



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

- Announcement -

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:

2, rue André-Pascal

Paris 16^{ème}.

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 reservations as soon as possible either at one of the hotels on the attached list or elsewhere.

Dinner

The Thursday evening dinner, which will be held at *Chez Clément*, 9 Place St André des Arts – Paris 6^{ème}, 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

9h00

Registration

9h30 - 11h00

Plenary Session 1

**Opening and Welcome:
Richard Yelland, Head of Division, OECD/IMHE**

**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

Plenary Session 2

Recruiting and retaining a new generation of academics

Chair: Kari Kjenndalen, Norwegian Association of Research Workers

Three introductions:

- **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

Workshops I

Theme 1: Non-academic staff development & Remuneration systems

Introduction:

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

Theme 2: Competence systems & Performance management

Introduction:

Michael Daxner, Professor, University of Oldenburg, Germany

Theme 3: National capacity, competitiveness & scientific excellence

Introduction:

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

Theme 4: Career paths, opportunities and diversity

Introduction:

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

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

Introduction:

Torben Holm, Head of Secretariat, Rectors' Conference of the Danish Ministry of Culture

16h00 - 16h30

Coffee

16h30 - 18h00

Plenary Session 3

Why bother with management?

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

Discussants:

- **Negotiating for future labour relations**

Hugo Lievie, 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

20h00

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

Friday 26 August

9h00 – 10h30

Plenary Session 4

Managing ethical issues

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

Introduction:

Göran Bexell, Rector, University of Lund, Sweden

Panel discussion

10h30 – 11h00

Coffee

11h00 – 12h30

Workshops II

Theme 4: Teaching-evaluation systems and staff relations

Introduction:

Taro Mochizuki, Assistant Professor and Satoshi Ogihara, Professor, Osaka University, Japan

Theme 6: Brain drain and brain gain: the challenges of internationalisation

Introduction:

Sveva Avveduto, National Research Council, Rome, Italy

Theme 7: Assessment systems, renewal and downsizing

Introduction:

Mats Ola Ottosson, University Director, Uppsala, Sweden

Theme 8: Brain drain and brain gain: the challenges of internationalisation

Introduction: Sveva Avveduto, National Research Council, Rome, Italy

Theme 9: Developing the leadership and improving the organisation

Introduction:

Peter Knight, The Open University, Milton Keynes, UK

12h30 – 13h30

Lunch

13h30 – 15h00

Plenary Session 5

A new gender gap in management?

Chair: Richard Yelland, Head of Division, OECD/IMHE

**Lesya Balych-Cooper, Vice President, Equity and Employee Engagement,
Bank of Montreal, Canada**

Closing address:

Conflicts of interest in academic employment

Peter West, Dr., Secretary, University of Strathclyde, Glasgow, UK

Evaluation

End of conference

Registration Form

Deadline for submission: 24 June 2005

Name: _____ Title: _____

Institution Address: _____

Telephone: _____ Fax: _____ E-mail: _____

I wish to reserve a place and will pay 200 Euros/300 Euros by 24 June 2005 _____

I wish to attend the dinner at restaurant *Chez Clément* and add 50 Euros to my payment: _____

My institution is a member of IMHE _____

Signed: _____ Date: _____

COST: Conference fee: 200 Euros for participants from institutions that are members of IMHE, 300 Euros for others. Conference dinner is 50 Euros. The conference fee does not cover accommodation. Conference and dinner are payable to IMHE by 24 June 2005.

Payment

by *cheque* issued to OECD/IMHE, or

by Visa or Mastercard

Complete the details below, SIGN and FAX
sheet to: IMHE + 33.1.44.30.61.76

Full name on card: _____

Card number: _____

Expiration date: _____

Signature: _____

Reference: IMHE August 2005

by check or bank transfer

Beneficiary: OECD

Bank: JP MORGAN AG Frankfurt

Account Number: 6161603441

IBAN: DE95501108006161603441

Code SWIFT: CHASDEFX

BLZ: 50110800

Reference: : IMHE August 2005

Please forward the completed registration form to:

IMHE Programme, OECD

2 rue André Pascal, 75775 Paris Cedex 16, France

E-mail: IMHE@oecd.org **Tel:** (33) 1 45 24 92 01 **Fax:** (33) 1 44 30 61 76

www.oecd.org/edu/imhemetings

HOTELS

Below please find a list of hotels in the vicinity of the OECD that have been used by conference participants in the past. It is advisable to make a reservation as soon as possible. It is also a good idea to confirm the reservation by fax. Prices are indicative and may vary slightly according to room size. You may find rooms in Paris somewhat smaller than in other cities.

Please provide the following information:

- Type of accommodation: single or double room
- Dates of arrival and departure
- Credit card (company, card number and date of expiration)

This information is provided for convenience only and does not constitute an endorsement or recommendation by the OECD of the services of a particular hotel. The OECD has made no verification and makes no express or implied representation as to the quality or availability of the hotel services or as to the continued validity of the indicated rates and prices, which are subject to change without notice. We suggest that you verify the nature of the services, the applicable rates and any other relevant information directly with the hotel.

Hôtel Beauséjour, 99 rue du Ranelagh, 75116 - accepts all credit cards except Diner's Club

Tel: 33.1.42.88.14.39 - Fax: 33.1.40.50.81.21

Price: 90 € - 140 € + 6 € Breakfast

Hôtel Boileau, 81 rue Boileau, 75116 Paris - accepts all credit cards

Tel: 33.1.42.88.83.74 - Fax: 33.1.45.27.62.98 - www.hotel-boileau.com

Price: 69 € - 83 € + 8,50 € Breakfast

Hôtel Gavarni, 5 rue Gavarni, 75116 Paris - accepts all credit cards

Tel: 33.1.45.24.52.82 - Fax: 33.1.40.50.16.95 - www.gavarni.com

Price: 92 € - 125 € Breakfast included

Hôtel Trocadéro la Tour, 5bis rue Massenet, 75116 Paris - accepts all credit cards

Tel: 33.1.45.24.43.03 - Fax: 33.1.45.24.41.39 - www.trocadero-la-tour.com

Price: 120 € - 140 € Breakfast included

Hôtel Nicolo, 3 rue Nicolo, 75116 Paris - accepts all credit cards

Tel: 33.1.42.88.83.40 - Fax: 33.1.42.24.45.41

Price: 94,30 € - 113,30 € Breakfast included

Hôtel Passy Eiffel, 10 rue de Passy, 75016 Paris - accepts all credit cards

Tel: 33.1.45.25.55.66 - Fax: 33.1.42.88.89.88 - www.passyeiffel.com

Price: 135 € - 145 € + 11 € Breakfast

Hôtel Regina de Passy, 6 rue de la Tour, 75116 Paris - accepts all credit cards

Tel: 33.1.55.74.75.75 - Fax: 33.1.45.25.23.78

Price: 134 € + 14,20 € Breakfast

The OECD Programme on Institutional Management in Higher Education (IMHE)

An international forum serving administrators, researchers
and policy makers in higher education.

IMHE promotes **exchanges of information and expertise** in management and encourages new methods and approaches through research projects and studies, training opportunities, seminars, conferences and publications. Membership is open to higher education institutions, ministries and agencies in OECD countries and other parts of the world.

Topics of interest include: continuing education and lifelong learning, the tertiary education institution as a regional actor, diversification of tertiary institutions, management of research, governance and finance, quality in mass tertiary education, internationalisation of higher education.

Publications currently available:

- University Research Management: Meeting the Institutional Challenge (report)
- Responding to Student Expectations (report)
- Higher Education Management and Policy (journal)
- Quality and Internationalisation in Higher Education (downloadable)
- On the Edge: Securing a Sustainable Future for Higher Education (downloadable)

Forthcoming publications:

- University Research Management: Developing research in Newer Institutions
- Internationalisation of Higher Education: the Latin American way

To order publications: www.oecd.org

For membership information please contact:
IMHE@oecd.org

or call: +33 1 45 24 92 24 - Fax +33 1 44 30 61 76

**OECD/IMHE Programme
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75775 Paris Cedex 16
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www : oecd.org/edu/imhemeetings**