

## Executive Summary

### 1. Executive Summary

The HERN project involves 11 partner organisations in 10 countries (UK, Austria, the Netherlands, Greece, Sweden, Poland, Lithuania, Latvia, Czech Republic and Bulgaria). The project began on 1 November 2001 and will continue for three years. The project comprises 13 workpackages; 11 have scientific objectives, one is concerned with establishing the operating framework and one with the management of the project. This report is concerned with months 13 (November 2002) to 24 (October 2003).

The overall purpose of the network is to explore the differential values underlying strategies for HE reform by addressing the question: What is the relationship between HE and society in a world of change?, with particular reference to:

- structural changes taking place in European society and ways of managing change

- relationships between technology, employment and society

- mechanisms for collective action in terms of governance and citizenship

- learning development strategies fostering growth, employment and economic and social cohesion

Three of the scientific workpackages (WPs 2, 3 and 6) have now completed their work and three more will complete by the end of 2003 (WPs 7, 8 and 9). Six of the planned nine seminars have been completed and the Disability Research Groups two workpackages (4 and 5) are on schedule to be completed as planned. Detailed planning for the next seminar in Glasgow in January 2004 is in progress.

It is too soon yet to draw any firm policy recommendations from the work undertaken so far because each of the three strands has substantial work still remaining in the last three workpackages. There is no doubt, though, that the relationship between higher education and the society within which it operates is changing as the Bologna process continues. But the change is not uniform. The apparent harmony of the Bologna process coexists with very wide national differences. It is already clear that acceptable practice in one place may be unacceptable in another. Also, while academic credentials may be transparent, professional and technical qualifications are less easily transportable. The indications are that the final outcomes of the project will be concerned with identifying processes of policy formation that acknowledge national diversity while building a universal capability to recognise the outputs of HE wherever they were gained.

More broadly, the project has already produced considerable additionality. The HERN Symposium at the SRHE Annual conference has helped to provide an additional forum for the project. Publications, seminars and other dissemination activities resulting from work begun in HERN have been undertaken by all partners and several collaborations and partnerships initiated by HERN are beginning to develop.

## Scientific Report

### 2. Scientific overview

The overall purpose of the network is to explore the differential values underlying strategies for HE reform by addressing the question: What is the relationship between HE and society in a world of change?, with particular reference to:

- structural changes taking place in European society and ways of managing change

- relationships between technology, employment and society

- mechanisms for collective action in terms of governance and citizenship

- learning development strategies fostering growth, employment and economic and social cohesion

EU enlargement brings with it imbalances, particularly in relation to wealth creation and employment but also in the increasing complexity of inter-cultural relationships across the states of Central, Eastern and Western Europe. HERN actively links experiences from a range of past and present EU programmes relating to HE and will provide a direct contribution to EU policy development. HERN will identify and analyse the different ways in which HE sees its regional role and how it responds to societal trends and needs. Models for fostering growth, social balance and employment will be explored and analysed for their implications for the quality of education and training in Europe in order to improve European integration strategies for the future.

The workpackages comprise discussion at a seminar and subsequent eForum, a conference paper and a reflective policy document. Workpackages 2, 3 and 6 have been completed. Workpackages 7, 8 and 9 will be completed early in the coming year. Workpackages 4 and 5 are on schedule to complete as planned. Workpackage 10 has just started with its planning for Seminar 7 in January 2004.

In addition to the planned work, there has been a number of additional activities. For example, HERN was encouraged by the Society for Research into Higher Education to run a HERN Symposium at the Society's annual conference at Glasgow University in December 2002. There will be another HERN Symposium at the SRHE Annual Conference in December 2003. The HERN partners have published several papers, given conference and seminar presentations and undertaken research that builds on the work done in HERN. Additionally, a Leonardo project has developed in part from HERN foundations and a Framework 6 Network of Excellence, which is presently being developed, also developed from the HERN group.

As will be seen from the very comprehensive deliverables for this year, a large volume of work has been achieved. In terms of the policy outcomes, though, only three of the planned ten were due to be completed this year. Thus, more than two-thirds of the information gathering and collation has been completed with only three further workpackages remaining. In terms of the final outcomes, about a third of the work has been done. Thus the final year will primarily be concerned with consolidating, analysing and focusing the materials to produce actionable policy recommendations.

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## **2.1 Summary of the specific objectives for months 13 to 24.**

Workpackages 1, 2, 3 and 6 have been completed and workpackages 7, 8 and 9 are in the process of producing their policy outcomes and will be completed shortly. The two workpackages concerned with Disability (workpackages 4 and 5) had a delayed start owing, as reported last year, to a tragic occurrence within one of the key teams. During this year the partners have made up all the ground lost and are well on the way to completing on target.

### **2.1.1 Project Management Objectives**

Workpackage 1, which was concerned with establishing the project and the partnership was completed as planned. Workpackage 13, which is concerned with the running of the project, is continuing as planned. The following objectives have been achieved:

#### WP13

In addition to the routine project administration and maintenance tasks the project manager:

- Organised and ran the HERN Symposium at the SRHE annual conference

- Contributed a paper on UK HE governance reform to Sofia seminar

- Organised and chaired the Steering Group meeting at the Sofia seminar

- Organised the Steering Group meeting, chaired by project Co-ordinator, at the Stockholm seminar

- Organised Steering Group meeting, chaired by project Co-ordinator, at the Krakow seminar

- Maintained project records and databases

- Circulated progress updates following the steering group meetings

- Worked with Disability Research Group to bring these activities back on target, including initiating steering group meetings in Sofia and Krakow.

- Set up project management website to act as centralised, readily available information resource for all partners.

- Worked with SRHE on eForum and website matters.

- Worked with SRHE and Lithuanian partners on planning for seminar 7.

- Restarted SRHE Eastern European Network as support for the project.

- Investigated with Polish partner potential for developing new projects post HERN leading to involvement in LEONARDO project IDOL.

- Developed concept for TRIPOD Framework 6 Network of Excellence bid and devised specific HERN continuation workpackage for the NoE with membership expanded to about 50 partners.

- Co-ordinated partners scientific and financial reporting for the projects second annual report.

**2.1.2 Scientific Objectives**

The following objectives were active during the reporting period.

WP2

Objective 2.4 To contribute to end of year policy briefing paper for the influence of future policies on CE in Central and Eastern Europe in relation to EU enlargement

WP3

Objective 3.4 To contribute to end of year policy briefing paper for the influence of future policy on relations between HE, gender and employment

WP4

Objective 4.4 To establish electronic database of potential respondents.

Objective 4.5 To administer questionnaires, focus groups etc.

Objective 4.6 To conduct the data analysis.

Objective 4.7 To produce conference papers on disability perspectives for society, teaching, learning and employment.

WP5

Objective 5.5 To analyse data and compare results across each collaborator country.

Objective 5.6 To hold disability steering committee at HERN seminar.

Objective 5.7 prepare interim policy reports for EC and associated networks.

Objective 5.8 To prepare reports, including a training manual, and deliver conference papers to relevant conferences.

Objective 5.9 To establish an HE network strand to WCN Europe network.

WP6

Objective 6.5 To produce a brief guide to policy chapter for the policy document HE Reform, Society and Change: EU enlargement, gender, CE, employment and citizenship.

WP7

Objective 7.1 Bulgarian partner to liaise with partners over publicity, dates and plans for steering group meeting, seminar, presentations, research focus and follow up website discussion.

Objective 7.2 Bulgarian partner to host a one day seminar and a HERN steering group meeting. Partners produce seminar papers and presentations for analytical discussion.

Objective 7.3 UK-SRHE to produce time limited website discussion to explore further the systems, values and challenges for governance and change.

Objective 7.4 Partners to produce a conference paper on the impact of HE reform on governance systems.

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**WP8**

Objective 8.1 Swedish partner to liaise with partners over plans for steering group meeting, seminar presentations, analytical strategies and follow up website discussion

Objective 8.1 Swedish partner to host a steering group meeting and a one day seminar. Partners produce presentations and papers for analytical discussion.

Objective 8.2 UK-SRHE to produce a time limited website discussion to explore further the relationship between institutional behaviour and influences on wider society.

Objective 8.3 Partners to produce a conference paper: "The position of women in HE and implications for wider society".

**WP9**

Objective 9.1 Polish and Czech partners to liaise with partners over publicity and plans for steering group meeting, seminar presentations, analytical strategies and follow up website discussion.

Objective 9.2 Polish partner to host the seminar and a steering group meeting. Partners will produce presentations and papers for analytical discussion.

Objective 9.3 UK-SRHE to produce a time-limited website discussion to explore further the influences and implications for quality in current HE reform activities.

Objective 9.4 Partners to prepare a conference paper.

**2.2 Overview of the technical progress**

In addition to continuing with the work of the network it was also possible to hold a symposium to promote and disseminate the work of HERN at the SRHE's annual conference in Glasgow, a major HE conference. Four papers were presented, which brought the experience of the HERN seminars to a wider audience. The symposium will be held again at the 2003 SRHE Annual Conference.

A further development came with the revival of the SRHE Eastern European Network (the group that originally devised HERN) by the HERN Co-ordinator and project manager. The aim was to explore how HERN might be continued beyond its funding period (one of the projects objectives). Following discussions and advice it was decided to seek EC Framework 6 funding for a Network of Excellence. A project titled TRIPOD was devised and the project manager began developing contacts. The HERN team did not have the resources to support full-scale development of the NoE and instead concentrated on a specific HERN workpackage as part of the larger project, now being lead by a joint UK/Lithuania partnership that has both the resources and experience to continue development.

Principal events for Year 2 (months 13 to 24) were:

HERN Symposium at SRHE Annual Conference, University of Glasgow, 11 December 2002.

Seminar 4: Governance challenges for different nation institutions in managing change, 24/25 January 2003, Bulgaria

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Seminar 5: Addressing inequalities of gender participation in institutional decision making systems, 14/15 March 2003, Sweden

Seminar 6: Legitimacy, quality and accountability for lifelong learning and higher education, 4/5 July 2003, Poland

Development of TRIPOD FP6 Network of Excellence bid to extend the work of HERN with new partnerships and further funding.

A month-by-month breakdown of key activities follows:

#### Month 13 November 2002

WP2 partners will circulate a brief guide to policy chapter for the policy document HE Reform, Society and Change: EU enlargement, gender, CE, employment and citizenship.

WP3 partners produce a brief guide to policy chapter for the policy document HE Reform, Society and Change: EU enlargement, gender, CE, employment and citizenship.

WP6 partners produce a brief guide to policy chapter for the policy document HE Reform, Society and Change: EU enlargement, gender, CE, employment and citizenship.

#### Month 14 December 2002

WP13 Project manager organises HERN Symposium at SRHE Annual conference. Papers presented by NL, LV, SE and PL partners.

WP5 partners analyse data and compare results across each collaborator country.

WP7 Bulgarian partner will liaise with partners over publicity, dates and plans for steering group meeting, seminar, presentations, research focus and follow up website discussion.

#### Month 15 January 2003

WP4 partners establish electronic database of potential respondents.

WP7 Bulgarian partner hosts a one day seminar and a HERN steering group meeting. Partners produce seminar papers and presentations for analytical discussion.

WP5 partners hold disability steering committee at HERN seminar in Sofia.

WP13 Project manager to organise and run Steering Group meetings to be hosted by Bulgaria

#### Month 16 February 2003

WP7UK-SRHE produces time limited website discussion to explore further the systems, values and challenges for governance and change.

WP4 disability research group to administer questionnaires, focus groups etc.

WP5 disability research group to prepare interim policy reports for EC and associated networks.

Month 17 March 2003

WP8 Swedish partner will liaise with partners over plans for seminar, steering group meeting, seminar presentations, analytical strategies and follow up website discussion

WP13 Project manager requests progress reports and deliverables for 18 month report.

Month 18 April 2003

(r) WP4 Disability research group data analysis.

WP8 Swedish partner hosts a one day seminar and a steering group meeting and. Partners produce presentations and papers for analytical discussion.

WP13 Project manager to organise and run Steering Group meetings to be hosted by Sweden

WP13 Interim report of progress during months 13 to 18 written and submitted to the Funding Body

WP13 Provide briefing paper to EC as requested

Month 19 May 2003

WP5 Disability research group prepares final reports, including a training manual, and deliver conference papers to relevant conferences.

WP8 UK-SRHE produces time limited website discussion to explore further the relationship between institutional behaviour and influences on wider society.

WP13 Project Co-ordinator and project manager revive SRHE Eastern European Network and hold meeting to discuss future projects that might develop the collaborations started in HERN.

Month 20 June 2003

WP9 Polish and Czech partners will liaise with partners over publicity and plans for steering group meeting, seminar presentations, analytical strategies and follow up website discussion.

WP13 Project manager devises TRIPOD concept for FP6 Network of Excellence; begins recruiting partners.

Month 21 July 2003

WP4 Disability research Group produces conference papers on disability perspectives for society, teaching, learning and employment.

WP7 partners conference paper on the impact of HE reform on governance systems.

WP8 partners produce a conference paper: "The position of women in HE and implications for wider society".

WP9 Polish partner will host the seminar and a steering group meeting. Partners will produce presentations and papers for analytical discussion.

WP13 Project manager to organise and run Steering Group meetings to be hosted by Poland

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WP13 Project manager continues development activities for TRIPOD FP6 Network of Excellence; begins recruiting partners.

Month 22 August 2003

Month 23 September 2003

WP9 UK-SRHE will produce a time-limited website discussion to explore further the influences and implications for quality in current HE reform activities.

WP13 Project manager attends FREREF conference to promote TRIPOD NoE development and extension of HERN network through further EC funding

WP13 Annual reporting procedures - partner reports and financial details requested by project manager.

Month 24 October 2003

WP5 Disability research group to establish an HE network strand to WCN Europe network.

WP9 partners will prepare a conference paper on matters arising from the seminar.

(r) WP13 Project manager to compile Annual report of progress during months 13 to 24 for the Funding Body

WP13 Project manager to obtain and collate financial data from partners and compile and provide financial reports to the EC for months 13 to 24

**2.3 Comparison of planned activities and actual work accomplished.**

The project is broadly on target. As a result of determined leadership by the Austrian partner and the concerted efforts of all members of the Disability Research Group, WPs 4 and 5 are almost back on track. There has been a request to defer deliverable 32 (WP5) which is partly a because of the earlier problems that occasioned a delayed start but is also a consequence of the scale of the work being larger than had been foreseen. A draft of the deliverable has been prepared (and is included with this report) and the final version will be submitted next period.

Deliverable 34 cannot be achieved owing to the dormancy (for financial reasons) of the intended network WCN - with which it was intended to link. This situation is beyond the control of the HERN partners involved. The partners have indicated that if WCN is reactivated, then they will proceed with the planned link-up.

In summary, therefore, overall progress is very close to plan and no major problems are anticipated.

**2.4 Planned activities for the next period.**

**2.4.1 Overview**

Key events planned for the third year (months 25 to 36) of the project are:

Seminar 7: Key features of teaching and learning in the university of tomorrow, 23/24 January 2004, UK

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Seminar 8; Distance education and the use of technology for tomorrow's knowledge society, 23/24 April 2004, Lithuania

Seminar 9: Guidance for employment and inclusion: the development of new competencies, 25/26 June 2004, Czech Republic

### **2.4.2 Objectives for Year 3**

The activities scheduled for Year 3 are: listed below by month

#### Month 25 (November 2003)

WP7 Objective 5: partners will produce a brief guide to policy paper on Past and present systems, values and challenges for governance and change in the context of European enlargement.

WP8 Objective 4: partners will produce a brief guide to policy chapter on Internal management, gender and staff development in HE in the context of reform and EU enlargement.

WP9 Objective 5: partners will produce a brief guide to policy chapter: Governance, relations with the state and quality in HE.

#### Month 26 (December 2003)

(r) WP10 Objective 1 UK-SRHE and the Lithuanian partner will liaise with relevant partners over publicity and plans for steering group meeting, seminar, presentations, analytical strategies and follow up website discussion

#### Month 27 (January 2004)

WP10 Objective 2 The UK-SRHE and Lithuanian partners jointly host a seminar and steering group meeting. Partners produce case studies on "managing change in teaching"

WP5 Objective 10: The Disability Research group delivers a paper at HERN seminar on "teaching support issues for disabled students" (drawing on research from WP5).

WP13 Objective 28: Project manager to organise and run Steering Group meeting at the seminar

#### Month 28 (February 2004)

WP10 Objective 3: UK-SRHE produces time limited website discussion to explore further the underlying values and issues pertaining to change in teaching and learning strategies.

#### Month 29 (March 2004)

WP10 Objective 4: The partners will prepare a conference paper on issues pertaining to change in teaching and learning strategies arising from the seminar and subsequent discussions.

WP11 Objective 1: The Lithuanian and Latvian partners will liaise with other relevant partners over publicity and plans for steering group meeting, seminar, presentations, analytical strategies and follow up website discussion

Month 30 (April 2004)

WP11 Objective 2: The Lithuanian partner hosts steering group meeting and one day seminar. Partners produce case studies from PHARE programmes and comparative discussion papers on distance learning and widening participation.

WP13 Objective 31: Project manager to organise and run Steering Group meetings to be hosted by Lithuania

WP13 Objective 33: Interim report of progress during months 25 to 30 to be produced and sent to the Funding Body

Month 31 (May 2004)

WP11 Objective 3: UK-SRHE produces time limited website discussion to explore further the social, economic, quality and technological issues relating to distance learning and widening participation in the context of European enlargement.

Month 32 (June 2004)

Month 33 (July 2004)

WP11 Objective 4: The partners produce conference papers evaluating management of change strategies for ODL study programmes across the HERN partners.

WP12 Objective 1: The Czech partner will liaise with partners over publicity and plans for steering group meeting, seminar, presentations, analytical strategies and follow-up discussions.

Month 34 (August 2004)

WP4 Objective 8: Disability research group contributes to guide to policy on disability perspectives for teaching, learning and change.

WP12 Objective 2: The Czech partner hosts steering group meeting and one-day seminar. Partners produce presentations and papers for analytical discussion and contribute ideas for discussion on future collaborations

WP13 Objective 36 Project manager to organise and run Steering Group meetings to be hosted by the Czech partner.

Month 35 (September 2004)

WP12 Objective 3 UK-SRHE produces a time-limited website discussion to explore outstanding policy issues relating to guidance and access. LV develops interactive CD ROM to disseminate main results of all workpackages.

Month 36 (October 2004)

WP10 Objective 5: The partners will produce a brief guide to policy paper on Key issues and strategies for changing pedagogic practice.

WP11 Objective 5: The partners will produce a policy briefing chapter on HE through open and distance learning.

WP12 Objective 4: The partners will prepare a conference paper and brief guide to policy chapter on student diversity, distance learning and guidance.

WP13 Objective 39. The project manager will obtain and collate financial data from partners and compile and provide financial reports to the EC for months 25 to 36

WP13 Objective 40: Project manager will compile final annual report of progress during months 25 to 36 and forward to the Funding Body

WP13 Objective 41: The project co-ordinator will present the projects policy outcomes at the EC

### 3. List of Project Deliverables

#### 3.1 Project deliverables completed during Year 1

<i>Deliverable</i>	<i>WP Nr</i>	<i>Outline description of deliverable</i>
1	1.1	Draft constitutional arrangements, design of project identity and publicity materials for the network
2	1.2	Common information, software, communication, internet and database protocols
3	1.3	Database of HE reform case studies and networks relevant to HERN partners
4	1.4	Project website
5	2.1	A one day seminar on the changing role of HE: contexts, histories and the development of lifelong learning (LLL) through Continuing Education (CE) and the first HERN steering group meeting.
6	2.2	Linked eForum and report of website discussion
7	3.1	A one-day seminar on The role of tomorrows HE in fostering gender equity and employment and steering group meeting.
8	2.3	Conference paper on CE and training in context of HE Reform in Europe
9	3.2	Linked eForum and report of website discussion
10	4.1	mailbase of employment outcomes for disabled graduates
11	4.2	Conference in conjunction with WP 5
12	5.1	audit of policies for disabled students in HE and formation of HERN disability steering committee
13	3.3	Conference paper on HE, equity and employment
14	6.1	A one-day seminar on European enlargement and citizenship: the role of HE and steering group meeting.
15	6.2	Linked eForum and report of website discussion

**3.2 Project deliverables completed during Year 2**

<i>Deliverable</i>	<i>WP Nr</i>	<i>Outline description of deliverable</i>
16	2.4	Contribution to brief guide to policy on HE, equity and employment
17	3.4	Contribution to brief guide to policy on HE, equity and employment
18	6.3	Conference paper on HE, equity and employment
19	6.4	Contribution to brief guide to policy on HE Reform, society and change, employment, access and citizenship
20	7.1	A one-day seminar on Governance challenges for different nation institutions in managing change and a steering group meeting.
21	7.2	Linked eForum and report of website discussion
22	8.1	A one-day seminar on Addressing inequalities of gender participation in institutional decision making systems and a steering group meeting.
23	5.2	brief guide to policy report on strategies for supporting print disabled students in HE
24	8.2	Linked eForum and report of website discussion
25	4.3	conference paper on disability perspectives for society, teaching, learning and employment
26	7.3	Conference paper on the impact of HE reform on governance systems
27	8.3	Conference paper on The position of women in HE and implications for wider society
28	9.1	A one-day seminar on Legitimacy, quality and accountability for lifelong learning and higher education and a steering group meeting.
29	5.3	conference papers on disability perspectives for society, teaching, learning and employment
31	5.4	training manual on applicability of print disabled student support in different HE contexts in Europ
33	9.2	Linked eForum and report of website discussion
35	9.3	Conference paper on Steering Change in HE, management implications and quality assurance

**3.3 Project deliverables due in Year 2 remaining uncompleted**

<i>Deliverable</i>	<i>WP Nr</i>	<i>Outline description of deliverable</i>
32	5.5	scientific publication on new perspectives for social integration of visually impaired students in HE society
34	5.6	establishment of relevant HE strand to WCN Europe network

Deliverable 32 is concerned with the analysis of questionnaire data and is in progress. A request has been made to defer the due date to just before Seminar 7 in January 2004. The delay has resulted from the slow response of those to whom the questionnaire was sent, which meant that respondents had to be contacted repeatedly and encouraged to complete the questionnaires. Though this has lengthened the time required for the work it has not affected the overall work plan since the outcome of this research was due to be presented at the seminar in January an outcome that is unaffected. Therefore the project manager accepted the request to defer.

Deliverable 34 is concerned with linking with the Workable Centre Network (WCN) which is no longer active. Therefore the link cannot be made through no fault of the partners. This deliverable has been placed in abeyance until either the WCN is re-started or the end of the project is reached.

**3.3 Project deliverables due during Year 3**

Deliverable	WP Nr	Outline description of deliverable	Month due
36	7.4	Contribution to brief guide to policy - on past and present systems and challenges for the future	25
37	8.4	Chapter for brief guide to policy on Internal management, gender and staff development in HE in the context of reform & EU enlargement	25
38	9.4	Chapter for brief guide to policy - "Relations with the State and quality in HE"	25
39	5.7	Seminar paper on ways of supporting visually impaired students in HE society	27
40	10.1	A one-day seminar on Key features of teaching and learning in the university of tomorrow and a steering group meeting.	27
41	10.2	Linked eForum and report of website discussion	28
42	10.3	Conference paper on Key theoretical issues and strategies for changing pedagogic practice	29
43	11.1	A one-day seminar on Distance education and the use of technology for tomorrows knowledge society and a steering group meeting.	30
44	11.2	Linked eForum and report of website discussion	31
45	12.1	A one-day seminar on Guidance for employment and inclusion: the development of new competencies and a steering group meeting.	32

46	11.3	Conference paper: Evaluating management of change strategies for ODL study programmes across Central and Eastern Europe	33
47	12.2	Linked eForum and report of website discussion	33
48	4.4	Contribution to guide to policy on disability perspectives for teaching, learning and change.	34
49	10.4	Chapter for brief guide to policy: Key issues and strategies for changing pedagogic practice in different EU contexts	36
50	11.4	Chapter for brief guide to policy: HE reform, teaching and learning, change and quality: student diversity, distance learning and guidance	36
51	12.3	Conference paper on Student diversity, distance learning and guidance	36
52	12.4	Chapter in brief guide to policy: HE Reform, teaching and learning, change and quality: student diversity, distance learning and guidance	36
53	12.5	Interactive CD ROM	36
54	13.1	Plan for future collaborations	36

#### 4. Exploitation and dissemination of results

At this stage of the project the main aim of dissemination has been to ensure that as many people as possible are made aware of the project and its intended outcomes. It is still too early to be able to make substantial contributions either to knowledge or policy development but we can prepare the ground, and that is what current activities have been doing. During this period the following dissemination activities took place:

##### **Papers**

The paper on women and higher education presented originally at Seminar 2 in Athens by Dr Petra Schedler has recently been published as Schedler, P., Glastra, F. & Hake, B.J. (2003), Glass Ceiling for Women in Higher Education, Lifelong Learning in Europe, vol. VIII, no. 3, 2633.

Monika Krakowska has published HERN project and use of e-forum in forming the European educational area, in: Distance Education. New Technologies in Information and Librarianship, ed. by Maria Kocojowa, Jagiellonian University Press, Krakow 2003.

The Centre for Higher Education Studies (the Czech partner) published a report of HERN seminar 6: Seminar HERN in Krakow, 3-5 July 2003; AULA, Vol 11, nr 3, 2003 p55.

Involvement in Workpackages 4 and 5 has encouraged the Greek partner to conduct further research in the area of disability which has resulted in The vocational integration of people suffering from Thalassaemia Major in Northern Greece. The

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results of this study were presented in the International Association for Vocational and Educational Counselling annual international Congress in Bern, 3-6 September 2003 and will be published in NEA PAIDEIA scientific journal, October 2003 (authors: D. Sidiropoulou-Dimakakou, D. Margaritis, & K. Kedraka)

### ***Parallel Research***

The work undertaken by the partner in HERN in year 1 and 2 has contributed to the development of a new research project on ethnic minorities, citizenship and access to higher education in The Netherlands. This project is based on the School of Education at Leiden University.

Involvement in Workpackages 4 and 5 has encouraged the Greek partner to conduct further research in the area of disability which has resulted in the following studies: The Greek employers' attitudes against the blind and partially sighted employees in Greece (Master' degree thesis).

### ***HERN Symposium***

The Society for Research into Higher Education (SRHE) offered HERN the opportunity to run a symposium at the Societys annual conference in Glasgow in December 2002. The symposium was open to everyone attending the conference and comprised:

Overview of the HERN project - Myszka Guzkowska (University of Surrey Roehampton)

TEMPUS to HERN and beyond: Networking networks for change in Eastern and Central Europe Professor Marek Frankowicz (Department of Chemistry, Jagiellonian University, Poland).

Lifelong Learning and Continuing Education: the role of higher education in Latvia - Dr Ineta Kristovska (Director, Distance Education Centre of Latvia).

Higher education and citizenship in an expanding European Community Dr Barry Hake (ESREA, University of Leiden, The Netherlands). This paper has been submitted as a manuscript to the journal of SRHE. It is currently under peer review.

Hidden mechanisms in society and education and their impact on working life - Professor Hanna Westberg (National institute of Working Life and Stockholm University, Sweden).

### ***EC Briefing Paper***

The project produced Reforming Higher Education for Lifelong learning and Enlargement of the EU which was published by DG-Research as Briefing Paper 57 in European Union-supported Educational Research 1995-2003; Agalianos A (Ed), European Commission EUR 20791; Luxembourg; p170 (and also at [ftp://ftp.cordis.lu/pub/citizens/docs/report\\_education\\_03.pdf](ftp://ftp.cordis.lu/pub/citizens/docs/report_education_03.pdf))

### ***UNESCO (CEPES) study visit to the University of Surrey Roehampton***

Myszka Guzkowska gave a presentation on the purpose and structure of the HERN project to a party of senior managerial and administrative staff from several Eastern

European countries who visited the University of Surrey Roehampton in February 2003. The visit was part of a study visit on Quality Assurance and the development of study programmes organised by the UNESCO Regional University Network on Governance and Management of Higher Education in South East Europe.

### ***SRHE Eastern European Network***

The HERN project grew out of the collaboration of several members of the SRHEs Eastern European Network but the network itself became inactive as key members moved away. Once HERN was established it was decided to attempt to revive the network as a potential aid to dissemination and development. Former members have been contacted and there is interest in reviving the network. As a result a survey of members interests was carried out. These coincided closely with HERNs primary themes and so it was decided to continue rebuilding the Eastern European network in parallel with HERN and as a means of continuing development and aiding dissemination.

This has led to the creation of the TRIPOD Network of Excellence bid that was initiated by HERN and the Eastern European network and is due for delivery to the Commission on 10 December. If this bid is successful, HERN will continue as a research component of TRIPOD with a present membership of over 50 researchers and doctoral students in about 20 participating organisations spread right across Europe.

### ***Conferences, seminars and presentations***

At the conference of the Active Citizenship Network of ESREA, held in Leuven, September 4-6 2003, Dr Barry J. Hake reported on the major results from the year 1 HERN work package on Higher Education and Citizenship.

The progress and outcomes of the HERN project were presented by Prof M. Frankowicz (JU HERN contact person) during several nation-wide meetings:

- Meeting of Deans of chemistry faculties, Poznan, February 2003
- National Didactic Conference 'CHEMISTRY-2003', Krynica, June 2003
- National Didactic Conference Environmental studies at Polish universities, Wroclaw-Karpacz, September 2003

Prof Frankowicz also presented HERN as an example of good practice during several events at Polish universities:

- Information day in Bialystok (March 2003)
- Bologna Day in Krakow (May 2003)
- Bologna Day in Lodz (May 2003)
- Plenary Meeting of the Conference of rectors of Academic Schools of Poland (June 2003)
- Information day in Lublin (September 2003)

The Latvian partner organised a seminar in June 2003 Quality Assurance in higher education and lifelong learning. The aim was to further the objectives of the Workpackage 9 and, incidentally, to publicise the HERN project. Representatives from the Ministry of Education and Science, Centre for Quality Assurance in Higher Education, Riga Technical University Study Centre and Livani local government

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participated. Additionally, the Department of Higher Education and Research of the Latvian Ministry of Education and Science and also the Latvian Council of Higher Education have been kept informed of the activities and developments of the HERN project.

### ***SRHE News and SRHE International News***

Since the start of the HERN project, the SRHE has provided space to publish material about the project in the newsletters it publishes for members. In this period the following appeared:

HERN progress report published in the January 2003 SRHE International News

Edited version of Ineta Kristovskas paper Lifelong Learning and Continuing Education: the role of higher education in Latvia published in January 2003 SRHE International News

HERN progress report published in May 2003 SRHE International News

HERN progress report published in October 2003 SRHE International News

### ***Spin-off projects***

A Leonardo da Vinci pilot project Including Disabled in Open Labour Market (IDOL) based on HERN contacts and activities submitted by I. Bialek from JU HERN team has been accepted; it will start on 1 November 2003. It will be the first disseminative project generated by HERN, ensuring continuity of some HERN activities (it will last up to October 2005).

A Framework 6 Network of Excellence bid TRIPOD was initiated by HERN and HERN remains involved as a key partner. If the bid is successful it will lead to a further development of the HERN objectives. But, even if unsuccessful, the experience has developed contacts and knowledge of procedures that will be applied to other projects.

The Polish Bologna Promotion Group has been created by the Conference of rectors of Academic Schools of Poland. Two (from 10 group members) are directly involved in HERN: Marek Frankowicz and Agata Kozielska. Several other Polish HERN participants will be involved in task groups dealing with Bologna-related subjects. A research project European Higher Education Area and Polish Universities will be launched in coming months. It will benefit inter alia from HERN outcomes and Polish HERN group will be directly involved in these research activities

### ***Future dissemination activities***

Following their involvement in workpackages 3, 4 and 5 the Greek partner is organizing a Pan-Hellenic Congress titled: Counselling on Women issues: New perspectives, which will take place in Athens on 27-29 November.

Furthermore, the Greek partner will be making a presentation, based on research undertaken in Workpackage 4, titled: Employment perspectives of the disabled students: University liaison services for their transition to the world of work at a seminar Academic inclusion of students with disabilities: Experience and Proposals on 2 December 2003 organised by the Counselling Centre for Students of the University of Athens.

SRHE Symposium 2003: Prof Frankowicz is planning to present a HERN paper at the SRHE annual conference on 17 December 2003. The project manager will also provide a briefing on HERN progress.

A paper Higher Education Governance in East Central Europe will be presented by Prof N Popov (BG) at the 2nd European Cultural and Educational Forum, 18-21 December 2003, Brugges, Belgium. This paper has been developed from materials generated in WP 7.

Prof Popov (BG) is preparing a publication on the Educational Governance with special emphasis on HE. This publication draws on HERN Workpackage 7 and will be published during 2004.

ICCHP. It is planned that the next ICCHP conference in 2004 will be used as a major event for the dissemination of the results of the work of HERNs Disability Research Group.

### **Website**

The website ([www.HEReform.Net](http://www.HEReform.Net)) is accessible directly or via a link from the SRHE website ([www.SRHE.ac.uk](http://www.SRHE.ac.uk)). The website is publicised in all the communications put out by the project. A Lithuanian HERN project home page is available in English and Lithuanian languages at <http://www.vdu.lt>. Other partners (for example CHES, CZ) also provide information about HERN on their websites.

## **Managerial Report**

### **5. Management and co-ordination aspects**

The project is broadly on target. Workpackages 1, 2, 3 and 6 have been completed and workpackages 7, 8 and 9 are in the process of producing their policy outcomes and will be completed shortly. The two workpackages concerned with Disability (workpackages 4 and 5) had a delayed start owing, as reported last year, to a tragic occurrence within one of the key teams. During this year the partners have made up all the ground lost and are well on target to completing on target.

Planning is well advanced for the next seminar in the series in January 2004 (seminar 7, work-package 10) to be held in Glasgow, Scotland and partners have already started to plan the two final seminars.

The network has already taken steps to develop a continuing existence and already one Leonardo project has resulted from partners collaboration and a major Framework 6 Network of Excellence bid, initiated by HERN and involving them as a key partner, is presently in preparation. Other collaborative ventures by partners are being considered.

### **Management meetings**

Management meetings were held at the seminars in Sofia (January 03) Stockholm (March 03) and Krakow (July 03). In addition meetings with the Disability Research Group were also held in Sofia and in Krakow. The outcomes of the meetings have been very positive and have contributed to solving problems before they can have an impact on the outputs. If a partner is not involved in that particular workpackage they do not attend the associated management meeting. While we have tried to encourage every partner to attend we cannot insist because there is no clear contractual obligation to do so. This means that decision making does not always involve all partners equally. Fortunately this has not caused any major problems.

### **Communications.**

Email is the primary means of communication. This has worked efficiently. An experiment to use the web for project management purposes was tried but was not found to provide any particular benefit and was discontinued. The use of web-based tools for collaborative working in the eForums that follow the seminars has been unsuccessful. The tools work well enough but engagement and interaction has been very limited, despite very considerable efforts by the technical facilitator (SRHE) to provide appropriate software, training, advice and encouragement. This is an area that will be investigated in depth in the coming year in order to understand the reasons and, if possible, devise improvements.

### **Finances**

The project is running to budget and there are no serious financial problems. One concern does remain in relation to the time taken between the end of year reporting and the receipt of funds for the following year. This is less of a problem for large institutions (though there is decreasing willingness by financial managers to fund even temporary deficits on research budgets) but it is a significant concern for smaller

organisations, of which there are at least four in HERN. Since the next event is Seminar 7 in January and Year 3 funds are unlikely to be received until some time after that it is anticipated that some partners will experience difficulty funding attendance. While every effort will be made to limit the impact of the problem it is far from certain that the co-ordinating institution can do much to help.

### Project outputs

At this stage of the project more than two-thirds of the data gathering and analysis has been completed. What remains is largely accounted for by the 3 workpackages (10, 11 and 12) that have not yet started. Three of the policy papers have been completed, but seven remain, though four are presently in progress. It is clear that the major emphasis over the remaining year will be to ensure that work is managed such that the outputs of the final three workpackages is integrated in a timely manner to ensure that the final policy papers draw fully on the work of all the workpacjkages.

### Workplan

The project time plan is shown below by workpackages:

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36		
WP1																																						
WP2																																						
WP3																																						
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WP5																																						
WP6																																						
WP7																																						
WP8																																						
WP9																																						
WP10																																						
WP11																																						
WP12																																						
WP13																																						

Partner involvement in the workpackages is shown below:

WP	WP Lead Partner(s)	HERN Partners											
		USR UK1	SRHE UK2	CHES CZ	VMU LT	BES BG	NCUA GR	KTH SE	JKU AT	ESREA NL	CEDeF LV	JU PL	
1	UK1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	LV	✓	✓	✓	✓						✓	✓	✓
3	GR	✓	✓					✓	✓		✓	✓	✓
4	AT/UK2/GR	✓	✓					✓	✓	✓		✓	✓
5	AT	✓	✓					✓	✓	✓		✓	✓
6	NL	✓	✓								✓	✓	✓
7	BG	✓	✓	✓			✓		✓			✓	✓
8	SE/UK	✓	✓				✓		✓			✓	✓
9	PL/CZ	✓	✓	✓					✓	✓		✓	✓
10	UK/LT	✓	✓	✓	✓	✓			✓	✓		✓	✓
11	LT/LV	✓	✓	✓	✓					✓		✓	✓
12	CZ	✓	✓	✓	✓			✓		✓	✓	✓	✓
13	UK1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

**Partner contact details**

Partner contact details are shown below. Changes are high-lighted:

<p>1 Dr Myszka Guzkowska University of Surrey Roehampton Roehampton Lane LONDON SW15 5PH UK m.guzkowska@roehampton.ac.uk</p>	<p>7 Dr Vaiva Zuzeviciute Centre of Educational Research Faculty of Social Sciences Vytauto Magnus University Donelaičio str. 60-507 LT-3000 KAUNAS LITHUANIA v.zuzeviciute@smf.vdu.lt</p>
<p>2 Prof Heather Eggins Society for Research into Higher Education 76 Portland Place LONDON W1B 1NT UK heathereggins@srhe.ac.uk</p>	<p>9 Dr Despina Sidiropoulou-Dimakakou Department of Psychology National and Capodestrian University of Athens 15784 - ATHENS GREECE dsidirop@cc.uoa.gr</p>
<p>3 Dr Helena Sebkova Centre for Higher Education Studies U Luzického 90/13 118 00 PRAHA 1 CZECH REPUBLIC sebkova@csvs.cz</p>	<p>9 Prof Mats Hanson KTH Learning Laboratory Royal Institute of Technology Lindstedsvagen 5 S-100 44 STOCKHOLM SWEDEN mats@damek.kth.se</p>
<p>4 Dr Nikolay Popov Bureau for Educational Services Galabetz Street 2-A 1505 - SOFIA BULGARIA npopov@fnpp.uni-sofia.bg</p>	<p>10 Ilze Buligina Continuing Education Development Foundation Ministry of Education Valnu street 2 LV-1050 RIGA LATVIA ilze.buligina@izm.gov.lv</p>
<p>5 Univ Doz Dr Klaus Miesenberger Interuniversitäres Institut für Informationssysteme zur Unterstützung Sehgeschädigter Studierender University of Linz A-4040 LINZ AUSTRIA Klaus.Miesenberger@jku.at</p>	<p>11 Prof Marek Frankowicz Faculty of Chemistry Jagiellonian University Ingardena 3 30-060 KRAKOW POLAND frankowi@chemia.uj.edu.pl</p>
<p>6 Dr Barry Hake Centre for Learning in Organisations European Society for Research on Education of Adults (ESREA) Universiteit Leiden Postbus 9555 Wassenaarseweg 52 2300RB - LEIDEN NETHERLANDS hakebj@fsw.LeidenUniv.nl</p>	

## 6. Annexes

### 6.1 ANNEX A - Partner Reports.

Reports from partners are appended to ANNEX A as follows:

<b>Partner</b>	<b>Appendix</b>
Johannes Kepler University, Linz, Austria .....	1
Bureau for Educational Services, Sofia, Bulgaria.....	2
Centre for Higher Education Studies, Prague, Czech Republic.....	3
National and Kapodistrian University of Athens, Athens, Greece.....	4
Vytautas Magnus University, Kaunas, Lithuania .....	5
Continuing Education Development Foundation, Riga, Latvia.....	6
ESREA, University of Leiden, Netherlands.....	7
Jagiellonian University, Krakow, Poland.....	8
Kungliga Tekniska Hoegskolan (KTH), Stockholm, Sweden .....	9
Society for Research into Higher Education (SRHE), London, UK.....	10

### 6.2 ANNEX B - Deliverables.

Deliverables 16 to 35 are appended to ANNEX B as follows:

<i>Deliverable</i>	<u>Appendix</u>
16 Contribution to brief guide to policy on HE, equity and employment (WP2)	1
17 Contribution to brief guide to policy on HE, equity and employment (WP3)	2
18 Conference paper on HE, equity and employment	3
19 Contribution to brief guide to policy on HE Reform, society and change, employment, access and citizenship	4
20 A one-day seminar on Governance challenges for different nation institutions in managing change and a steering group meeting.	5
21 Linked eForum and report of website discussion	6
22 A one-day seminar on Addressing inequalities of gender participation in institutional decision making systems and a steering group meeting.	7
23 brief guide to policy report on strategies for supporting print disabled students in HE	8
24 Linked eForum and report of website discussion	9
25 conference paper on disability perspectives for society, teaching, learning and employment	10
26 Conference paper on the impact of HE reform on governance	11

## Higher Education Reform Network (HERN)

Contract Nr: HPSE-CT-2001-50011

Project Nr: SETN-2000-00001

	systems	
27	Conference paper on The position of women in HE and implications for wider society	12
28	A one-day seminar on Legitimacy, quality and accountability for lifelong learning and higher education and a steering group meeting.	13
29	conference papers on disability perspectives for society, teaching, learning and employment	14
31	training manual on applicability of print disabled student support in different HE contexts in Europ	15
32	New perspectives for social integration of visually impaired students in HE society	16
33	Linked eForum and report of website discussion	17
34	establishment of relevant HE strand to WCN Europe network	18
35	Conference paper on Steering Change in HE, management implications and QA	19