

DAAD Deutscher Akademischer Austausch Dienst
German Academic Exchange Service


Fachhochschule Osnabrück
University of Applied Sciences

HRK German Rectors' Conference
The Voice of the Universities

CH
CONSULT

in cooperation with


Alexander von Humboldt
Stiftung/Foundation



DIES International Deans' Course South East Asia

Programme

May 05th – 14th 2008

Osnabrueck (University of Applied Sciences, FH Osnabrueck,
Caprivistraße 30, 49076 Osnabrueck)

Berlin (Dietrich Bonhoeffer-Haus, Ziegelstrasse 30, 10117 Berlin)

Programme Committee

Intan **Ahmad**, PhD, Dean, Bandung Institute of Technology, School of Life Sciences and Technology, Indonesia

Dr. Christian **Berthold**, Chief Executive Officer, CHE Consult, Centre for Higher Education Development, Guetersloh, Germany

Dr. Jutta **Fedrowitz**, CHE Consult, Centre for Higher Education Development, Guetersloh, Germany

Professor Dr. Adelaida C. **Gines**, former Dean, Philippine Normal University, Colleges of Arts and Social Sciences, Philippines

Christoph **Hansert**, Head of Division, Higher Education Management, German Academic Exchange Service (DAAD), Bonn, Germany

Prof. Dr. Peter **Mayer**, Professor, former Vice-President and former Dean, Faculty of Business Management and Social Sciences, University of Applied Sciences Osnabrueck, Germany

Dr. Felix **Streiter**, Head of Division Europe II, Middle East, Africa, Latin America, Alexander von Humboldt Foundation (AvH), Bonn, Germany

Marijke **Wahlers**, Head of International Department, German Rectors' Conference (HRK), Bonn, Germany

Marc **Wilde**, Programme Manager, Division Higher Education Management, German Academic Exchange Service (DAAD), Bonn, Germany

Supra **Wimbarti**, PhD, former University Secretary & Director of Human Resource Development, Universitas Gadjah Mada, Indonesia

Prof. Dr. Frank **Ziegele**, Chief Executive Officer, CHE, Guetersloh and Professor, University of Applied Sciences Osnabrueck, Germany

Administrative Coordinators

Maike **Dübbelde**, student, FH Osnabrück

Rosmalinda **Handoko**, MA-student, INCHER, Kassel

Daniela **Kuegele**, Division Higher Education Management, German Academic Exchange Service (DAAD), Bonn, Germany

Alexander **Rupp**, Faculty of Business Management and Social Sciences, University of Applied Sciences Osnabrueck, Germany

Further Experts

Stefan **Bienefeld**, Director, Project Quality Management, German Rectors' Conference (HRK), Bonn, Germany

Christoph **Bissinger**, Trainer Meeting Management, Psychologist, Trainergemeinschaft Berlin, Germany

Prof. Marie-Thérèse **Claes**, PhD, former Dean, Faculty of Business, Asian University, Thailand, Trainer Conflict Management, Belgium

Prof. Hans R. **Friedrich**, University of Applied Sciences Bremen and former Director-General of Higher Education, Federal Ministry of Education and Research (BMBF), Germany

Prof. Dr. Arno **Fruehwald**, Dean, Faculty of Mathematics, Informatics and Natural Sciences, University of Hamburg, Germany

Prof. Oliver **Günther**, PhD, Dean of the Faculty of Economics and Business Administration, Humboldt university, Berlin

Martina **Wernz-Hornberger**, Trainer Personal Action Plans, Heidelberg, Germany

Prof. Dr. Vincent **Houben**, Executive Director, Institute of Asian and African Studies, Humboldt University, Berlin

Professor Dr. Kurt **Kutzler**, President, TU Berlin and former Vice-President, German Rectors' Conference (HRK), Bonn, Germany

Elisabeth **Lack**, Officer for Strategic Affairs, Humboldt University, Berlin

Dr. Klaus **Manderla**, Head of Division Asia, Alexander von Humboldt Foundation (AvH), Bonn, Germany

Prof. Dr. Dr. h.c. Jens Uwe **Nagel**, Vice-President for Academic and International Affairs, Humboldt University, Berlin

Lars **Oeverdieck**, Head of Faculty Administration, Faculty of Mathematics and Natural Sciences, Technical University, Berlin

Prof. Dr. Marie-Luise **Rehn**, Vice-President of the University of Applied Sciences Osnabrueck, Germany

Dr. Hanns **Sylvester**, Director, Department for Development Co-operation, German Academic Exchange Service (DAAD), Bonn, Germany

Prof. Dr. Christian **Thomsen**, Dean, Faculty of Mathematics and Natural Sciences, Technical University, Berlin

Prof. Dr. Michael **Tolkendorf**, Deputy Rector, Berlin School of Economics, Germany

Prof. Dr. Hans **Vossensteyn**, Center for Higher Education Policy Studies (CHEPS) Twente, The Netherlands, and University of Applied Sciences, Osnabrueck, Germany

Dr. Sandra **Westerburg**, Head of the President's Office, Humboldt University, Berlin

Sunday, May 4th

Arrival of participants at Muenster/Osnabrueck Airport, pick-up and check-in in Westermann-Hotel and Kulmbacher Hof

7.30 p.m. Joint Dinner in Joducus-Restaurant

Informal Welcome by Prof. Dr. Peter Mayer, former Vice-President and former Dean, Faculty of Business Management and Social Sciences, University of Applied Sciences Osnabrueck, Germany

Monday, May 5th

Official Opening

Coordination and chair: Prof. Dr. Peter Mayer

8.00 a.m. Departure at the hotels (transfer to Caprivi-Campus and re-transfer by shuttles and/or taxis)

8.30 a.m. Meeting point for daily allowances (Alexander Rupp), Caprivi Campus room CB 0110

9.00 a.m. Opening and welcome addresses on and introduction of the organizing institutions

Prof. Dr. Marie-Luise **Rehn**, Vice-President of the University of Applied Sciences Osnabrueck

Christoph **Hansert**, Head of Division, Higher Education Management, DAAD

Marijke **Wahlers**, Head of International Department, HRK

Dr. Christian **Berthold**, Chief Executive Officer, CHE Consult

*10.00 a.m. Short introduction of participants
(max. 3 min. per participant)*

Dr. Christian **Berthold**

12.00 Lunch break (Mensa)

Higher Education Systems in Germany, Indonesia and the Philippines

Coordination and chair: Dr. Christian Berthold

*1.30 p.m. Presentation:
German HE system and recent HE developments affecting faculties
Marijke **Wahlers**
Discussion*

2.30 p.m. Break

- 3.00 p.m. Presentations:
 HE developments in the Philippines and Indonesia: Five major developments in higher education which affect the faculty and the role of the dean
 Prof. Dr. Adelaida C. **Gines**, former Dean, Philippine Normal University, Colleges of Arts and Social Sciences, Philippines
 Intan **Ahmad**, PhD, Dean, Bandung Institute of Technology, School of Life Sciences and Technology, Indonesia
Discussion
- 4.30 p.m. Reception of the Mayor Boris **Pistorius**
Tour: City of Osnabrueck, view from the tower of the St. Mary's Church
(Departure at 4.00 p.m. at main entrance CN-building, transfer by shuttles and/or taxis)
- 7.00 p.m. *Official Welcome Dinner at „Kartoffelhaus“, Bierstrasse, Osnabrueck*

Tuesday, May 6th

Module 1: Changing Nature of University Governance

Coordination and chair: Prof. Dr. Peter Mayer

- 8.30 a.m. *Departure at the hotels to NG Building (city center, accompanied by Alexander Rupp)*
- 9.00 a.m. Presentation:
 Changing nature of university governance in the wider perspective of public sector reform
 Prof. Dr. Hans **Vossensteyn**, Center for Higher Education Policy Studies (CHEPS) Twente, The Netherlands, and University of Applied Sciences, Osnabrueck
Comments of participants
- 10.30 a.m. *Break*

Module 2: Strategic Faculty Management

Coordination and chair Dr. Christian Berthold

- 11.00 a.m. Presentation:
 Introduction of major concepts and special challenges of strategic management in higher education
 Dr. Christian **Berthold**
- 11.45 a.m. Case studies:
 Strategic management at Gadjah Mada University and FH Osnabrueck
 Supra **Wimbarti**, PhD, former University Secretary & Director of Human Resource Development, Universitas Gadjah Mada, Indonesia
 Prof. Dr. Peter **Mayer**

- 1.00 p.m.* *Lunch break (Mensa at city center, accompanied by Alexander Rupp)*
- 2.00 p.m.* Three Working groups:
Strategic management in selected areas (fictional cases)
A: SWOT-Analysis, Prof. Dr. Adelaida C. **Gines**
B: Management of strategic processes, Marijke **Wahlers**
C: Project management, Dr. Christian **Berthold**
- 4.00 p.m.* *Break*
- 4.30 – 5.30 p.m.* Plenary session with presentation of findings
Dr. Christian **Berthold** and working group participants (*10 min each*)

Wednesday, May 7th

- 8.30 a.m.* *Departure at the hotels to NG Building (city center)*
- 9.00 a.m.* Presentation:
Tools and instruments, focus on contract management
Dr. Christian **Berthold**
Discussion
- 11.00 a.m.* *Break*

Module 3: Financial Management

Coordination and chair: Dr. Christian Berthold

- 11.30 p.m.* Presentation:
Financing in Higher Education
Prof. Dr. Hans **Vossensteyn**
- 12.30 p.m.* *Lunch break*
- 2:00 – 3:00 p.m.* Case studies:
Financial Management at an European University (tbc)
Prof. Dr. Hans **Vossensteyn**
Financial Management at Indonesian Universities. Lessons learned from different types of higher education institutions
Dr. Dahrul **Syah**
- 3.00 p.m.* *Break*
- 3.30 - 5.00 p.m.* *Discussion and reflection*

Thursday, May 8th

Module 4: Soft Skills Workshop

Coordination by Dr. Jutta Fedrowitz

- 8.30 a.m.* *Departure at the hotels to NG Building (city center)*
- 9.00 a.m. - Introduction in to the issue and start of the working groups
- 5.00 p.m. ▪ Working group "Conflict Management"
 Prof. Marie-Thérèse **Claes**, PhD, former Dean, Faculty of Business,
 Asian University, Thailand, Trainer Conflict Management, Belgium
- in between*
coffee and
lunch breaks
- Working group "Meeting Management"
 Christoph **Bissinger**, Trainer Meeting Management, Psychologist,
 Trainergemeinschaft Berlin
- 5.00 – 5.30 Reports to the plenary from the soft skills working groups
 p.m.

Friday, May 9th

Module 5: Leadership

Coordination and chair: Prof. Dr. Peter Mayer

- 8.30 a.m.* *Departure from the hotels, (re-transfer by shuttles and taxis after joint dinner)*
- 9.00 a.m. Presentation:
 Reflection on leadership of a Dean in Germany
 Dr. Christian **Berthold**
Discussion: Does this work in the Asian context?
- 10.15 a.m.* *Break*
- 11.00 a.m. Presentation:
 Shared leadership between the Rectorate and the Deans at Gadjah Mada University, Indonesia
 Supra **Wimbarti**, PhD
- 11.30 a.m. *Discussion of the case study and presentation*
- 12.30 p.m.* *Lunch break (Mensa)*

Module 6: Quality Management

Coordination and chair: Prof. Dr. Peter Mayer

- 2.00 p.m. Presentation:
Why Bologna had to be started and why quality assurance is key?
Prof. Hans R. **Friedrich**, University of Applied Sciences Bremen and former Director-General of Higher Education, (BMBF)
- Presentation:
How German Universities manage quality and learn from each other
Stefan **Bienefeld**, Director, Project Quality Management, HRK
- 3.30 p.m. *Break*
- 4.00 – 5.30 p.m. Presentation:
Quality Management at the Faculty of Technology, School of Life Sciences and Technology, Indonesia
Intan **Ahmad**, PhD
- Case Study:
Quality Management at the Faculty of Business Management and Social Science at the University of Applied Sciences Osnabrueck
Prof. Dr. Peter **Mayer**
Discussion and reflection
- 6.00 p.m. *Joint dinner in "Lotter Leben", with students of the Higher Education Management Programme (Prof. Dr. Peter Mayer)*

Saturday, May 10th

- 10.00 a.m. *Departure for Berlin (accompanied by Alexander Rupp, University of Applied Sciences, Osnabrueck)*
- 1.30 – 3.30 p.m. *Stopover at VW Autostadt Wolfsburg, guided activities tour*
- app. 7.00 p.m. *Arrival at Hotel Albrechtshof and Hotel Allegra, Berlin Center, both Albrechtstraße 8, Berlin-Mitte (Center of Berlin)*

Sunday, May 11th (Pentecost)

- Whole day *Leisure time in Berlin, guided city tour, meeting point Alexanderplatz in front of Park Inn Hotel*
- 6.00 p.m. *Joint dinner and Cultural evening, meeting point, TIPI Zelt at Kanzleramt*

Monday, May 12th (Pentecost, holiday in Germany)

Module 7: Personal Action Plans and Preparation of Part II

Coordination: Marc Wilde, Chair: Prof. Dr. Peter Mayer

- 9.30 a.m. Introduction into the Preparation of a Personal Action Plan (PAP)
Martina **Wernz-Hornberger**, Trainer Personal Action Plans, Heidelberg
- 10.15 a.m. Break*
- 10.30 a.m. Individual Work
- 12.30 p.m. Lunch (Restaurant of Friedrich Bonhoeffer House)*
- 1.00 p.m. Presentation of Draft PAPs by 2 participants
Discussion
- 2.15 p.m. Introduction to Interim Workshops in South East Asian Countries
A. Experiences from the 1st International Deans' Course
B. Organisational issues
- 2.45 p.m. Break*
- 3.00 p.m. First Meeting of Interim Workshop Groups
A: Indonesia
B: Philippines
C: Vietnam and other South East Asian Countries
- 4.00 p.m. Briefing on Module 8: Berlin Case Studies

Marc **Wilde**, Programme Manager, Division Higher Education Management, DAAD

Tuesday, May 13th

Module 8: Berlin Case Studies

Coordination by Dr. Jutta Fedrowitz

- 9.00 a.m. – 2.00 p.m. Faculty Management and Strategic Management at Technical University Berlin and Humboldt University Berlin: visits and presentations, lunch, campus tours
Group A: Technical University of Berlin, accompanied by Marc **Wilde**
- 9.30 a.m. Welcome by the Dean of the Faculty of Mathematics and Natural Sciences, Prof. Dr. Christian **Thomsen**
Presentation Prof. Dr. Christian **Thomsen**, discussion

- 10.45 Presentation: Lars **Oeverdick**, Head of Faculty Administration, discussion
- 11.30 *Lunch (Mensa)*
- 12.15 Presentation: Graduate School for Natural Sciences and Engineering, discussion
- 1.00 – 2.00 p.m. Visit 3D-Lab (15 Participants)
- Group B:** Humboldt University of Berlin, accompanied by Alexander **Rupp**, Faculty of Business Management and Social Sciences, University of Applied Sciences Osnabrueck
- 9:00 Welcome by Prof. Dr. Dr. h.c. Jens Uwe **Nagel**, Vice-President for Academic and International Affairs (Büro P)
- 9:30 *Way to the Visitors' Room of the President*
- 9:45 Presentation of the HU Berlin by Dr. Sandra **Westerburg**, Head of the President's Office, and Elisabeth **Lack**, Officer for Strategic Affairs, discussion (Visitors' Room of the President)
- 10:30 Presentation: Development, duties, responsibilities and managerial functions of the deanery), Prof. Oliver **Günther**, PhD, Dean of the Faculty of Economics and Business Administration, discussion
- 11:30 Presentation by Prof. Dr. Vincent **Houben**, Executive Director, Institute of Asian and African Studies, discussion
- 12:30 – 2.00 p.m. *Lunch in „Cum Laude“ restaurant*

Module 9: Strategic Importance of Networking

Coordination: Prof. Dr. Peter Mayer

- 2.30 -3.30 p.m. Presentation:
Networking: Chances, problems and challenges, good practices at Gadjah Mada University, Indonesia
Supra **Wimbarti**, PhD
- Presentation:
Networking: Chances, problems and challenges, good practices at University of Applied Sciences Osnabrueck and its Faculty of Business Management and Social Sciences
Prof. Dr. Peter **Mayer**
- 3.30 p.m. *Break*

- 4.00- 5.30 p.m. Presentation:
Networking and alliance building as key task of a Dean (tbc)
Prof. Dr. Arno **Fruehwald**, Dean, Faculty of Mathematics, Informatics and Natural Sciences, University of Hamburg
Discussion
- 8.00 p.m. Programme Committee: Planning of IDC follow up*

Wednesday, May 14th

Module 10: The Future of Faculty Management

Coordination and chair: Marijke Wahlers

- 9.00 a.m. Presentation:
Faculty management in Germany – findings of a survey, networking and further education
Dr. Jutta **Fedrowitz**, Programme Manager, CHE Consult
Discussion
- 9.45 a.m. Presentation:
The Impact of Higher Education Reform on the Management of Universities and Faculties - The Perspective of FHW Berlin
Prof. Dr. Michael **Tolksdorf**, Deputy Rector, Berlin School of Economics
Discussion
- 10.30 a.m. Break*
- 11.00 a.m. Presentation:
The Impact of Higher Education Reform on the Management of Universities and Faculties - The Perspective of TU Berlin
Prof. Dr. Kurt **Kutzler**, President, TU Berlin and former Vice-President, HRK
Discussion
- 11.45 a.m. Roundtable Discussion
Dr. Intan **Ahmad**
Dr. Jutta **Fedrowitz**
Prof. Dr. Kurt **Kutzler**
Prof. Dr. Michael **Tolksdorf**
- 1.00 p.m. Lunch, Restaurant of Friedrich Bonhoeffer House*

Module 11: Opportunities for Cooperation

Coordination and chair: Christoph Hansert

- 2.00 p.m. Presentation:
 Higher Education Cooperation Programmes of DAAD and AvH
 Dr. Hanns **Sylvester**, Director, Department for Development Co-operation, DAAD
 Dr. Klaus **Manderla**, Head of Division Asia, AvH

3.30 p.m. Break

Module 12: The Way forward and Closing

Coordination and chair: Prof. Dr. Peter Mayer

- 4.00 – 4.30 p.m. Presentation:
 Framework Conditions for the Preparation of Parts II and III
 Christoph **Hansert**
 Participants and Programme Committee
- 4.30 – 5.00 p.m. Preparation Meetings for Part II: Election of Coordinating Teams and Scheduling of First Meetings of the Preparation Teams
 A: Indonesia
 B: Philippines
 C: Vietnam and other South East Asian Countries
- 5.00 – 6.00 p.m. Course Evaluation
- 7.30 p.m. Farewell Dinner: Restaurant "12 Apostel" (accompanied by Alexander Rupp) and Official Closing*

Thursday, May 15th

Departure of participants