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ENHANCE | IDM!

Diversitätsmanagement und Inklusion im Studienprogramm – Lästige Aufgabe oder sinnvolle Praxis?

Awareness-Raising und Qualifizierung für Studiengangsleitungen

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Projekthintergrund

- Immer heterogenere Studierendenschaft
- Attrahierung neuer Studierendengruppen
- Vermeidung von drop out; Studienerfolg sichern
- Anforderungen der (Wissens-)Gesellschaft
(Employability, Fachkräftemangel)

➤ Herausforderungen für Studiengangsleitung



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Qualifizierung Hochschulmanagement

- Nötige Qualifikationen häufig unklar, nicht verallgemeinerbar (ergeben sich aus der Situation)
- Maßgeschneiderte Weiterbildung zielt auf aktuelle Herausforderungen ab (Veles & Carter 2016, Thorpe & Garside 2017)
- Kombination aus Team-Lernen und individuellem Lernen, reflexives Lernen, On-the-project learning, communities of practice (Veles & Carter 2016)

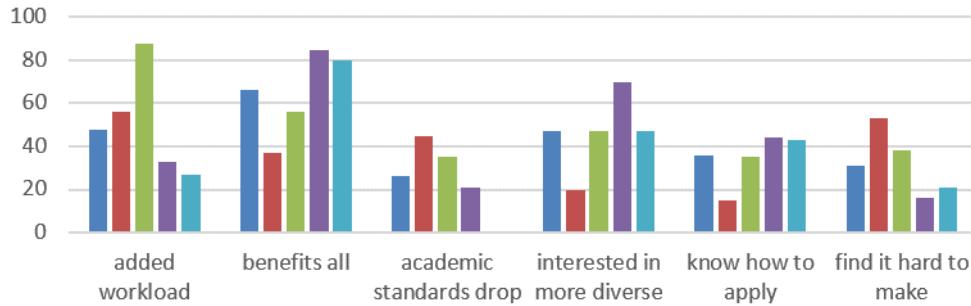


Projekt - Output

1. Bedarfserhebung Studiengangsleitungen
2. Training (face-to-face) inkl. Self-Assessment
3. E-Learning (Moodle)
4. IDM-Toolbox



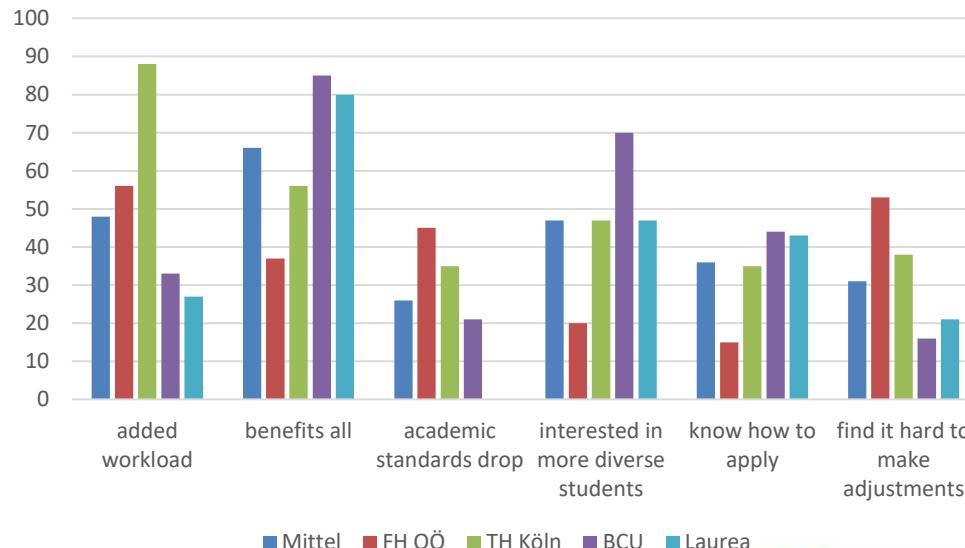
1. BEDARFSERHEBUNG STUDIENGANGSLEITUNGEN



Einstellung/ Qualifizierungsbedarf - IDM

Please indicate your level of agreement or disagreement with each of the following statements:
Scale of 1 to 5; Agreement: >3 (i.e. agree and strongly agree)

Attitudes towards IDM



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2. TRAINING



Trainings-Inhalt

Alternierender theoretischer Input, reflexive Praxis, Erfahrungsaustausch

- Getting acquainted
- *Content:* HEAD wheel input and exercise
- *Content:* "Why IDM is important"
- Interactive teambuilding exercise: "Wooden cubes"
- Developing action plans
- *Content:* Student success
- Collecting good practice on IDM along the student journey
- *Content:* Informed decision making in heterogeneous settings
- Critical diversity incidents



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Feedback

*I really liked the interactive sessions and mixing up of groups,
Looking at some frameworks that I can take back to my team*

Friendly group. Good interactive learning and exercises

*Having the opportunity to hear about practise at other
universities and similarities and differences in what we all do.*

*Very interesting to see where different countries are in how
they respond to these issues*

*Drawing in current research, literature and international
expertise more heavily to support development of practice*



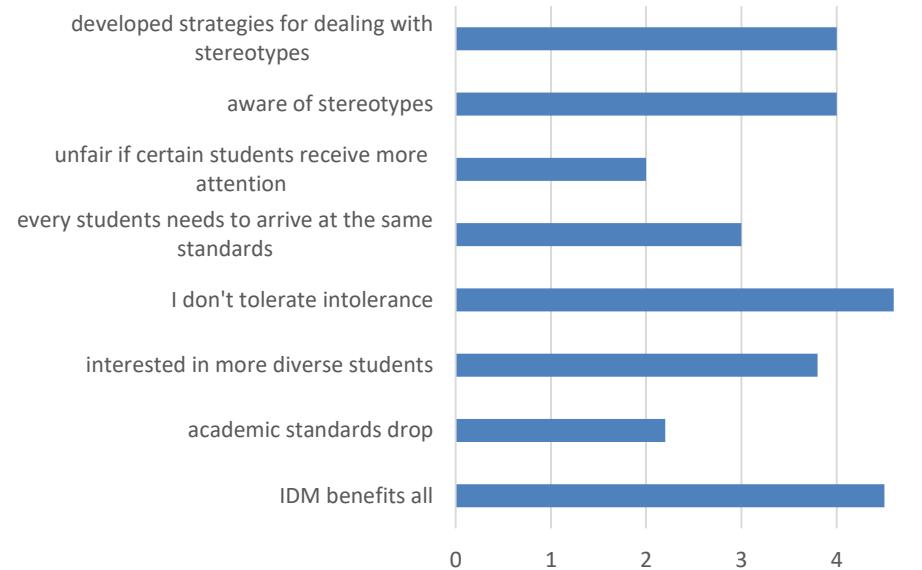
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Fazit

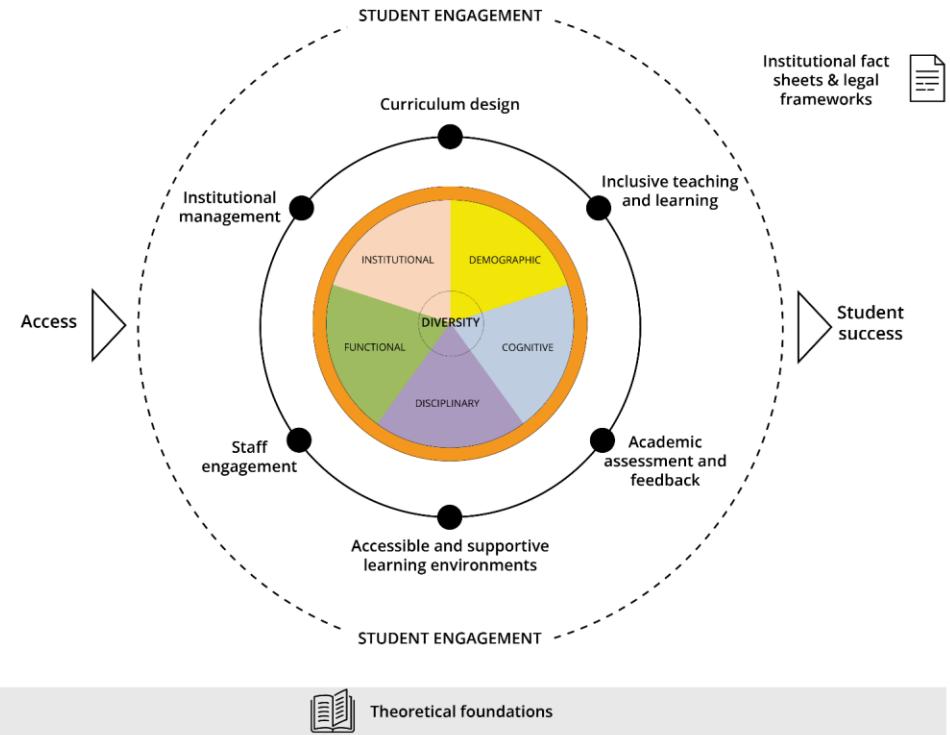
- Erfahrungsaustausch über Disziplinen und Ländergrenzen hinweg ist positiv (aber herausfordernd)
- Austausch mit eigenen Kollege_innen über Herausforderungen in der eigenen Institution ist wichtig
- Gemeinsames Reflektieren angewandter Praktiken ist wertvoll
- Herausfordernd, unterschiedliche Diskurse sichtbar/ verständlich zu machen
- Kulturelle Unterschiede werden sichtbar
- Theoretische (state-of-the-art) Inputs sind wichtig und notwendig

Ausgangslage – Self Assessment

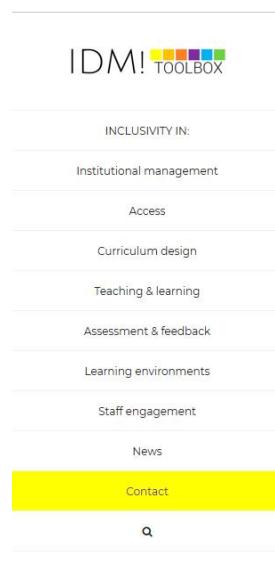
Please indicate your level of agreement or disagreement with each of the following statements: Scale of 1 to 5;
Agreement: >3 (i.e. agree and strongly agree)



3. E-LEARNING



4. TOOLBOX



The screenshot shows a navigation menu with the following items:

- INCLUSIVITY IN:
- Institutional management
- Access
- Curriculum design
- Teaching & learning
- Assessment & feedback
- Learning environments
- Staff engagement
- News
- Contact

A yellow bar highlights the "Contact" link.



Contact us
Cras et lacus blandit. Incidunt risus ut dignissim enim.

CONTACT US

About IDM Toolbox

Mauris varius interdum erat, et ultrices justo imperdiet nec. Cras ac porttitor tortor, id iaculis neque. Fusce et malesuada nibh, et consectetur risus. Suspendisse dictum orci eget cursus viverra. Vestibulum a mauris urna. Aliquam eget risus vitae lorem.

[CONTACT](#) ➤

Your Name

Email

Students playing colorcards 

4. Toolbox

The screenshot shows the IDM! Toolbox website's contact page. The header features the IDM! logo with a colorful square icon and the word "TOOLBOX". A navigation menu on the left lists categories under "INCLUSIVITY IN:":

- Institutional management
- Access
- Curriculum design
- Teaching & learning
- Assessment & feedback
- Learning environments
- Staff engagement
- News
- Contact (highlighted in yellow)

A search icon is also present. The main content area has a background image of a desk with a keyboard, a notebook, a pencil, and a smartphone. The heading "Contact us" is displayed, along with a subtext: "Cras et lacinia blandit. Incidunt risus ut dignissim enim." Below this is a section titled "About IDM Toolbox" with a short paragraph of placeholder text.

On the right, there is a photo of three students sitting outdoors with the caption "Students playing colorcards". At the bottom, there are input fields for "Your Name", "Email", and "Subject", followed by a "CONTACT" button with a right-pointing arrow. A footer bar at the very bottom contains the ENHANCE logo and the text "Co-funded by the Erasmus+ Programme of the European Union".