
Multiplication Trainings for Higher Education Administrators in Ukraine (THEA Ukraine X)

Call for Applications – Cohort 3

The Multiplication Trainings for Higher Education Administrators in Ukraine (THEA Ukraine X) is a professional development and training programme for Ukrainian Higher Education Administrators in the fields of internationalisation of higher education institutions (HEIs) and science management.

The programme qualifies three cohorts of 6 participants (Higher Education Managers, e.g. Heads of International Offices, Heads of Quality Offices and others) to become trainers in the field of higher education management who will be offering multiplication workshops at Ukrainian HEIs.

Ukrainian tandem trainers will assist the successful implementation of the multiplication trainings. Apart from fostering training competences and generic management skills, which are necessary for higher education management, THEA Ukraine X aims at establishing a fruitful exchange between German and Ukrainian scientists and administrators and at creating sustainable regional networks in Ukraine. The programme is designed and will be implemented by the Wandelwerk, FH Münster's Centre for Quality Assurance and Enhancement in cooperation with Sumy State University and other Ukrainian and German experts. It is funded by the German Federal Ministry of Education and Research and facilitated by the German Academic Exchange Service (DAAD).

Programme background and objectives

By signing the Bologna Declaration in 2005 and especially by the implementation of the new legislative framework for Higher Education (National Qualifications Framework of Ukraine, NQFU, in 2011 and Law on Higher Education in 2014) a stronger orientation of Ukraine towards European and international standards in higher education has been initiated. The law grants more autonomy to Ukrainian HEIs concerning budgeting, design of curricula and recognition of international qualifications. In addition to that, it officially confirms the implementation of the European Credit Transfer System (ECTS) and the adoption of the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG). Internationalisation and quality assurance are focal points of the new law.

These reforms require respective qualifications, international networks and new role definitions for Higher Education Managers of all organisational levels, because they are confronted with the challenge to implement the requirements of the Bologna Process.

THEA Ukraine X aims at fostering professional competences in the area of higher education management throughout Ukraine. Once the trainings have been conceptualised, they can be used in multiple workshops at multiple institutions.

The overall qualification objectives of the programme are therefore to enable participants to ...

- develop training concepts based on intended learning outcomes,
- deepen their knowledge in relevant areas of Higher Education Management,
- implement own training offers at Ukrainian HEIs.

Multiplication training concept

All participants of the programme are expected to develop a training concept for their home institution, which will be implemented with the help of a tandem trainer during the course of the programme. Applicants are expected to apply with a concrete idea and a first concept of a relevant training offer in a specific field of Higher Education Management, such as for example:

- Quality Assurance (e.g. Evaluation, Internal Quality Assurance, Workload, ...)
- Strategy Development (e.g. Internationalization Strategy)
- Structures & Processes (e.g. in International Offices, in Quality Assurance Offices ...)
- Management Skills (e.g. Project Management, Grant Management, Change Management, ...)
- Design of Study Offers (e.g. outcome based education, study programmes, professional development courses, microcredentials, joint programmes, COILs, ...)
- (Virtual) Mobility (e.g. Green Mobility ...).
- Awareness Trainings (e.g. European integration, current crisis-related topics, ...)

We invite you to include in your training proposals also currently relevant topics such as reconstruction and recovery of Ukrainian universities, retention strategies, working at displaced and frontline universities, which might also require new management approaches and tools such as agile & flexible management, digitalization, etc.

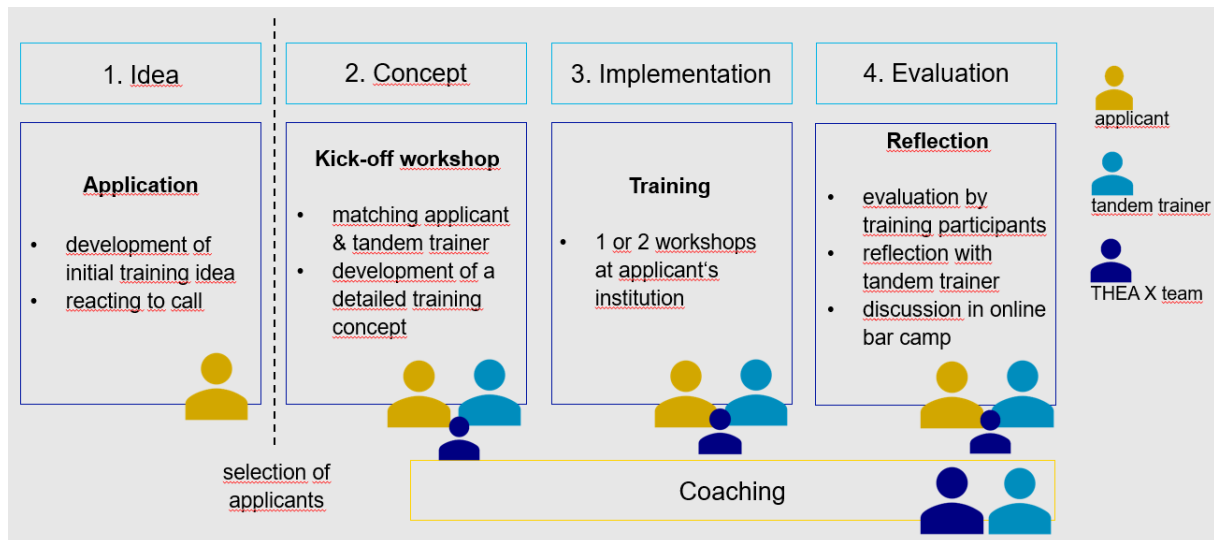
Content and methodology of the accompanying training

THEA Ukraine X is designed as a blended-learning programme to accompany the training implementation at Ukrainian HEIs. It consists of a kick-off workshop on-site in Münster, Germany, as well as online coaching in order to guide the process of concept development and implementation of multiplication trainings at participants' home institutions. Since training material and results will be shared on an online learning platform and via video conferences, participants are expected to have access to the internet on a regular basis.

The accompanying training will have a strong practical focus and opportunities for the exchange of good practice and networking. It will deal with topics of science management and didactic approaches. A range of different teaching and learning methods will be used. Besides

inputs from experienced trainers and experts, personal experiences of the participants will contribute to the programme to a large extent.

The following diagram shows the four steps that are taken within the framework of THEA Ukraine X in order to carry out multiplication trainings:



Time schedule

The following dates structure the THEA Ukraine X programme of cohort 3:

- October 2023: Publication of call
- **15.11.2023: Deadline for application**
- Mid/End of December 2023: Notification of participants
- January 2024: Online welcome of participants
- 25.-28.03.2024: Kick-off Workshop (Münster, Germany)
- February-April 2024: Submission of training concepts and online coaching
- April-August 2024: Multiplication workshops at Ukrainian HEIs
- July 2024: Networking event / Online Bar Camp
- September 2024: Evaluation meeting

Workload and certification

Participants will receive a certificate of achievement issued by FH Münster after successful completion of the programme. Regular attendance in the online coaching sessions as well as attending the kick-off workshop are necessary. Furthermore, participants are expected to submit a training concept and to carry out and evaluate a 2-day multiplication workshop at their home institution. If applicable, the multiplication workshops can also be opened to other Ukrainian universities or networks in order to widen the scope of discussions.

Persons eligible to apply

The call is open for Heads of International Offices or Quality Offices, staff of International Offices or Quality Offices and other persons in charge of higher education management working at HEIs in Ukraine. To participate, the applicants must meet the criteria stated below. Only one application per institution will be selected. Joint project applications, in which teams from one institution or even cross-institutional teams from two or more institutions apply for the implementation of the trainings, are also possible. However, 1 person needs to be named as the main responsible person for the project and only this person will be funded to travel to Germany for the kick-off-workshop.

Please note that you cannot take part in THEA Ukraine X, if you are currently participating in the project “Management of Internationalisation” of University of Hannover.

Application process and selection criteria:

Please send all application documents via e-mail to thea.ukraine@fh-muenster.de.

until 15 November 2023

The following application documents have to be sent:

- Information about applicant (form 1)
- Description of training idea signed by line manager (form 2)

All applicants will be informed in the second half of **December 2023** whether they have been accepted to participate in the programme.

A selection committee of project coordinators and experts from Ukraine and Germany will select the participants. The selection will be based on the following criteria:

1. Content-related criteria
 - a. Professional and personal aptitude of the applicant (as stated in form 1)
 - b. Convincing description of training idea (as stated in form 2)
2. Formal Criteria
 - c. Completeness of application documents
 - d. Confirmation of English language proficiency (certificate optional)
 - e. Confirmation of being able to attend the kick-off workshop
 - f. Confirmation of regular internet access
 - g. Confirmation of being employed at current position for another 18 months
 - h. Signature of line manager confirming support

If these criteria are met, the following additional criteria might be taken into consideration for the selection:

1. distribution of age groups
2. regional distribution of applicants
3. distribution of applicants' position in the institution
4. distribution of gender

Funding to participate

THEA Ukraine X is funded by the German Federal Ministry for Science and Education (BMBF) and facilitated by the German Academic Exchange Service (DAAD). The following funding will support the participation of the selected applicants in the **on-site kick-off workshop**:

- The following costs will be covered and provided by THEA Ukraine X directly:
 - Hotel costs including breakfast
 - Meals during workshop time
 - Joint events like welcome dinners or guided tours
 - Joint travel
 - Workshop materials and certificate
- In addition, participants will receive a funding of up to 350 € to cover the costs for their flights, ground travel in Ukraine and in Germany, etc. This sum will be disbursed at the beginning of the workshop in cash upon receipt. The funding is connected to the full participation in the workshop.

It is expected that all costs incurred in connection with the training at the participant's university will be covered by the sending university itself.

Travel arrangements have to be made by participants themselves. Participants have to care for health insurance themselves. Hotel booking will be done by THEA Ukraine X.

In case of questions, do not hesitate to contact the THEA X Project Team (Dr. Sonja Mikeska, Petra Pistor, Yvonne Waschitzek): thea.ukraine@fh-muenster.de

Also refer to the programme's website for updates: <https://fh.ms/thea-x>