

# ACCESS TO SUCCESS

Fostering trust and exchange  
between Europe and Africa

## WG 3: Building and sustaining staff capacity

## What culture/environment is needed to support university staff development?

- Professional academic environment and supportive research culture
- Salaries and incentives
- Infrastructure
- Career paths and progression

## What are the starting points for building this culture/environment?

- Examples of capacity building partnerships:
  - U. Abomey Calavi, Benin (CUD programme):  
Building a telecommunication system and professionalising the electronic infrastructure of the institution
  - Jimma University, Ethiopia (VLIR IUC programme):  
long term joint-research project as a springboard to develop research capacity: PhD sandwich training, masters course development, research infrastructure.....

## Which modalities to train and retain your staff?

- Sharing practice in capacity building programme design
- Programmes that don't simply benefit individuals, but benefit individuals to contribute to the development of the institution
- Attrition: developing capacity to gain and manage more grants and partnership support from a wider international research community
- Training and retention strategies to counter brain drain

## What sort of system are you embedded in and how to best build that system?

- Massification: We will never train enough doctorates to fit the growing demand.....
- But do we need doctorates?
- Fit for purpose: Building staff capacity to fit the training needs of society
- The demographic slide: incentising and recruiting young academic talent
- No one size fits all: staff capacity problems and solutions are system contextual

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**Towards a coordinated vision of Europe-Africa  
higher education partnerships:  
*Supporting institutional capacity building in  
Africa***



**Oslo, Norway 24-26 February, 2010**



## The Project in brief

- Erasmus Mundus Action 4 project (2008-2010): Enhancing the 'attractiveness' of European higher education
- Raising awareness on higher education access and retention issues in Africa and Europe as critical in understanding the environments in which our universities operate
- The European dimension in promoting capacity building partnerships with African universities: national and European level policies and programmes
- Inter-institutional mobility and cooperation between Europe and Africa, in particular with regards to student and staff mobility schemes, promoting staff retention in Africa and other brain drain concerns
- The integrated roles of higher education institutions, governments and donor agencies regarding the above



## European University Association (EUA)

- Represent the interests of European Universities and national rectors conferences across 46 countries
- Promote coherence in European higher education and research
- Encourage and facilitate cooperation and exchange – within Europe, and beyond
- through interregional dialogue and cooperation
- Consultative member of the Bologna process
- On all boards of the European Union DG Research



## Access to Success: Rationale

- 1) Examine institutional practice and policies regarding access and retention in Europe and in Africa
- 2) Use the issue as a base for dialogue between European and African universities: identify mutual priorities, critical issues, and areas of cooperation
- 3) Recommendations:
  - Universities: best practices in access and retention
  - Governments + donor organisations: considerations for capacity building partnerships, mobility and brain drain

# Phase 1: Information collection (2008/2009)

- 2 institutional surveys (Africa and Europe)
  - Desk research
  - General Institutional policies on access and retention and featured case studies/good practice
  - 60 questionnaire received in Europe, 40 in Africa
  - Analysis and final report (preliminary results on [www.accesstosuccess-africa.eu](http://www.accesstosuccess-africa.eu) )
- 2 student focus groups
  - Student views on access and retention
  - Stockholm, Sweden 15 October
  - Addis Abba, 17 Nov.

## Phase 2: Discussion and dissemination (2009/10)

- **3 workshops** – interactive, theme focused
- an **outcome report** comprising of case studies, thematic articles, survey results, events
- a **white paper** targeted towards governments and donors, on supporting university partnership in development cooperation
- Final **policy conference** in Brussels: results addressed to government/donor organisations

# Events schedule

- **Access and retention**

17-20 November 2009 Addis Ababa, Ethiopia

- **Towards a coordinated vision of Europe-Africa  
higher education partnerships: Supporting  
Institutional capacity building in Africa**

25-26 February 2010 Oslo, Norway

- **Mobility between Africa and Europe**

3-4 May 2010 Accra, Ghana

- **Outcome conference**

September 2010 Brussels, Belgium

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Access and Retention  
in Europe and Africa,  
Addis Ababa, 17-20 Nov  
2010



## Workshop 2: Towards a coordinated vision of Europe-Africa higher education partnerships: Supporting institutional capacity building in Africa



Oslo, Norway

24-26, February, 2010

## Goals of workshop 2

- Bring universities, national agencies, foundations and other multilateral donors together
- Examine existing models of higher education partnership and capacity building between Europe and Africa
- Debate possibilities for improved coordination of such policies and programmes
- Consider the EU-Africa strategy and the role of HE

## Expected workshop outcomes

- Friday afternoon: Reflections/ observations of the General Rapporteur
- Follow-up: all powerpoints + reader available at [www.accesstosuccess-africa.eu](http://www.accesstosuccess-africa.eu)
- Contribution to White paper
- Outcome Report
- Contribution to next EU-Africa Summit?
- Future initiatives?

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