Networking panel of experts on "Diversity Management: A German Japanese Comparison" Göttingen, 14./15.3.2019

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私の短い講義を英語と日本語のどちらで聞きたいですか。

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Research on Diversity Management (IDM) in German Higher Education Institutions

Key Questions

1. What is the state of research regarding Germany: Diversity Management in Universities?
2. What perspectives are taken up or primarily focused on in current research?
3. From your perspective, what are shortcomings, gaps or open questions in this field of research?
4. What role do comparative approaches play?

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Diversity Research vs. Research on Diversity

Diversity Research in HEIs as

- part of subject disciplines, e.g.
    - Biodiversity / Biology
    - Diversity Management in companies / Business studies

- multi- or interdiscplinary research, e.g. on
    - Gender studies
    - Migration studies
    - Postcolonial studies

Research on Diversity in HEIs as
(Inner-) Institutional Research

"[…] is a broad category of work done at schools, colleges and universities to inform campus decision-making and planning in areas such as admissions, financial aid, curriculum assessment, enrollment management, staffing, student life, finance, facilities, athletics, and alumni relations." (Wikipedia, http://tinyurl.com/y42wxyqx)

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Diversity Research in HEIs

In the 2000s several research institutions have been founded in German universities. They work with multidisciplinary approaches focussing on processes of societal transformation and diversification. Some selected institutions are:

Center for Demography and Diversity (CDD), Dresden
> To cope with challenges of the <u>demographic development</u> and increasing social diversity.

Center for Diversity, Democracy, and Inclusion in Education in Migration Societies (ZBI), Hildesheim
> The ZBI enhances the visibility of research on <u>inclusion and exclusion</u> processes in increasingly diverse societies. One of our main objectives is to help <u>reducing educational disadvantage</u>.

Center for Gender and Diversity Research (ZGD), Tübingen
> Its aim is to create and further an <u>interdisciplinary dialogue</u> between the humanities, social, and natural sciences concerning research <u>on gender and diversity</u>.

Göttingen Diversity Research Institute (IfD)
> The Institute's primary aim is to develop research on <u>diversity</u> and processes of <u>diversification</u>, both theoretically and empirically. We focus in particular on organisational issues.

Interdisciplinary Centre for Integration and Migration Research (InZentIM), Duisburg-Essen
> InZentIM concentrates and strengthens the research on <u>integration and migration</u> at UDE

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Research on Diversity in HEIs

Institutional Research (Hochschulforschung) is focused on universities themselves as research objects. It seeks to enlargen the knowledge base (key figures, processes, effects) as feed in for decision making and systematical Diversity Management. At its core we find subjects like Student retention / drop out, acquisition of competences for later professional practice or widening participation and student success.

Institutional Research is being carried out by

- extramural research institutions, e.g. HIS, HoF, WG University Research at Uni Konstanz

- projects as part of the "framework programme empirical educational research" (BMBF), e.g.
  - Language education and multilingualism
  - Digitisation in education
  - Sexual violence

- HEIs themselves in departments of quality / institutional development or centers for T&L, e.g.
  - Course evaluations, student surveys
  - Workload of teaching staff
  - Evidence based teaching and learning, learning analytics
  - Monitoring of study programs, diversity monitoring (Center for QD in HE, UDE)

- individual research projects, e.g.
  - Schmitt (first generation students), El-Mafaalani (politics of integration), Schulmeister (Workload)
  - Competence Center for Diversity Management in HEIs (KomDiM)

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Diversity (Management) an Hochschulen in NRW (06/16)

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Bundesministerium für Bildung und Forschung

Universitäten

Hochschule	Prorektorate und Vizepräsidien	Beauftragte und Stabsstellen	Abteilungen	Task Forces	Online-Portale	Studiengänge	Projekte	DiM-Strategien/ -Konzepte	Teilnahme am Diversity-Audit	Diversity im Hochschulprofil
Bergische Universität Wuppertal	✓	✓			✓		✓			✓
Deutsche Hochschule der Polizei (Münster)										
Deutsche Sporthochschule Köln			✓				✓		✓	
FernUniversität Hagen	✓						✓		✓	
Heinrich-Heine-Universität Düsseldorf	✓		✓				✓			

Hochschulen für angewandte Wissenschaften

Hochschule	Prorektorate und Vizepräsidien	Beauftragte und Stabsstellen	Abteilungen	Task Forces	Online-Portale	Studiengänge	Projekte	DiM-Strategien/ -Konzepte	Teilnahme am Diversity-Audit	Diversity im Hochschulprofil
Fachhochschule Südwestfalen	✓									✓
Hochschule Bochum	✓						✓		✓	✓
Hochschule Bonn-Rhein-Sieg	✓	✓					✓			
Hochschule Düsseldorf		✓		✓			✓		✓	✓

Diversity (Management) in HEIs in NRW

Type of HEI	Vice-Rectors/ -Presidents	Coordinators/ Staff units	Depart-ments	Task Forces	On-line-Portals	Study Programs	Projects	IDM Strategies/ Concepts	Diversity Audit	IDM part of Uni Profile	
(Research) Universities (14)	**8**	4	4	0	**7**	0	**12**	2	5	4	Σ 57
Univ. of Appl. Sciences (21)	4	3	1	1	2	2	**13**	1	**9**	**10**	Σ 46
Music/Art Academies (7)	0	2	0	0	1	0	2	0	1	3	Σ 9
Private Universities (7)	0	1	0	2	1	2	0	1	0	0	Σ 7
Total (49)	12	10	5	3	11	4	27	3	15	17	

Overall and in relation to each other, NRW-Universities implement diversity management most intensively. Institutionalisation has clearly made the greatest progress there.

Research on Teaching and Learning in HE

Article: "Teaching to Diversity"

➢ A synopsis of current international research on
  – teaching
  – learning
  – assessment
  – coaching
  – curriculum design

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Project profile

Target Group: Program Leaders (PLs)

PLs play a vital role in ensuring the quality of the student experience.

Goals:

- Support vertical and horizontal permeability

- Reduce student drop-out (especially related to non-traditional students) and enhance student success

- Enhance inclusion and diversity management in curricula

- Raise awareness of teaching and assessement methods that facilitate dealing with heterogeneous student groups

Diversity and Research: Some Conclusions

- There is a big variety of institutions/scientists doing research on Diversity
- The difference between Diversity Research and Research on Diversity is less about applying scientific methods rather than about how results are applied: knowledge vs. management oriented
- So far there seems to be no comprehensive data available on
  - Research quantities
  - Institutional distribution
  - Research subjects
- Different types of HEIs in Germany are following different paths to implement Diversity Management
- Research on Diversity within HEIs is mostly located between administration and academia, often initiated by administration and then carried out in own departments or T&L centers as „third space"
- Research on Diversity/Inclusion in study programs has so far mainly been ignored – except for Gender

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Suggestions for Further Research

- Horizontal and vertical permeability (esp. transition from BA -> MA)

- Good (international) practices on inclusive teaching and learning

- Diversity and technology enhanced learning (TEL/digitization)

- Effects of curricular design on in- and exclusion

- Diversity of teaching staff

- Diversity strategies in HEIs

  (content, development/implementation processes, practice)

- Holistic institutional approaches to diversity management/inclusion

  (different levels: study program, curriculum, institution;

  interconnection between teaching and management)

- Interplay between diversity (management) and inclusion

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