



Call for Proposals

We are calling for 'case study' proposals for an international conference to be held on 3 and 4 September, 2007, in Paris, France on ***Supporting Success and Productivity: Practical Tools for Making Your University a Great Place to Work***, hosted by the Institutional Management in Higher Education (IMHE) programme of the OECD in conjunction with Universitas 21. This conference will bring together university leaders and researchers from around the world to discuss ways to create and maintain workplaces where staff can thrive and succeed.

This is an opportunity for institutions that have made progress in attracting, retaining or developing staff or to attending to employee wellbeing to showcase their efforts and offer promising solutions and next-steps to conference attendees. Your case study may include all staff and faculty, staff only, or faculty only, and may be focused on one group of employees (e.g., junior faculty, women, under-represented minorities) rather than all.

The theme of the workshop session is the practical steps you took to make your university a great place to work.

In no more than two pages, you should address the following four primary areas and answer the questions posed:

Background

1. What brought your university around to attending to the workplace and employee/faculty well-being? How did you come to realize a need for change? Did the need for change relate to the whole university or only one site/campus? To all of the workforce or only part?
2. What was the situation before you implemented the programme you are showcasing? What contextual dimensions seemed especially relevant for you?

Steps Taken/Intervention

3. What did you do?
4. Why did you choose that approach?
5. What were the intended outcomes?

Evaluation

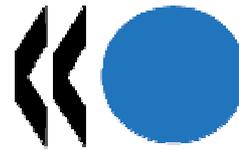
6. How did you evaluate the effectiveness of the intervention? How did those criteria emerge? How were those you were seeking to benefit affected by the change?

Lessons Learned

7. What went right? How do you know?
8. What were some of the unintended outcomes? (These might be positive or negative.)
9. What went wrong? What do you wish you had done differently? What are the mistakes to avoid?
10. Has there been organizational learning in this process? Please describe.

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Proposals will be judged on how well they address all of these questions (e.g., they critically assess the situation), as well as on their applicability for implementation elsewhere, especially with consideration of an international audience.

We realize that all 'case studies' are contextual, but we are seeking descriptions that are likely to enjoy widespread interest and applicability – where conference attendees can say, "I can relate to that situation" and "I can take that idea back to my campus."

Successful proposals will:

- Address the key areas above
- Demonstrate originality
- Present a well-thought through situation from conceptualization to execution
- Be of value to conference attendees

Proposals are due by 15 January 2007

Please submit your proposal in writing to: Valerie Lafon, OECD/IMHE, 2 rue André-Pascal, 75775 PARIS Cedex 16; or by e-mail to her at valerie.lafon@oecd.org

The conference planning committee will consider all proposals received and will let you know their decision by February 28 2007

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