



Deutscher Akademischer Austauschdienst  
German Academic Exchange Service



HRK German Rectors' Conference  
The Voice of the Universities

## Announcement and Call for Applications

# INTERNATIONAL DEANS' COURSE LATIN AMERICA 2024/25

The German Academic Exchange Service (DAAD), the German Rectors' Conference (HRK), Saarland University (Germany), and the University of Alicante (Spain) are jointly organising the International Deans' Course Latin America (IDC LA).

This intensive training course is part of the DIES Programme (Dialogue on Innovative Higher Education Strategies), which has been jointly coordinated by the DAAD and the HRK and funded by the Federal Ministry for Economic Cooperation and Development (BMZ) since 2001 ([www.daad.de/dies/en](http://www.daad.de/dies/en)).

The DIES IDC LA is jointly organised by Saarland University (UdS) and the University of Alicante (UA). Both institutions have been cooperating for a long period of time in projects focused on the evaluation, development, and improvement of university management in higher education institutions.

### Course Content, Methodology, and Schedule

The DIES IDC LA aims to bring together a group of about 25 newly elected Deans and Vice-Deans from higher education institutions in Argentina, Belize, Bolivia, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, and Peru in order to enable participants to tackle the challenges posed by their new positions.

Training in both hard and soft skills will be key parts of this course and issues such as Strategic Faculty Planning, Financial Management, Quality Management, Online Strategies, and Human Resources Management will be covered. Methodology will be strictly practice-oriented and mainly based on case studies. Personal experience as university manager will highly contribute to the content covered, as participants are expected to actively participate during the course.

Participants will develop a Strategic Action Plan (SAP) for their own faculty. The SAP will comprise the characteristics of the faculty and strategies to be followed, the role of the participant in the proposed plan, and the underlying administration and procedures in the thematic areas of the course. In this framework, participants will develop and work on concrete measures to implement the proposed strategy in their own faculty.

Background knowledge on the SAP will be introduced during the first parts of the course (Module 0, Module I and Module II). In the next phase of the course (Module III), continued work on the SAP will be supported via online SAP Coaching Sessions and Webinars. The last part of the course (Module IV) will



offer participants the opportunity to reflect on the implementation of their SAPs and other reform projects discussed during the training.

Given that the entire content of the course is closely interrelated, participants are required to confirm their **full availability** to attend all onsite and online trainings prior to admission.

The course will be conducted in **English and Spanish** and has a total duration of approx. 7 months, distributed in one introductory module and four main modules.

The following list shows the provisional schedule of the course, subject to change according to the circumstances. All modules are expected to be conducted onsite, unless otherwise indicated.

**Module 0:** 11 September 2024

- Online, from 16:00 to 19:30 (UTC+2 / Central European Summer Time – CEST)

**Module I:** 23–27 September 2024

- Onsite in Saarbrücken, Germany (plus necessary travel time).

**Module II:** 30 September – 4 October 2024

- Onsite in Alicante, Spain (plus necessary travel time).

**Module III:** from December 2024 to March 2025

- Online: Webinars and SAP Coaching Sessions.

**Module IV:** 31 March – 5 April 2025

- Onsite in Latin America (plus necessary travel time). Location to be announced after the beginning of the course

## Participant's Profile

- Participants should be holding the position of Dean or Vice-Dean for no longer than 2 years. Applicants who hold other positions, such as Vice-President or Head of Department, should describe their area of responsibility. Applicants from administrative units are not eligible.
- Participants should be aged 30–50.
- Participants must be proficient in both English and Spanish. If needed, applicants might be required to pass an interview as part of the admission process.
- Participants should hold a PhD.

- International experience will be highly valued.
- Being a DAAD alumnus/a is not compulsory but may be considered an asset.
- Candidates from higher education institutions of the following countries are eligible to apply: Argentina, Belize, Bolivia, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, and Peru.

## Funding

Throughout the course, participants will be hosted by Saarland University and the University of Alicante. For the modules conducted onsite, the following expenses would be covered by funds of the DAAD provided through the German Federal Ministry for Economic Cooperation and Development (BMZ):

- Travel costs (according to DAAD regulations):
  - Module I and Module II: outward flight to Germany, transfer flight to Spain, and return flight from Spain, as well as costs arising from required ground transportation in Germany and Spain.
  - Module IV: outward and return flights within Latin America.
- Accommodation and joint meals during presence phases in Europe and Latin America. No full board will be provided.
- Emergency health insurance during presence phases in Europe.

### Expected Co-Funding

Participants' home institutions will be expected to pay a tuition fee of **500 EUR**. Additionally, participants must be able to cover local transportation in their home countries, visa costs, and potential additional per diems for the duration of the onsite training.



## Application and Selection Procedure

Applicants should apply at: <https://www.idc-latinamerica.com/application-form-course-2024-25>

**Deadline: 31 March 2024, 23:59 CET.**

**Applications must be submitted in English.**

Applicants will be informed about the result of the selection process by June 2024.

To enter the application form, applicants will be required to register first. Otherwise, access to the application form will be automatically denied. Upon successful registration, applicants will be able to save their progress in the application form and end the application process at a later stage.

The following supporting documents should be included in the application in PDF format:

- **Cover letter** (max. 2 pages).
- **Organisational chart** of the higher education institution showing the section where the candidate is working in.
- **Endorsement letter** from the higher education institution's management board expressing conformity with the coverage of the tuition fees and the candidate's active participation in all parts of the course.
- **Proof of English proficiency** in the form of a certificate (or equivalent document) will be an asset. Proof of Spanish proficiency will be also required for applicants from Belize. Phone interviews might be organised with shortlisted candidates to guarantee the requested proficiency.

### DISCLAIMER

The **Selection Committee** is composed of UdS and UA Academic Directors and Coordinators, DAAD, and HRK representatives. Applications will be assessed by the Selection Committee according to the abovementioned participant's profile and supporting documents.

To qualify for assessment, applicants should provide **all supporting documents in English**.



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## Contact Details

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