



HUMANE

Heads of University Management & Administration Network in Europe
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ESMU HUMANE WINTER SCHOOL ALUMNI NETWORK

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**Joint HUMANE and Winter School Alumni Network
SEMINAR
École Normale Supérieure , Paris
Friday 15th to Saturday 16th May 2009**

Agenda

Most organisations undergo major organisational change from time to time whether this involves an institutional merger or a major internal restructuring exercise. Presentations at this seminar will provide case studies of the experiences of institutions that have recently undergone such changes, and will focus on a range of factors that need to be managed well if the change is to succeed. These factors will include strategic alignment, ensuring stakeholder buy-in, financial management, and planning for effective implementation. The overall aim of the seminar will be to identify and discuss good practice that can inform institutional practice in the future.

Friday 15th May 2009

Chairman – Michael Gleeson

12:30 - 14:00 *Registration and Lunch at the École Normale Supérieure, Rue d'Ulm 45, 75005 Paris*

14:00 - 14.15 **Welcome on behalf of the Director of the École Normale Supérieure, Monique Canto-Sperber, followed by Marylène Meston de Ren, the Head of Administration.**

Session 1

14:15 - 15:00 **Strategic Aspects: How to plan your merger**
Sue Hybart, Director of Planning, Cardiff University (UK)

15:00 – 15:30 Discussion on Session 1

Session2

15:30 – 16:00 **The Karlsruhe Institute of Technology – an institutional merger in progress**
Julian Reinfeldt, Deputy Head of Organisation, Planning and Controlling, Universität Karlsruhe (DE)

16:00 - 16:15 Discussion on Session 2

16:15 – 16:45 *Coffee Break*

Session 3

16:45 – 17:30 **Financial and business aspects of mergers: Helsinki case**
Esa Ahonen, Director of Administration, Helsinki School of Economics (FI) and Finance Team Leader, Aalto University (FI)

17:30 – 18:00 Discussion on Session 3 and closure

20:00 HUMANE Dinner

Dinner on board the barge *O fil de l'O* moored behind Notre-Dame.

The barge is located at: 2, Quai de la Tournelle.

Take the bus 21 or 27 (direction St. Lazare), stop at Saint Michel station and follow the quay towards Notre-Dame. Go down to the river at Quai de la Tournelle.

Saturday 16th May 2009

Chairman – Michael Gleeson

Session 4

09:00 – 09:45 **Merger of two Medical Schools belonging to two Universities – the Berlin case**

Martin Paul, MD, PhD, Dean and Vice President, Maastricht University Medical Center, Maastricht (NL)

09:45 – 10:00 Discussion on Session 4

Session 5

10:00 – 10:30 **Political aspects of mergers: associations of higher education in Flanders**

Dirk Mangeleer, Executive Director, Universiteit Gent (BE)

10:30 – 10:45 Discussion on session 5

10:45 – 11:15 *Coffee Break*

Session 6

11:15 – 11:45 **A comparison between reorganization's experiences in research departments at the University of Bologna: impact on staff and short-long term effects**

Susi Poli, Head of University Fundings Office, Università di Bologna (IT)

11:45 – 12:00 Discussion on session 6

Session 9

12:00 – 12:45 **Open Discussion
Mergers: Can anybody enjoy them?**

12:45 – 13:00 Summing up and closure

13:00 **Lunch** will be held at one of the cosy restaurants of the rue Mouffetard, one of the liveliest and most typical of the Latin Quarter

Social Programme

15:15 – 16:30 A guided tour of the Palais du Luxembourg, built on plans drawn by Marie de Médicis, the wife of King Henri IV, now home of the French Senate, one of the two legislative Chambers.

16:30 - Since the Palais du Luxembourg sits inside the Garden of the Luxembourg, it will then be the perfect opportunity to visit this "jardin à la française".

19:30 Dinner - The dinner will take place at the *Polidor* restaurant, a bistro located in the latin quarter still kept intact from when André Gide and Paul Valéry used to eat there more than half a century ago. *Polidor* is located at 41, rue Monsieur le Price, which is in walking distance from the ENS.