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, Gütersloh, Germany

Dr. Jutta **Fedrowitz**, CHE Consult, Centre for Higher Education Development, Gütersloh, 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 Osnabrück, 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, Gütersloh and Professor, University of Applied Sciences Osnabrück, 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 Osnabrück, Germany

This course is part of the joint DAAD-HRK programme series
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 Osnabrucek, 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 Tolksdorf, 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

This course is part of the joint DAAD-HRK programme series
**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 Jodocus-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

This course is part of the joint DAAD-HRK programme series
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

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30 a.m.</td>
<td><strong>Module 1: Changing Nature of University Governance</strong>&lt;br&gt;Coordination and chair: Prof. Dr. Peter Mayer</td>
</tr>
<tr>
<td>9.00 a.m.</td>
<td>Departure at the hotels to NG Building (city center, accompanied by Alexander Rupp)</td>
</tr>
<tr>
<td></td>
<td><strong>Presentation:</strong>&lt;br&gt;Changing nature of university governance in the wider perspective of public sector reform&lt;br&gt;Prof. Dr. Hans <strong>Vossensteyn</strong>, Center for Higher Education Policy Studies (CHEPS) Twente, The Netherlands, and University of Applied Sciences, Osnabrueck&lt;br&gt;<strong>Comments of participants</strong></td>
</tr>
<tr>
<td>10.30 a.m.</td>
<td><strong>Break</strong></td>
</tr>
<tr>
<td>11.00 a.m.</td>
<td><strong>Module 2: Strategic Faculty Management</strong>&lt;br&gt;Coordination and chair Dr. Christian Berthold</td>
</tr>
<tr>
<td>11.45 a.m.</td>
<td><strong>Presentation:</strong>&lt;br&gt;Introduction of major concepts and special challenges of strategic management in higher education&lt;br&gt;Dr. Christian <strong>Berthold</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Case studies:</strong>&lt;br&gt;Strategic management at Gadjah Mada University and FH Osnabrueck&lt;br&gt;Supra <strong>Wimbarti</strong>, PhD, former University Secretary &amp; Director of Human Resource Development, Universitas Gadjah Mada, Indonesia&lt;br&gt;Prof. Dr. Peter <strong>Mayer</strong></td>
</tr>
</tbody>
</table>

This course is part of the joint DAAD-HRK programme series
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

This course is part of the joint DAAD-HRK programme series
Thursday, May 8th

**Module 4: Soft Skills Workshop**
Coordination by Dr. Jutta Fedrowitz

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30 a.m.</td>
<td><strong>Departure at the hotels to NG Building (city center)</strong></td>
</tr>
</tbody>
</table>
| 9.00 a.m.-5.00 p.m. | Introduction into the issue and start of the working groups
| **in between coffee and lunch breaks** | - Working group “Conflict Management”  
  - **Prof. Marie-Thérèse Claes**, PhD, former Dean, Faculty of Business, Asian University, Thailand, Trainer Conflict Management, Belgium  
  - Working group “Meeting Management”  
  - **Christoph Bissinger**, Trainer Meeting Management, Psychologist, Trainergemeinschaft Berlin |
| 5.00 – 5.30 p.m. | Reports to the plenary from the soft skills working groups |

Friday, May 9th

**Module 5: Leadership**
Coordination and chair: Prof. Dr. Peter Mayer

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30 a.m.</td>
<td><strong>Departure from the hotels, (re-transfer by shuttles and taxis after joint dinner)</strong></td>
</tr>
</tbody>
</table>
| 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  
Discussion of the case study and presentation |
| 12.30 p.m.| **Lunch break (Mensa)**                                                                                                                                 |

This course is part of the joint DAAD-HRK DIeS programme series
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 Osnabrucek
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

This course is part of the joint DAAD-HRK programme series
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

This course is part of the joint DAAD-HRK programme series
10.45  Presentation: Lars Oeverdieck, 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 Osnabrück

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

This course is part of the joint DAAD-HRK programme series
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

This course is part of the joint DAAD-HRK programme series
# Module 11: Opportunities for Cooperation

Coordination and chair: Christoph Hansert

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.00 p.m.</td>
<td><strong>Presentation:</strong> Higher Education Cooperation Programmes of DAAD and AvH</td>
</tr>
<tr>
<td></td>
<td>Dr. Hanns <strong>Sylvester</strong>, Director, Department for Development Co-operation, DAAD</td>
</tr>
<tr>
<td></td>
<td>Dr. Klaus <strong>Manderla</strong>, Head of Division Asia, AvH</td>
</tr>
<tr>
<td>3.30 p.m.</td>
<td><strong>Break</strong></td>
</tr>
</tbody>
</table>

# Module 12: The Way forward and Closing

Coordination and chair: Prof. Dr. Peter Mayer

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.00 – 4.30 p.m.</td>
<td><strong>Presentation:</strong> Framework Conditions for the Preparation of Parts II and III</td>
</tr>
<tr>
<td></td>
<td>Christoph <strong>Hansert</strong></td>
</tr>
<tr>
<td></td>
<td>Participants and Programme Committee</td>
</tr>
<tr>
<td>4.30 – 5.00 p.m.</td>
<td><strong>Preparation Meetings for Part II: Election of Coordinating Teams and Scheduling of First Meetings of the Preparation Teams</strong></td>
</tr>
<tr>
<td></td>
<td>A: Indonesia</td>
</tr>
<tr>
<td></td>
<td>B: Philippines</td>
</tr>
<tr>
<td></td>
<td>C: Vietnam and other South East Asian Countries</td>
</tr>
<tr>
<td>5.00 – 6.00 p.m.</td>
<td><strong>Course Evaluation</strong></td>
</tr>
<tr>
<td>7.30 p.m.</td>
<td><strong>Farewell Dinner: Restaurant “12 Apostel” (accompanied by Alexander Rupp) and Official Closing</strong></td>
</tr>
</tbody>
</table>

**Thursday, May 15th**

*Departure of participants*