

Academic Career Planning-1

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ABSTRACT:

This workshop address academic career planning, while providing an overview of strategic management and effective leadership in higher education, examines major challenges in higher education and recommends best practice strategies to be successful as an academic leader in the changing contexts. Existing administrative structure and governance, transparency of academic and administrative information, accountability of stakeholders, recruitment and retention of faculty, academic offerings, professional development, accreditation and quality assurance, accessibility and affordability, resource allocation and management, integrity, assessment, and students' learning outcomes, through bilateral collaborations and knowledge sharing, will be the focal issues of this workshop.

Changing Environment in Higher Education

Challenges in Higher Education:

- **Changing Resources: Priorities in Allocation**
- **Technology: New Learning Space**
- **Data Driven Standards and Decisions: Quantity**
- **Finance and Business Model: Quality**
- **Global Diversity: Changes in the Student Demographic**
- **Faculty and Shared Governance: Freedom**
- **Knowledge Economy: Participation**
- **Ethics: Knowledge Production & Application**

AIBS-DU National Conference 2015

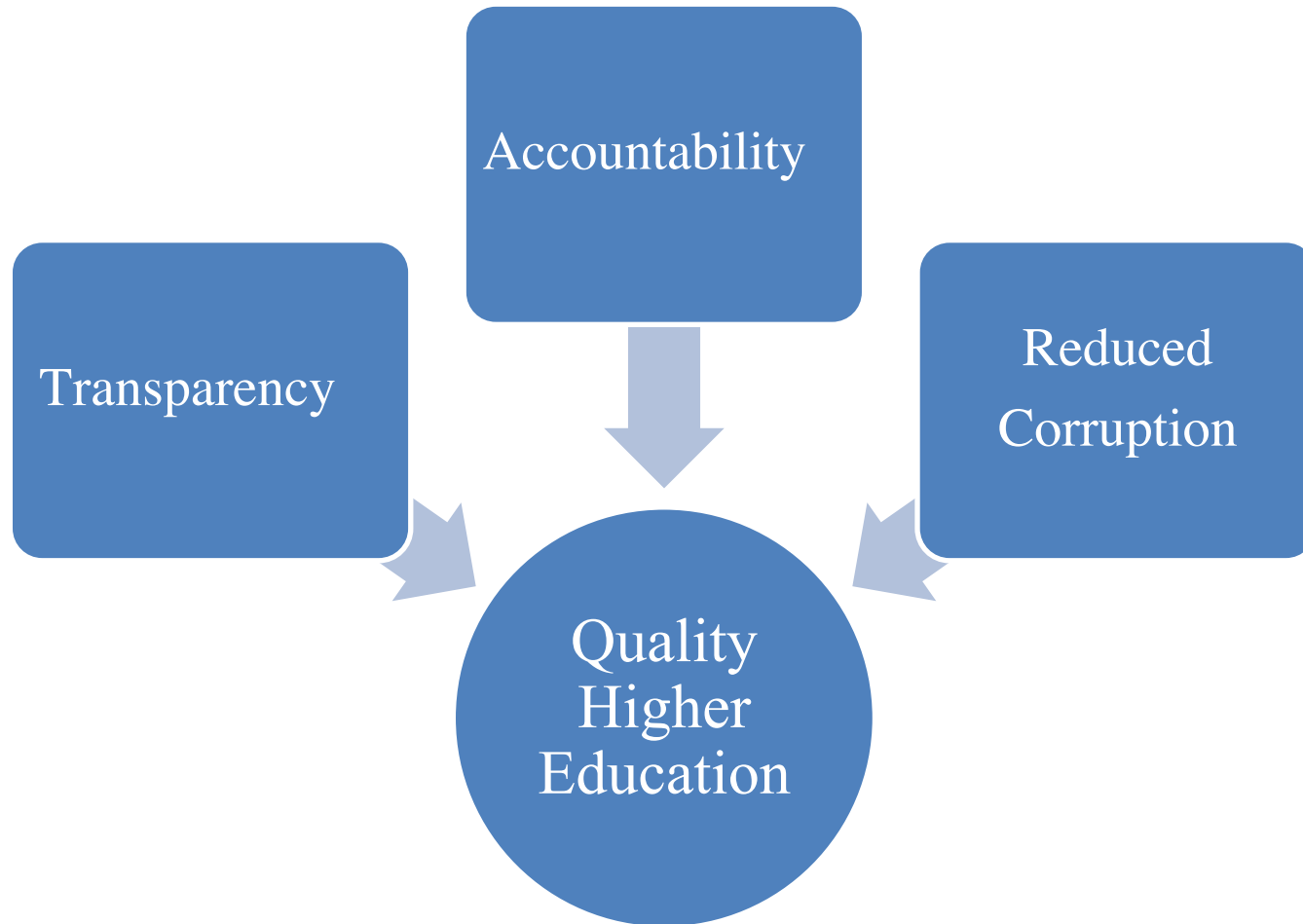
This national conference envisioned the following three objectives:

- 1. To identify the issues and challenges of effective management and leadership development at institutions of higher learning;**
- 2. To discuss and analyze the roles and responsibilities of department, faculty/school, academic council, syndicate/regent board, and senate in achieving the mission and goals of higher education; and**
- 3. To explore best practice methods for effective functioning of academic institutions.**

'Context' and 'Educational Effectiveness'

- **Four aspects related to the 'context' and 'educational effectiveness' of institutions of higher learning emphasized:**
 - 1. Being Globally Competitive: Academic offerings, Establishments, and Quality Assurance**
 - 2. Sustaining Excellence: Recruitment, Retention, and Professional Development**
 - 3. Educational Effectiveness: Management, Governance, and Accountability**
 - 4. Strategies for Shared Success: Resource Allocation, Inclusion, and Transparency**
- **Way Forward**

1. Being Globally Competitive

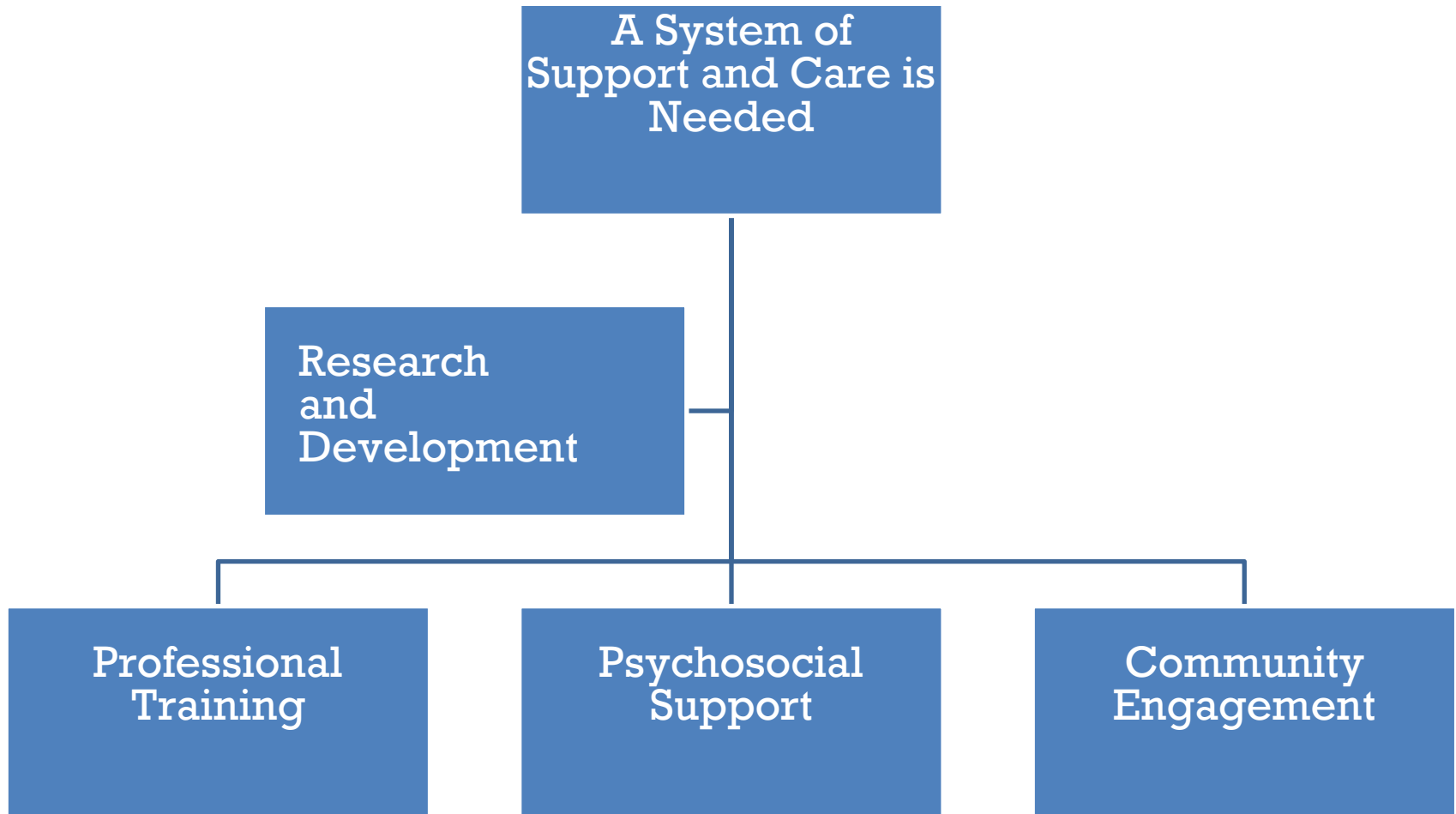


1a. Rethink and Revisit Student Selection Process



Source:
Emory.edu

1b. Training, Support, and Engagement



1c. Maintaining Global Standard in both Teaching and Learning

- **Improve research facility**
- **Faculty development workshops**
- **Workshops on research methodologies and teaching pedagogy**
- **Knowledge sharing**
- **Publish! Publish! Publish!**
- **Create an “innovation ecosystem”**

1d. Ethics in Knowledge Production

- “Research Ethics Board”
- Institutional Quality Assurance



2. Sustaining Excellence



2a. Career and Benefits

- **A clear career development path:**
 - **Retain recruits**
 - **Keep brain-drain in check**
- **Differential salary and incentive packages:**
 - **Equitable and rewarding**
 - **Provides a career plan**

2b. A Mechanism for Professional Development

- **Continuous training**
- **Mentorship**
- **Meaningful interactions among intra-inter/national scholars**
- **Ongoing assessment and evaluation of outcomes**
- **Peer partnership**

2c. Institutional Collaboration

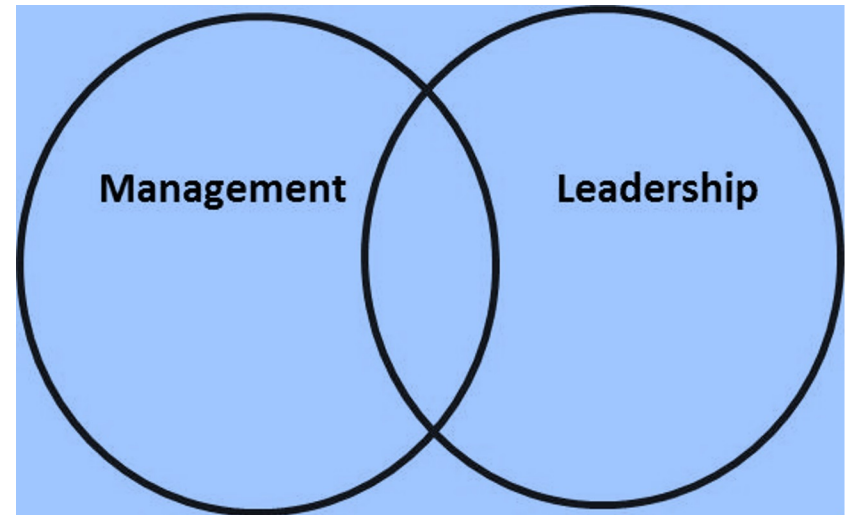
- **Departments**
- **Disciplines**
- **Universities**
- **Placement institutions and agencies**
- **Appropriate organizations and industries**



3. Educational Effectiveness

- **Management and Leadership:**

- **Efficiency**
- **Quality**
- **Neutrality**
- **Training**
- **Professionalism**
- **Accountability**



3a. Higher Education Commission

- **UGC need to be further strengthened**
 - **Transforming UGC to HEC**
 - **Establishing divisional offices**
 - **Hiring more manpower**
 - **Increasing budget**
 - **Ensuring efficacy**

3b. Public Vs. Private Universities

- **For public universities:**
 - **the UGC and respective institutions need to allocate funding on a timely and professional manner**
- **In the private universities:**
 - **good governance including accountability is necessary**
 - **Board of Trustees' absolute power over the university administration should be reconsidered**

3c. Explicit and Implicit Curriculums

- **Explicit curriculum constitutes the program's formal educational structure and includes the courses and internship education used for each program options.**
- **Implicit curriculum focuses on the learning environment in which the explicit curriculum is presented. It is composed of following elements; the program's commitment to diversity, admissions policies and procedures, advisement, retention, and termination policies; students participation in governance; faculty; administrative structure, and resources.**

- **3d. Student-centered Learning Environment**
- **High-tech classroom facilities**
- **Student association/union**
- **extra-curricular activities**
- **student motivation programs**
- **student counseling body**
- **Students' assessment of teaching effectiveness**
- **Alumni engagement**

3e. Gender Balancing

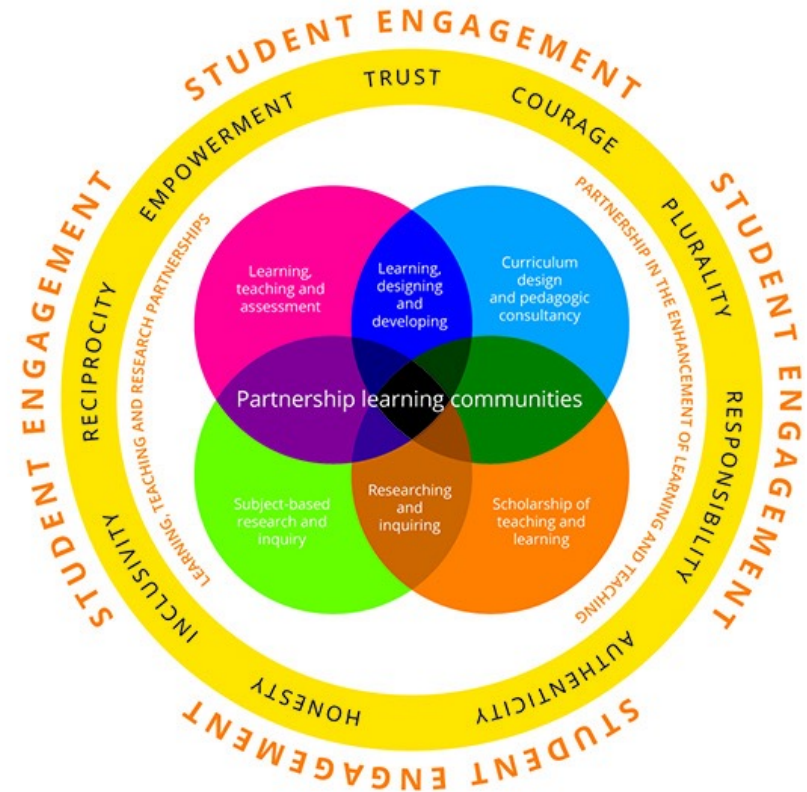
- **Proper gender balancing is necessary for administrative appointments, faculty and staff recruitment as well as student enrollment**
- **Gender sensitivity is also urgently needed**



4. Strategies for Shared Success

Higher Education Academy 2015 emphasized Shared Success through:

- Partnership in the enhancement of learning and teaching
- Learning, Teaching and Research Partnerships



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4a. Allocation, collaboration & benefit

- **Resource allocation needs to be inclusive and transparent**
- **A culture of sharing and collaboration, instead of competition among universities needs to be enhanced**
- **Strategies like creation of consortiums, common funds for scholarships and grants, sharing expensive equipment and structures, and sharing expertise can create a culture of mutual benefit, networking, care, and cooperation among institutions**

4b. Autonomy and Success

- Universities should be granted maximum **autonomy and academic freedom** while being regulated by a single and uniform higher education policy
- Success of a higher education institution should be measured not only by **economic viability and financial success** but also by the **quality of education** it provides and the quality of knowledge it produces

US Commission on Higher Education emphasize that an institution:

Mission

has a mission appropriate to higher education;

Goals

is guided by a well-defined and appropriate goals, including goals for student learning;

Procedures

has established conditions and procedures under which its goals can be realized;

Success

is accomplishing its goals substantially;

Staff

is so organized, staffed, and supported that it can be expected to continue to accomplish its goals; and

Standards

meets the eligibility requirements and standards of the Commission on Higher Education.

Way Forward

- **What can AIBS offer?**
 - **Research Grants**
 - **Conference Travel Grants**
 - **Faculty Development Workshops**
 - **Scholar Exchanges**
 - **Technical and Curricular Support**
 - **Academic Outreach Programs**
 - **Network Building**
 - **A Space for Collaboration and Discussion**

AIBS: 24 Institutional Members (US)

- Boston University
- Columbia University
- Connecticut College
- Cornell University
- Indiana University
- Johns Hopkins University
- Monmouth University
- New York University
- North Carolina State University
- Syracuse University
- The University of Chicago
- Tufts University
- University of California, Berkeley
- University of Hawaii at Manoa
- University of Massachusetts, Boston
- University of North Carolina at Chapel Hill
- University of Oregon
- University of Pennsylvania
- University of Texas at Austin
- University of Washington
- University of Wisconsin, Madison
- Valdosta State University
- Illinois State University
- Winona State University

24 Partner Institutions (Bangladesh)

- Asian University for Women
- Bangabandhu Sheikh Mujibur Rahman Science and Technology University
- Bangladesh Agricultural University
- BGMEA University of Fashion and Technology
- BRAC University
- Begum Rokeya University, Rangpur
- Daffodil International University
- Hajee Mohammad Danesh Science & Technology University
- Independent University, Bangladesh
- Institute of Bangladesh Studies at the University of Rajshahi
- Jagannath University
- Jahangirnagar University
- Jessore University of Science and Technology
- Khulna University
- Leading University
- North East University Bangladesh
- North South University
- Pabna University of Science and Technology
- Shahjalal University of Science and Technology
- Southeast University Bangladesh
- University of Barisal
- University of Chittagong
- University of Dhaka
- University of Liberal Arts Bangladesh

Questions?



You are welcome to visit my web site at
<http://www.monmouth.edu/~gmathbor>