

2  
**DAAD**

Deutscher Akademischer Austausch Dienst  
German Academic Exchange Service

*Apfel 11*

University Staff Development Programme  
Witzenhausen

# Towards a Shared Vision for Higher Education

Cross-Cultural Insights  
& Projects  
Vol. IV

edited by  
S. Amini  
M. Fremerey  
M. Wesseler



ISOS Institute for Socio-cultural Studies

U N I K A S S E L  
V E R S I T Ä T

University of Kassel

Die Deutsche Bibliothek - CIP - Einheitsaufnahme

Towards a Shared Vision for Higher Education - Cross-Cultural Insights & Projects/  
Institute for Socio-cultural Studies (ISOS), University of Kassel, Germany.  
Ed. by Siawuch Amini... -Witzenhausen: ISOS, University of Kassel, 2005  
ISBN: 3-00-017405 2  
NE: Amini, Siawuch,...|Editors|; Institute for Socio-cultural Studies (ISOS)

## Impressum

Published by:	Institute for Socio-cultural Studies (ISOS), University of Kassel Steinstrasse 19 D-37213 Witzenhausen
©2005	ISOS/DAAD
Editors:	S. Amini, M. Fremerey, M. Wessler
Title:	Toward s a Shared Vision for Higher Education - Cross Cultural Insights & Projects (Volume 4)
Typesetting & Design:	S. Amini, S. Bierwirth
Print:	G. Wollenhaupt, <a href="http://www.wollenhaupt.de">www.wollenhaupt.de</a>

## **Foreword**

With this reader, we submit the fourth volume of relevant project-papers, written by participants of the University Staff Development Programme Witzenhausen (UNISTAFF), 2001 - 2004. The three previous volumes, published in 1997, 1999 and 2002 contain projects elaborated by UNISTAFF-participants in the years 1994-1996, 1997-1998 and 1999-2000 respectively. The basic objective of this series of readers is to support the emerging transformation of universities into institutions, which are responsive to the growing demands for change in the fields of organisation, curricula and teaching, and research management.

Many people have contributed in one way or the other to this book. First of all our thanks go to the authors of the various articles, who impart their highly relevant experiences and visions to a wider public. It was not possible to include all project papers since some of them had a distinct domain-specific focus. We did not try to polish the English language of the papers, but maintained the individual peculiarities of every author's text. Further more, we would like to thank International Further Education and Development (InWEnt) for its significant financial support, without which the Institute for Socio-cultural Studies (ISOS) would not have been able to publish this volume. Not least, we would like to acknowledge our debts to Susanne Bierwirth who provided invaluable support to the outlay of the manuscript and to Anthony Alcock for his proof reading.

We hope that this volume will meet with the same favourable response as the previous ones and thus helps to further contribute to the development of a climate of change in our universities.

Siawuch Amini  
Michael Fremerey  
Matthias Wessler

Witzenhausen, July 2005

# Contents

Foreword .....	3
<b>1 Introduction .....</b>	<b>9</b>
<b>2 University Staff Development Programm .....</b>	<b>13</b>
<b>3 Projects in Organisation Development .....</b>	<b>15</b>
3.1 The Development of a Distance Learning Center for Knowledge Dissemination ( <i>Ida Bagus Ardhana Putra</i> ) .....	17
3.2 Setting up a University based Instructional Materials Development Center in a Teacher Training Institution ( <i>Paquito B. Badayos</i> ) .....	33
3.3 Enhancing Academic Staff Ability to Balance their Roles at the Uni- versity ( <i>Betty A. Fzati</i> ) .....	45
3.4 Establishment of African Languages Research Centre at Maseno University ( <i>Florence Indede</i> ) .....	57
3.5 Development of a Management Unit for a New General Education Curriculum at the University of Indonesia ( <i>Sitaresmi Ismangil</i> ) .....	75
3.6 Establishing a Self-Access Centre for Independent Learning at Bogor Agricultural University (IPB), Indonesia ( <i>Yonny Koesmaryono</i> ) .....	85
3.7 Bridging Gender Divide in Tehran University: Enhancing Learning Capacity in the University ( <i>Emilia Nerassians</i> ) .....	95
3.8 Academic Staff Development Strategies: A Proposal for the Center for Research and Teaching in Education (CIDE) of the Universidad Nacional, Heredia Costa Rica ( <i>Irma Zuniga Leon</i> ) .....	117

<b>4</b>	<b>Projects in Curriculum Development &amp; Evaluation .....</b>	<b>137</b>
4.1	Quality Assurance in Higher Education. A Proposal for the Establishment of an Internal Quality Assurance Center (IQAC) in Bahir Dar University, Ethiopia ( <i>Gizachew Adugna</i> ).....	139
4.2	Teacher Preparation and Diversity: A Pilot Study to Incorporate Diversity Issues into the Curriculum for Teachers Training at the National Pedagogical University in Honduras ( <i>Karen O'Reilly Becerra</i> ) .....	153
4.3	A Curricular Framework for the School of Business of Distance Learning University ( <i>Anabelle Castillo López</i> ) .....	169
4.4	Cognitive Provocation: A New Teaching Method for Social Sciences ( <i>Sylhi Dewajeni</i> ).....	183
4.5	A Nine-Step Approach to Creating a Department of Human Resource Management and Industrial Relations in the University of Malawi ( <i>Lewis B Dzimbiri</i> ) .....	193
4.6	An Inquiry into the Shared Teaching Goals in Teacher Education ( <i>Estefania S. de Guzman</i> ) .....	211
4.7	Challenges and Prospects of Quality Education in the University of Malawi: The Case of Chancellor College ( <i>Fred G.W. Msiska</i> ).....	227
4.8	Reengineering An Undergraduate Program through a Competence based Curriculum (CBC) (Bogor Agricultural University – Indonesia Case) ( <i>Illah Sailab</i> ).....	239
4.9	Towards Quality Assurance in Academic Research ( <i>Eric F. Salamanca</i> ) .	251
4.10	Strengthening the Role of the Institute for Educational Studies and Development for Professional Development in Teaching & Learning Processes at the University of Brawijaya, Malang in Indonesia ( <i>Hendrawan Soetanto</i> ) .....	269
4.11	Self Evaluation - Self Regulation at the University of Costa Rica - Conceptual Framework and Guideline - ( <i>Alicia E. Vargas Porras</i> ) .....	283

## Contents

<b>5</b>	<b>Projects in Research Development .....</b>	<b>321</b>
5.1	Job Opportunities and Career: A Tracer Study on Graduates from the Open University of Tanzania ( <i>Alama Y. S. Abdallah</i> ).....	323
5.2	Budget Allocation in Universities ( <i>H. Salebi Fathabadi</i> ) .....	337
5.3	The Philippine Normal University Postgraduate Alumni Employment and Work: A Collaborative Tracer Study ( <i>Adelaida C. Gines</i> ) .....	347
5.4	A Model on Promoting Positive Impacts of Ethnicity and Politics in Higher Education: A Case of the University of Malawi ( <i>Jimmy Joseph Namangale</i> ) .....	361
5.5	Quality Ranking of Nigerian Universities: An Analysis of the Key Determinants ( <i>Suleiman Babatunde Ramon-Yusuf</i> ) .....	379
5.6	Management of the Ongoing Structural Changes Toward Comprehensive Institutional Research: Case Study in Petra Christian University ( <i>Setyarini Santosa</i> ) .....	393
5.7	Graduates and Competence: A Proposal to Tracer Studies at Universitas Kristen Indonesia ( <i>Ied Veda Sitepu</i> ) .....	411
5.8	Organizing and Strengthening of Research Programs in the School of Pure and Applied Sciences, Kenyatta University ( <i>Sanda M. Swaleb</i> ) .....	421
5.9	The Improvement of Research Management at Gadjah Mada University ( <i>Taryono</i> ).....	437