

# Negotiating Diversity in International Higher Education

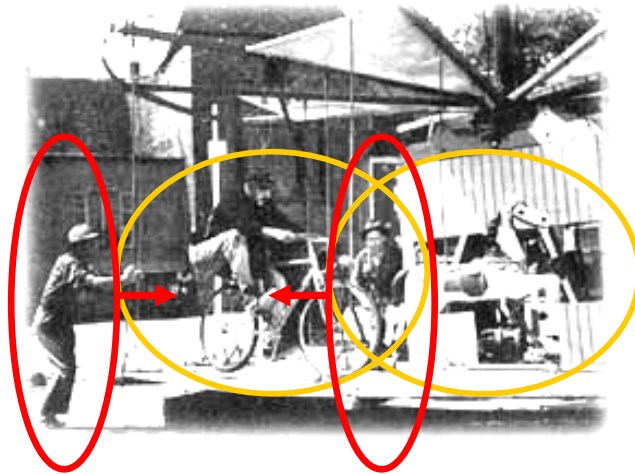
Short presentation and workshop  
at the International EAN Conference  
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## Snapshots: some Natives of the Academic Tribes ...



## ...and different styles to ride the waves of international Higher Education (IHE)



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## The Change of the *Cultural Setting* of IHE

„[Globalisation] (...) foregrounds certain individual academic attributes, such as related to technological competence, communication, linguistic competence, (...) **cultural diversity**, discursive flexibility, and the management of work and multiple role demands.

It takes us into territories uncharted, where **we make our own new rules**, and things in itself impose a certain kind of strain **in an often deeply conservative profession.**”

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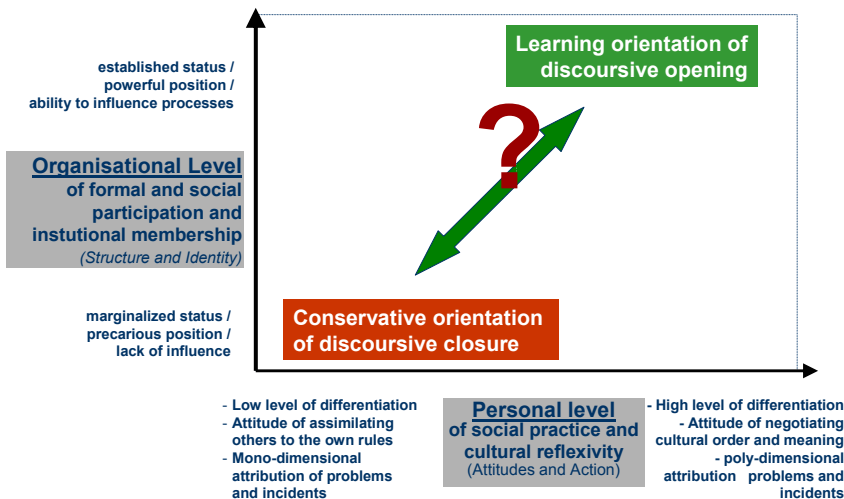
## Different Levels of Chance

- **Diversity on the organisational level:**  
this includes diversified membership structures, issues of roles and power and identities within institutions
- **Diversity on the (inter)personal level:**  
this includes reflective adaptation of diversified practices and competencies
  - „The reflective practitioner“ (Donald A. Schön 1983)
  - „communities of practice“ (Etienne Wenger 1998)

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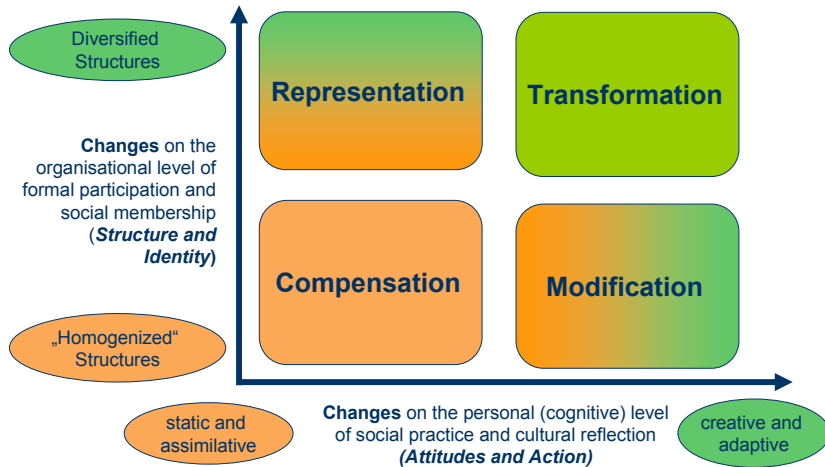
## The Semantic Root-Metaphor: Closing vs. Opening



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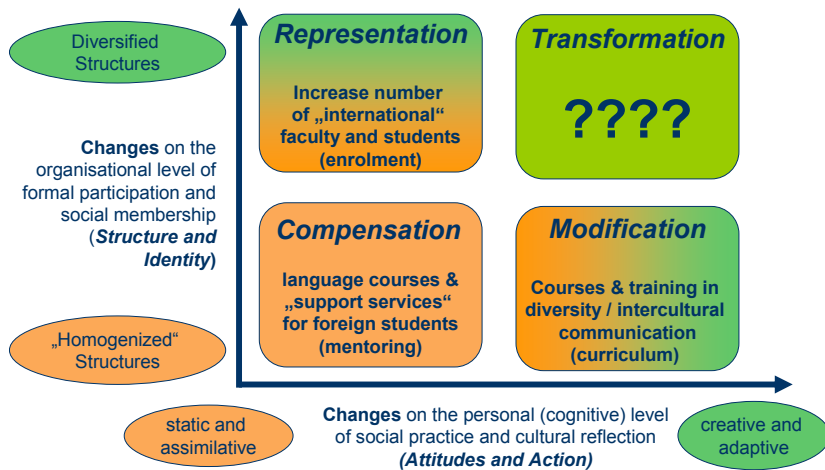
## Four Basic Strategies of Dealing with Diversity



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## Activities and their „diversity impact“



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## Some Questions

- *Problem:* lacking knowledge and sensibility for “intercultural impacts” on the interactional and institutional level.  
**How to raise awareness for diversity issues while - at the same time - academic practice enforces standardisation ?**
- *Problem:* lacking career relevance of diversity efforts and intercultural teaching on the professional paths:  
**How to install diversity and intercultural sensitive practices as “added value” in the official academic career plan?**

## Comments are welcome - thank you!



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## More reading:

ISBN:  
3-89942-434-4  
Bielefeld 2006:  
transcript-verlag

