



UNIVERSIDAD DE  
COSTA RICA



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17 de mayo de 2013

VAS-911-2013

Señores (as)

M.M. Eddie Mora Bermúdez, Decano  
Facultad de Bellas Artes

Dra. Annette Calvo Shadid, Decana  
Facultad de Letras

Dr. Luis Felipe Arauz Cavallini, Decano  
Facultad de Ciencias Agroalimentarias

Dr. Javier Trejos Zelaya, Decano  
Facultad de Ciencias

Dra. Doris Sossa Jara, Decana  
Facultad de Ciencias Económicas

M.Sc. Francisco Enríquez Solano, Decano  
Facultad de Ciencias Sociales

Dr. Daniel Gadea Nieto, Decano  
Facultad de Derecho

Dra. Ana Lupita Chaves Salas, Decana  
Facultad de Educación

M.Sc. Edwin Solórzano Campos, Decano  
Facultad de Ingeniería

M.Sc. Lidieth Fonseca González, Decana  
Facultad de Farmacia

Dr. Luis Bernardo Villalobos Solano, Decano  
Facultad de Medicina

Dr. Fernando Chaves Mora, Decano  
Facultad de Microbiología

M.Sc. Madeline Howard Mora, Decana  
Facultad de Odontología

Dra. Cecilia Díaz Oreiro, Decana  
Sistema de Estudios de Posgrado



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Estimados (as) Señores (as):

Mediante la presente me permito enviar para su consideración, la convocatoria para la presentación de candidatos a participar en el Curso de Capacitación para Decanos de Universidades de países latinoamericanos.

No omito indicar que los (as) interesados (as) deben enviar la información antes del 31 de mayo de 2013.

Sin otro particular, les saluda cordialmente.

M.Sc. Roberto Salom Echeverría  
Vicerrector de Acción Social



Adj. Lo indicado

c.c. Archivo



## Announcement of the DIES-INTERNATIONAL DEANS' COURSE LATIN AMERICA 2013/14

The German Academic Exchange Service (DAAD), the Universities of Alicante (Spain) and Saarland (Germany), the German Rectors' Conference (HRK), in cooperation with the Alexander von Humboldt Foundation (AvH), are jointly organising the DIES-International Deans' Course for Latin America.

This intensive training course is part of the DIES programme (Dialogue on Innovative Higher Education Strategies) which has been jointly coordinated by the DAAD and HRK since 2001 ([www.daad.de/dies](http://www.daad.de/dies)). The International Deans Course Latin America was jointly set up with the Foundation for the International Promotion of the Spanish Universities (Universidad.es) in 2012.

Saarland University and the University of Alicante are the academic coordinators of the course. Both institutions have been cooperating for a long period of time, including projects for the evaluation, development and improvement of university management in Latin American higher education institutions.

### Course Content, Methodology and Schedule

The key objective of the course is to bring together a group of about 30 newly elected Deans and Vice-Deans from Universities in Mexico, Guatemala, Belize, Honduras, El Salvador, Nicaragua, Costa Rica, Panama, Dominican Republic, Colombia, Ecuador, Peru, Bolivia and Chile in order to enable the participants to tackle the challenges of holding a deans' position.

Issues such as Strategic Faculty Planning, Financial Management, Quality Management and Human Resources Management will be key parts of this course, which will also include a soft skills workshop. The course will be conducted in English and Spanish.

Methodology will be strictly practice oriented and mainly based on case studies. Personal experience as a university manager will greatly contribute to this course and active participation will be necessary. Participants are expected to develop a Strategic Action Plan (SAP) for their own faculty, which will comprise the characteristics and strategies for the faculty, the role of the dean and the underlying administration and procedures in the thematic areas of the course. In this framework, participants will develop and work on concrete measures to implement the strategy in their own faculty. The basic elements of the SAP will be introduced in the first part and the continued work on the SAP will be supported by distance coaching and via online webinars (Part II). Part III will offer participants the opportunity to reflect on the implementation of their faculty strategy and various reform projects discussed by the participants during parts I and II.

The following list shows the dates of the presence and online modules:

- Part Ia: September 30 to October 4, 2013 in Saarbrücken, Germany (plus necessary travelling time)
- Part Ib: October 7 to 11, 2013 in Alicante, Spain (plus necessary travelling time)
- Part II: Online – Webinars between November 2013 and March 2014
- Part III: around April 2014 in Latin America (Costa Rica)

As the three parts of the International Deans' Course are interconnected, participants need to confirm prior to the acceptance to the course that they are able to take part in all three parts.

### **Participants' Profile**

- Participants need to hold the position of a Dean or Vice-Dean
- Participants are aged preferably between 40 and 50 years
- Active and excellent English and Spanish language skills (speaking and writing) are indispensable
- Being a DAAD- alumnus will be considered an asset, but is not compulsory
- Participants from universities of the following countries are eligible to apply: Mexico, Guatemala, Belize, Honduras, El Salvador, Nicaragua, Costa Rica, Panama, Dominican Republic, Colombia, Ecuador, Peru, Bolivia and Chile.

### **Funding**

During the presence phase in Europe and in Costa Rica participants will be guests of the University of Saarland, the University of Alicante and of the Instituto Tecnológico de Costa Rica. The Following expenses will be covered by funds provided through the DAAD (funds from the German Ministry for Economic Cooperation and Development):

- Travel costs: Flight to Germany, transfer to Spain and return flight from Spain; ground travel in Germany and Spain, return flight to and from Costa Rica (for participants from outside of Costa Rica). We kindly ask selected participants to make their own travel arrangement – they will be reimbursed in cash upon arrival in Saarbrücken;
- Accommodation and joint meals during the presence phase in Europe and Costa Rica;
- Emergency health insurance during the presence phase in Europe.

Expected co-funding: Participants' home institutions are expected to cover local transportation in their home countries, visa costs and possible additional per diems for the stay in Europe. Furthermore, a tuition fee of 500 € will be charged.



SAARLAND  
UNIVERSITY



Universitat d'Alacant  
Universidad de Alicante

Please apply on-line at [www.idc-latinamerica.com](http://www.idc-latinamerica.com), no later than **May 31<sup>st</sup>, 2013**.

### Application and Selection Procedure

The application includes:

- **Application form;**
- **Letter of motivation**
- **Organizational chart of the university (showing the section where the candidates are working in)**
- **Letter of recommendation from university top management**
- **Proof of excellent English proficiency (e.g. TOEFL; Cambridge Certificate) will be an asset. Phone interviews will be organized with short listed candidates to guarantee the requested proficiency. Spanish proficiency will be also required for Belize.**

The Selection Committee composed of high profile Higher Education Management experts and staff of DAAD and HRK meets in June 2013.

All applicants will be informed about the result of the selection process in July 2013.

### Contact Details

#### International Deans' Course Latin America

[info@idc-latinamerica.com](mailto:info@idc-latinamerica.com)

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International Project Management Office

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**Dr. Sonja Schwarz**

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### DAAD contact person of your country/region

Mexico:

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