

SOME EXAMPLES OF TOPICS DEALT WITH IN HUMANE ACTIVITIES

| TOPIC | VENUE |
|---|------------|
| The Role of the Head of Administration | PAVIA |
| Role of Universities in Change Management | WARSAW |
| Internal Structures and Quality | VALENCIA |
| Financial Management: Intellectual Property, Research Overhead, and VAT | GRONINGEN |
| ICT and Information Management | VIENNA |
| Accountability & Society | LYON |
| Ancient University Buildings | ATHENS |
| Polishing the crystal ball Higher Education in Europe in 2016 | BRUSSELS |
| Human Resources and Pay Framework | LISBON |
| Research publishing: a growing economic problem and its alternatives | COPENHAGEN |
| HRM: Reorganising universities, a threat or an opportunity? | WARWICK |
| Governance & Accountability: Merging & Major Changes: Leadership | HELSINKI |
| Entrepreneurship | MUNICH |
| | |

More info in www.humane.eu clicking on Seminar/past Seminars

HUMANE also collaborates in and promotes studies about European Universities, with special emphasis in sharing facts and data that will help guide our institutions.

MEMBERSHIP AND FEES

HUMANE is open to the University Head of Administration, whatever name he/she could take in each country (Secretary, Registrar, Kanzler, Secrétaire Général, Gerente, ...). So, only one member per University belongs to HUMANE, but senior administrators can attend to and benefit from HUMANE activities.

Membership fee (2006) is 315€ per annum.

For further info, please contact tim.evans@esmu.be (HUMANE Secretariat) or carlos.lopez-terradas@uc3m.es (Network Manager).

HUMANE AIMS

HUMANE is a network of professional excellence which

- Provides rich opportunities for Heads of University Management and their staff to meet and exchange experiences, share good practice and facilitate innovation in HEIs.
- Supports HoAs as leaders within their organizations.
- Disseminates knowledge and skills of high relevance for the administration of European HEIs.
- Enhances operational leadership, day-to-day management, and administration as a profession crucial to the success of HEIs.
- Reinforces the relationships between academic and administrative leadership in HEIs.
- Provides advice to and works with European agencies to influence the development of efficient management procedures for higher education and research.

HUMANE

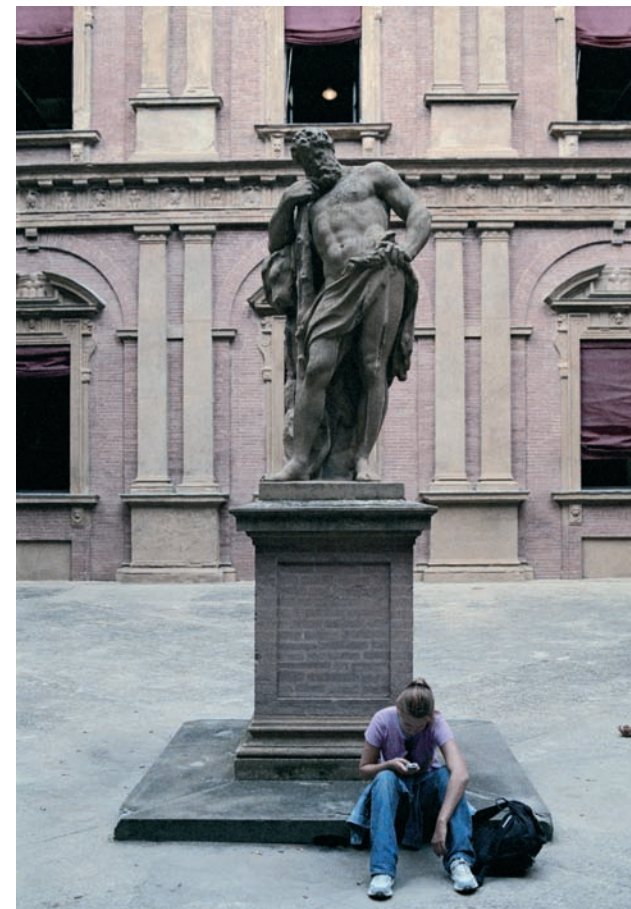
Heads of
University
Management &
Administration
Network in
Europe.

www.humane.eu

Sep-06



HUMANE
Heads of University Management & Administration Network in Europe
www.humane.eu



Statue of Hercules by Angelo Piò.
Palazzo Poggi.
Università di Bologna

HUMANE
A driver for professional administration in
European Universities

www.humane.eu

BACKGROUND

HUMANE, the Heads of University Management & Administration Network in Europe, was set up in 1997 with the aim of grouping all heads of university administration in Europe in a network, devoted to professional development by sharing best practices. HUMANE received encouragement and initial financial support from the European Commission.

Now, HUMANE is a non profit association registered in Belgium with the Secretariat based in ESMU Brussels. HUMANE has some 200 members from 26 different European countries.

The Round Table (RT) formed by at least one member of each country is the highest policy making body. The Executive Committee, formed by 7 members of the RT plus the Chairman, is in charge of implementing strategy and actions defined in the RT.

HUMANE WORK LINES

SEMINARS

One of the main activities of the network is the organization of two-day Seminars, starting on Friday noon with a welcome lunch, in which all participants have the opportunity to meet in a warm and nice atmosphere.

Just after lunch, the Seminar starts based on 7-8 presentations plus discussion on each, with the prime linking factor being the European dimension of higher education.

Presentations are made by HUMANE members; the aim is to show and discuss strategic approaches to face with normal university management problems (University Governance, Human resources, IT, Libraries, Funding, ...) rather than "to show off" about particular success.

Attendants, specially good performers in English, are kindly invited to express themselves in BSE (Basic Single English) for the best exchange of ideas and comments.

To permit a close relationship and good discussion atmosphere, the maximum attendance is limited to 30 people. Seminars are hosted by a member University, while the agenda and contents are usually lead by a member of the HUMANE Governing Bodies (Executive Committee and Round Table).

Go to <http://www.humane.eu> and click on Seminars on the left frame for more information and on-line registration.

STUDY TRIPS

Study Trips also know as Study Visits are a new line of HUMANE activities. They consist of 3-4 day visits, with a group of limited size (up to 18 people), to a University of recognized prestige and good practices.

The goal of the Study Trip is to move beyond mere exchange of experiences. We like the participants to get acquainted with, and really learn about, new developments in the fields of university management under study. This calls for a very effective transfer of knowledge and experiences. The structure of the programme is designed in such a way that this effective transfer is possible.

The universities are selected on the basis of factual information and preference of the members. The topics are chosen on the basis of real demand. The Study Trips are carefully prepared by HUMANE specialists so that both the topics and format are fully relevant for participants.

Click on Study Trips (<http://www.humane.eu>) for further information.

WINTER SCHOOL

Started in 2003, the ESMU-HUMANE Winter School for Senior Administrators aims to develop the leadership potential of outstanding administrators by making them fully aware of:

- The importance of integrating academic matters with finance, human resource and ICT in the elaboration of university strategy
- The meaning of strategic management in a European context

The programme (one week long, usually in March in Barcelona, Spain) is highly intensive, including plenary sessions and practical work in small groups. Participants are encouraged to use cases from their own institutions. The working language is English, but facilitators are well used to dealing with various levels of language proficiency.

The number of participants is limited to 35 to allow close contacts and adequate level of participation.

Further information is available on
ESMU (www.esmu.be)
HUMANE (www.humane.eu)

WINTER SCHOOL ALUMNI NETWORK

The Winter School Alumni Network (WSAN) was set up after a first follow up seminar in Karlsruhe in October 2003 by participants of the first Winter School.

It was further developed with the support of the Winter school steering committee and HUMANE; now is a separate branch of HUMANE.

The WSAN has over 130 members from 61 universities in 14 different countries. The aim of WSAN is to pursue the activities started by the Winter School by developing the leadership potential of fast-rising administrators in the elaboration of university strategy and in the meaning of strategic management in a European context.

WSAN also wants to create a network among past and future participants to further exchange of ideas and experiences for career development.