The milestones of the PAPs will be further discussed during the intermediate workshop (Part II). Finally, Part III offers the opportunity to reflect on the finalisation of the projects and to discuss

lessons learned among the group. Both, Part II and III include additional sessions on relevant higher education management topics.

## Partners' Profile

The Osnabrück University of Applied Sciences is the academic coordinator of the course. The Osnabrück UAS offers an innovative MBA Programme in Higher Education Management for professionals at German universities and science organisations and, therefore, has an in-depth experience in the field of professional training at high academic levels.

The non-profit CHE (Centre for Higher Education) is an independent and implementation orientated think tank with an international perspective. It is a German key provider of expertise on higher education policy and management and has organised a significant number of important national workshops and trainings on faculty management and leadership in higher education.

The German Rectors' Conference (HRK) is the association of state and state-recognized universities in Germany. The HRK functions as the voice of the universities in dialogue with politicians and the public and as the central forum for opinion forming in the higher education sector. The German Rectors' Conference represents the interest of German universities at an international level and supports German universities in their internationalization process.

The German Academic Exchange Service (DAAD) is an association of German institutions of higher education and their student bodies. The DAAD supports the internationalisation of German universities, promotes German studies and the German language abroad, assists developing countries in establishing effective universities and advises decision makers on matters of cultural, education and development policy.

The team includes also three high ranking African higher education experts from the Addis Ababa University (Ethiopia), Taita Taveta University (Kenya) and the University of the Western Cape (South Africa) who have been important partners in this project already since 2007. The regional experts will also act as contact partners and mentors for the participants in between the presence phases of the course to support the implementation of the individual reform projects.

## Participants' Profile

- Up to 30 participants will be selected.
- Participants should be deans, vice-deans aiming at taking over a dean's position in the future or heads of department. In case that applicants come from specialised, decentralised universities (e.g. University of Natural Sciences, Regional Colleges) applications from newly appointed Vice-Presidents/ -Rectors are also highly welcomed. Participants should be preferably between 40 and 50 years old (+/- 2 years is tolerable).
- Eligible countries are: Ethiopia, Ghana, Kenya, Nigeria, Sudan, Tanzania and Uganda
- Fluency in English is required and mandatory in order to be admitted to the course. In case of applicants from non-Anglophone countries: Proof of excellent English proficiency (e.g. TOEFL; Cambridge Certificate) will be an asset. In individual cases phone interviews will be organised with short listed candidates to guarantee the requested proficiency.
- A gender balance and a good national mix is aimed at, given that qualifications and other criteria are fulfilled.

## Funding

International travel costs, board and lodging as well as the substantial part of the tuition fee will be covered by funds from the German Federal Ministry for Economic Cooperation and Development (BMZ). The participants' home universities are expected to contribute to the costs by paying a fee of 200 Euro (less than 10 % of the overall individual costs) for the completion of the three parts of the course.

## Application Requirements and Process

The application includes:

- [application form](#) (incl. curriculum vitae)
- [letter of motivation](#) (incl. draft of the PAP)
- **organisational chart** of the university (showing the section where the candidates are working in)
- **letter of support** from the university leadership indicating that the applicant will receive financial support from his/her university
- **one additional letter of recommendation** e.g. of a DAAD alumni will be appreciated.

**Please, send your application via e-mail until October 31<sup>st</sup>, 2020** to the Osnabrück University of Applied Sciences: Ms Freya Gallenkamp, [fdc@hs-osnabrueck.de](mailto:fdc@hs-osnabrueck.de)

All applicants will be informed on the results of the selection process in February 2021.

As all parts of the International Deans' Course are interconnected, participants need to confirm prior to the acceptance to the course that they are willing and able to take part in all three parts.

Further information on the DAAD DIES Programme and the International Deans' Course can be found at [www.daad.de/dies](http://www.daad.de/dies). A brochure with details on the International Deans' Course, i.e. the rationale, its aims, contents and the partners' profiles can be downloaded from the project website <http://www.international-deans-course.org>.

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