



Conference on
Trends in the Management of Human Resources
in Higher Education

ANNOUNCEMENT AND PROGRAMME

25 and 26 August 2005
at the OECD Headquarters in Paris

The Aim

Higher education institutions, whether public or private, and regardless of national structures of finance and governance, are facing a number of challenges related to strategies for and management of human resources.

HEI leaders, academics and other staff often find themselves in situations, where financial pressure, decentralisation and demands for accountability have implications on their human resource management. But not only institutions are affected. Authorities and others who provide funding and overall regulation are also affected by these winds of change. In each their ways, they all have to deal with a variety of new issues and problems. These include:

- balancing public interest and institutional autonomy
- increasing dynamics in recruitment, and systemizing staff development
- attracting a new generation of staff in years of ageing population
- bridging the gender gaps in senior management
- developing competences in a long term perspective
- meeting short term demands on productivity and societal relevance
- coping with new features in remuneration systems and performance evaluation
- solving conflicts of interest in academic employment and dealing with ethical aspects
- considering internationalisation of competency in a global perspective

These and other related themes will be the subject to discussions, presentations and work sessions at the OECD/IMHE conference on **Trends in the Management of Human Resources in Higher Education**. This will be one in a series of “what works – best practices” events that on previous occasions have focused on the management of legal matters, university libraries, museums, arts schools, and external relations, image and access.

Audience

This conference is organised primarily for three kinds of audiences. Firstly, leaders and managers of higher education institutions, including deans, heads of departments and human resource directors (or similar). Secondly, policy makers and representatives of national authorities, funding agencies or regional bodies concerned with institutional financing and management. Thirdly, this conference will be relevant to associations and organizations with members among institutions, and to academics and other staff.

Participants are specially invited from all IMHE/OECD countries but the conference is open to citizens of other countries as well. Participation is welcome from all HEIs, including specialised institutions (medical schools, art schools and technical universities) as well as from the polytechnic (college) sector.

Outcomes

The conference aims to identify key issues and, where appropriate, make recommendations for action by institutions, authorities and organisations. It is also meant to provide opportunities for benchmark-like comparisons and for exchange of best practices. Furthermore, for those who wish to explore selected topics further and continue their co-operation, this conference may serve as the basis for the creation of informal networks.

A report with proceedings, including presentations made during the conference, will be published afterwards.

Working methods and languages

The conference will consist of presentations, panel discussions and workshops. Input to the workshop sessions are welcome, please see registration form. The working languages will be English and French, with simultaneous interpretation between these languages in all plenary sessions.

Venue

The conference takes place at the OECD Headquarters at:

19 rue Franqueville

Paris 16ème.

The nearest Metro station is La Muette (Line 9).

Conference fee and accommodation

The conference fee is 200 Euros for IMHE members and 300 Euros for others. The fee includes conference material, lunches and coffees, but not accommodation. Participants are recommended to make their hotel reservations as soon as possible.

Dinner

The Thursday evening dinner, which will be held at *Chez Clément*, 9 Place St André des Arts – Paris 6ème, in the Quartier Latin, is optional. The cost will be 50 Euros per person in addition to the conference fee. Accompanying persons are welcome.

We look forward to wide-ranging discussions with the active involvement of each delegate, be they policy makers, academic leaders, students or staff.

Planning Committee

- Ruth Dunkin, Former Vice-Chancellor, RMIT University, Melbourne, Australia
- Dietmar Ertmann, Kanzler, Universität Karlsruhe, Germany
- Kari Kjenndalen, General Secretary, Norwegian Association of Research Workers
- Richard Yelland, Head of Division, Programme on Institutional Management in Higher Education
- Jan Karlsson, Administrator, Programme on Institutional Management in Higher Education

PROGRAMME

Thursday 25 August

8h30	Registration
9h30 - 11h00 (Room 1)	Plenary Session 1 Chair: Richard Yelland, Head of Division, OECD/IMHE Opening and welcome: Barry McGaw, Director, OECD Directorate for Education Keynote address: The human resource challenge for higher education Baroness Diana Warwick, Chief Executive, Universities UK Response: Ruth Dunkin, former Vice-Chancellor, RMIT University, Australia Questions and discussion
11h00 - 11h30	Coffee
11h30 - 13h00 (Room 1)	Plenary Session 2 Recruiting and retaining a new generation of academics Chair: Kari Kjenndalen, Secretary General, Norwegian Association of Research Workers Three introductions: <ul style="list-style-type: none">• Dagmar M. Meyer, Chair of the Marie Curie Fellowship Association, Göttingen, Germany• Jan Nolan, Director of recruitment and retention initiatives, University of Victoria, Canada• Sigi Gruber, Directorate General for Research, EU Commission, Bruxelles, Belgium
13h00 - 14h30	Lunch

14h30 - 16h00

Workshop Session I

(Room 3)

Theme 1: Staff development & Remuneration systems

Chair: Sveva Avveduto, Head of Section, National Research Council, Italy

Introduction:

Ines Fabbro, Director of Administration, University of Bologna, Italy

Short presentations:

- Managing experts (T. Aarrevaara, Finland)
- Improving staff performance (M. Oloriz & C. Fraga, Argentina)
- Pay reform in Higher Education (J. Prudence, UK)

(Room 4)

Theme 2: Competence systems & Performance management

Chair: Jan-Erik Ögren, University Director, Umeå University, Sweden

Introduction:

Michael Daxner, Professor, Univ. of Oldenburg, Germany

Short presentations:

- New job descriptions at the Univ. of Amsterdam (P. Blok, NL)
- Performance management: a chore or a cure? (T. Okafor, Nigeria)
- Managing motivation and commitment (L. Strazzeri, Italy)

(Room 5)

Theme 3: National capacity, competitiveness & scientific excellence

Chair: Stephen Egan, Director of Finance and Corporate Resources, HEFCE, United Kingdom

Introduction:

Fiona Q. Wood, Professor, University of New England, Australia

Short presentations:

- Academic work and HE administration (D. Mattheou & A. Saiti, Greece)
- Performance management of South African academic staff (M. Mapesela & F. Strydom, South Africa)
- Leading the way: Training HE leaders (J. P. Merisotis, USA)

(Room 10)

Theme 4: Career paths, opportunities and diversity

Chair: Malcolm D. Winton, Registrar and Secretary, University of Salford, United Kingdom

Introduction:

Marie Strebler, IES, Brighton, UK: Equal opportunities and diversity for staff in Higher education

Short presentation

- Developing an aptitude toward scientific diffusion and education (M. Arata, Italy)

(Room 1)

Theme 5: Following-up on employment and developing career tracks

Chair: Marc De Clercq, Vice-Rector, Universiteit Gent, Belgium

Introduction:

Torben Holm, Head of Secretariat, Rectors' Conference of the Danish Ministry of Culture: Educating to employment

Short presentations:

- New career profiles for researchers (C. Bréchet, France)
- Evolution in career structures – adaptations and problems (T. Strike, UK)

16h00 - 16h30

Coffee

16h30 - 18h00

Plenary Session 3

(Room 1)

Why bother with management?

Chair: Dietmar Ertmann, Dr., Chancellor, University of Karlsruhe, Germany

Discussants:

- Negotiating for future labour relations

Drs. Hugo Levie, Chief negotiator, Association of Dutch Universities, The Hague, Netherlands

- Stimulating productivity of staff

José-Ginés Mora, Director, Centre for Higher Education Management, Universidad Politécnica de Valencia, Spain

- Can professionals from the corporate world succeed as managers in higher education?

Polly Price, former Chief Human Resources Officer at Harvard University, USA

20h00

Dinner: *Chez Clément*, 9 Place St André des Arts, 75006 Paris

Friday 26 August

9h00 – 10h30

(Room 1)

Plenary Session 4

A word from the IMHE President, Marijk van der Wende, Prof. , Senior Researcher, CHEPS, Universiteit Twente, Netherlands

Managing ethical issues

Chair: Ruth Dunkin, Former President, RMIT, Melbourne, Australia

Introduction:

Göran Bexell, Rector, University of Lund, Sweden

Panel discussion:

Gerrit de Jager, Director, HBO-Raad, The Hague, Netherlands

Michael Kelleher, Secretary and Bursar, Univ. College Cork, Ireland

10h30 – 11h00

Coffee

11h00 – 12h30

Workshop Session II

(Room 3)

Theme 6 Evaluation systems, staff relations and intellectual capital

Chair: Öktem Vardar, Vice President, Isik University, Turkey

Introduction:

Taro Mochizuki, Associate Professor and Satoshi Ogiwara, Professor,

Osaka University, Japan: Teaching evaluation in search of better staffing in university education - A case study of gender disparity in a Japanese research-centered university

Short presentations:

- The general management learning process (P. Resende da Silva, Portugal)

- Measuring the Intellectual Capital of a university (Amir J. Fazlagic, Poland)

- Academic performance management (Fatma Onat, Sabanci University, Turkey)

