



**VLIR**

Vlaamse

Interuniversitaire

Raad

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**UOS**

University

Development Cooperation



***EUA “Access to success” project  
meeting, Oslo, 25 February 2010***

**Building and sustaining  
staff capacity**

**Kristien Verbruggen  
VLIR-UOS director**



# IUC cooperation model

General objective :

*Empowering the local university as institution to better fulfil its role as development actor in society*

## Main characteristics

- Long term collaboration geared towards institutional development
- Financing and facilitating cooperation (Partnership)
- Match between the priorities of the partner university and the interest and expertise offered by Flemish counterparts
- Coherent set of interventions/synergetic projects guided by the strategic plan of the partner university
- Building capacity:
  - Academic (MSc/PhD education; research, publishing...)
  - Internal service delivery (ICT, Library)
  - External service delivery (services to society)
  - Managerial capacity (planning, HRD, international relations, research policy, etc)

# GUIDING PRINCIPLES

- **Academic collaboration & leadership:**  
=> spirit of COOPERATION is crucial => stimulate processes of change => to achieve this, participation of high level academic leadership is crucial
  - **Incorporation into local structures and systems (university, regional/national)**  
=> spirit of dialogue and mutual respect  
=> VLIR-UOS programme needs to be embedded in university => university wide support / cannot be an island
  - **Development Relevance** => focus on changing lives (university and society=> interaction with government, local development actors, society in general) Go beyond the institutional development and scientific collaboration  
=> VLIR-UOS promotes university DEVELOPMENT COOPERATION
- ⇒ **COOPERATION, Process FACILITATION**
- ⇒ **EMPOWERMENT of local university and its role in society**

# Capacity building

- VLIR-UOS provides support in terms of
  - Scholarships : short term, MSc, PhD
  - Payment of personnel : administrative personnel, service contracts, topping-up, ...
  - Exposure to international peers
  - Participation in conferences
  - Access to scientific literature
  - Upgrade in education
  - Research training
  - Support to policy and management
  - Upgrade of physical conditions to work : ICT, lab equipment, literature, ...

## Capacity building

- Staff member is a means to build capacity at institutional level, with national impact
- The southern university is to provide systems and incentives for individuals to succeed : scholars' selection system, deload of staff, retention policy, salary policy, ...
- Enabling environment is provided by VLIR-UOS, but the real policy / initiatives are the responsibility of the local university