



Third Space Positions @UZH

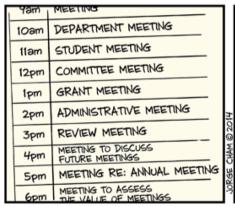
Dr. Claudine Leysinger, Graduate Campus





External and internal conditions have changed in higher education







- Students expect more from universities

Rapid growth of number of students

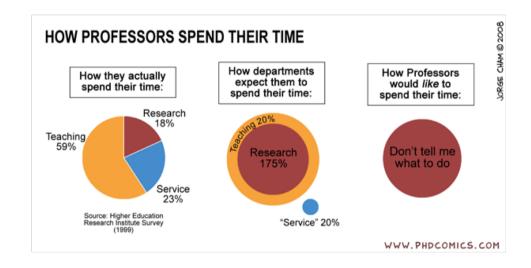
- Less state interference, more institutional autonomy → more accountability, monitoring, competition (new public management)
- Mix of academic autonomy and management model
- Growth in auditing, accreditations
- Universities have greater responsibility to ensure doctoral training meets new challenges





UZH strategy

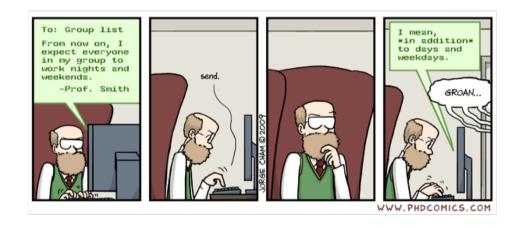
- Professionalization of staff on every level, introduction of managerial processes, new leadership positions in the third space
- Senior management decided to offer a specific training for leadership and governance at higher education institutions
- CAS in Leadership and Governance HEI →
 professionalize higher education in
 Switzerland → HR development of third
 space professionals
- Third space seen as room for organizational innovation







But: one commercial training doesn't make an institutional strategy

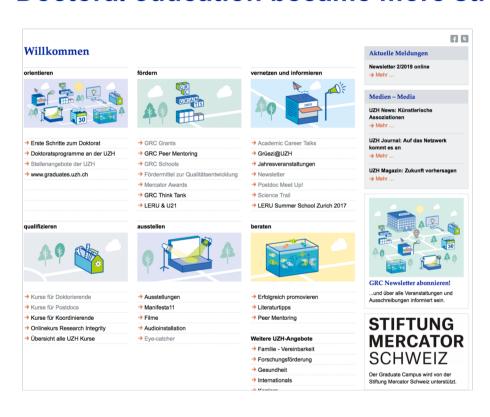


- Mixed organizational structure of higher education institutions (incomplete organizations) doesn't really allow for central, top-down hiring strategy
- No central definition set for third space
- Increasing need to keep professionalizing is being met with new positions





Doctoral education became more structured and broader



- Increasing number of structured doctoral programs since early to mid-2000
- Professional career development for doctoral candidates is expected
- Graduate Campus opened in 2012
- Hub for all early-career researchers at UZH
- Initially funded by Mercator Foundation Switzerland, then evaluated and made permanent at UZH
- Of 5.6 FTE, 4.4 FTE are third space professionals





Increasing professionalization continues







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neun Doktoratskoordinatorinnen und -koordinatoren. Die Prodekanin wird von einer

Mehr Informationen finden Sie auf der Seite → Personen und Aufgaben.

→ Reglement über die Organisation der Graduiertenschule der Philosophischen Fakultät der Universität Zürich (ROGS) (PDF, 90 KB)

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