Julius-Maximilians-
UNIVERSITÄT
WÜRZBURG

Looking beyond standard QA: organisational development for the university administration

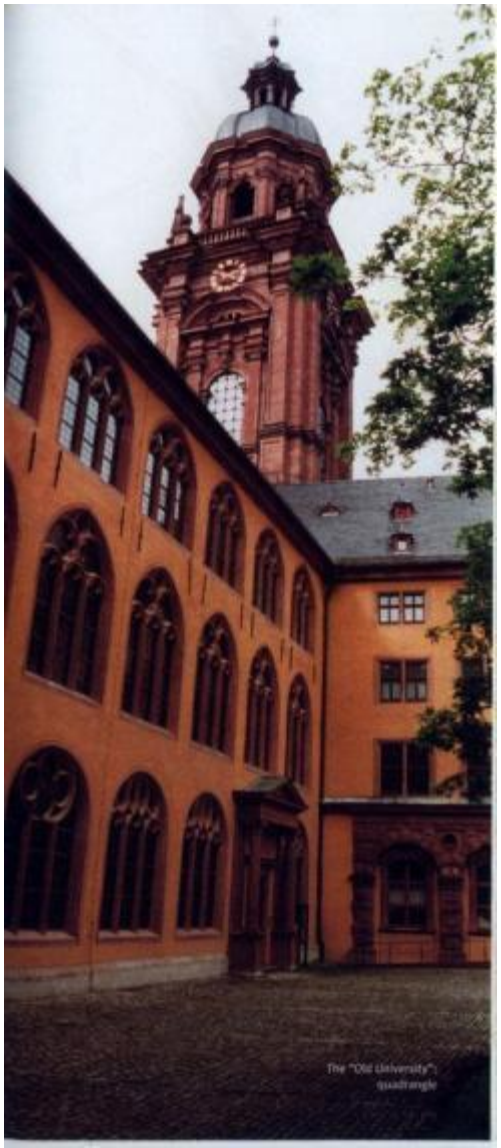
Harald Scheuthle, University of Würzburg
EQAF, Vienna, 17.11.2018

17.11.2018

Julius-Maximilians-
UNIVERSITÄT
WÜRZBURG

The University of Würzburg – Facts and Figures

- founded **1402**
- **28.193** students
  - 16.176 female
  - 2.510 international students (9%)
  - 4.975 first year students
  - 5.813 Teacher‘s education
  - 3.869 degrees
- **4.268** members of staff – including **437** professors
- **14** Nobel Laureates, e. g. Wilhelm Conrad **Röntgen**
- budget (2016): **€ 454 million**
- third-party funds (2016): **€ 101 million**



Old university

Wide Range of Subjects

- **10** faculties with **55** institutes and **237** chairs and **24** clinics
- **Comprehensive university with all subjects** (without engineering)
- **new degree programmes** e. g. Nanostructure Technology, Functional Materials, Games Engineering, Modern China, Digital Humanities, Human-Computer Interaction
- **eight interdisciplinary priority research areas:**
  - Life Sciences
  - Health
  - Molecular Chemistry and Materials
  - Quantum Phenomena in New Materials
  - Digital Society
  - Cultural Heritage
  - Global Change
  - Norms and Behavior

A so-called „filling station bee" supplies its colleagues with energy. This specialization was discovered by Würzburg biologists.

Medical consultation in the Centre for Operative Medicine

Quality assurance at the University of Würzburg

Successful German system accreditation (2018)
→ Integrated QA system for teaching and learning

New focus on central administration

- Objective: improving the quality of support services
- Different tasks for quality assurance
  - One-time tasks vs. recurring tasks
- Organisational development as QA model für administration
- New name for unit: quality management and organisational development

The University of Würzburg Central Administration

Central Administration as service provider for the university

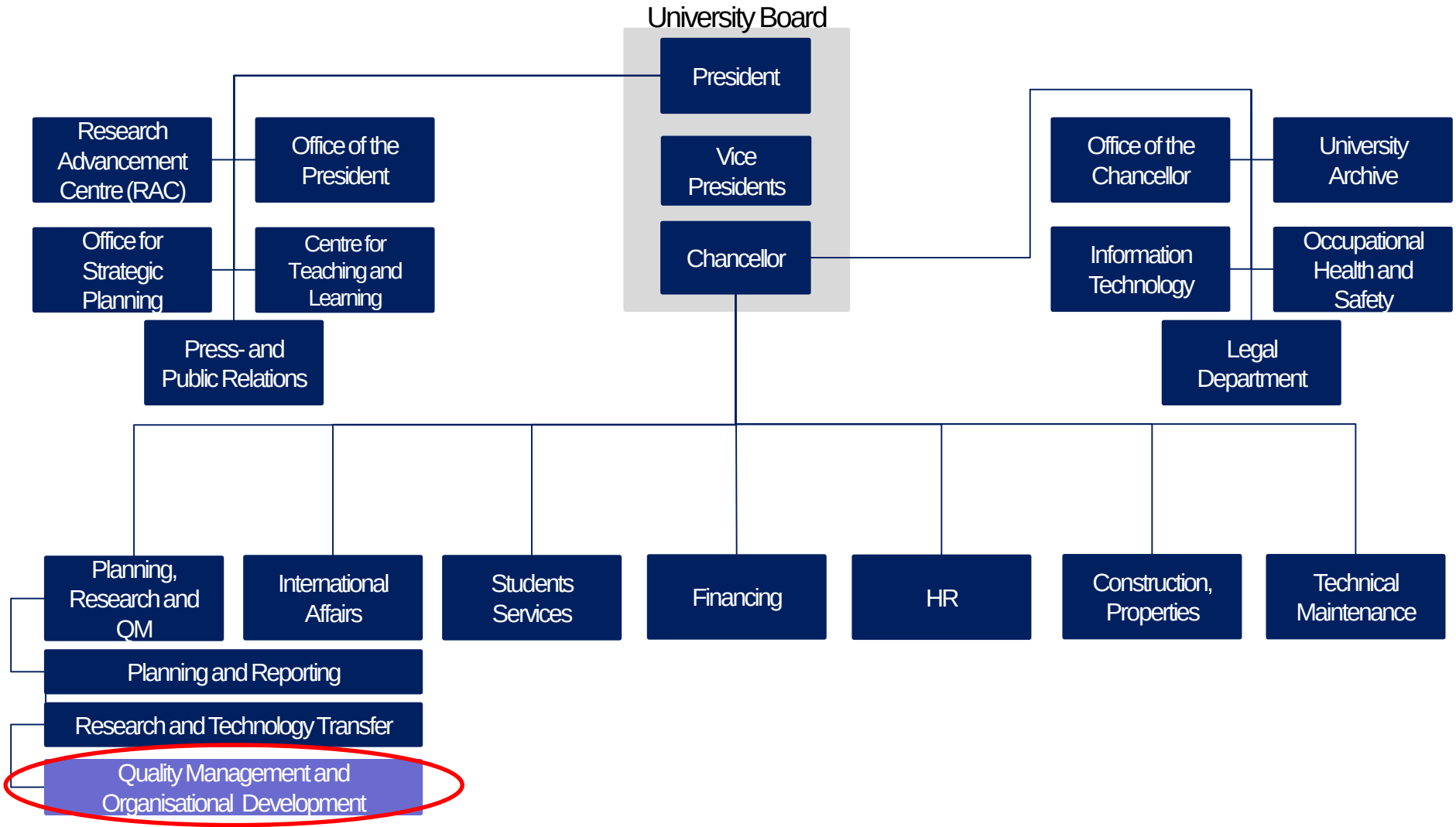
- 6+1 departments
- 5 staff units
- 5 presidential staff units

Work is mainly organised in departments

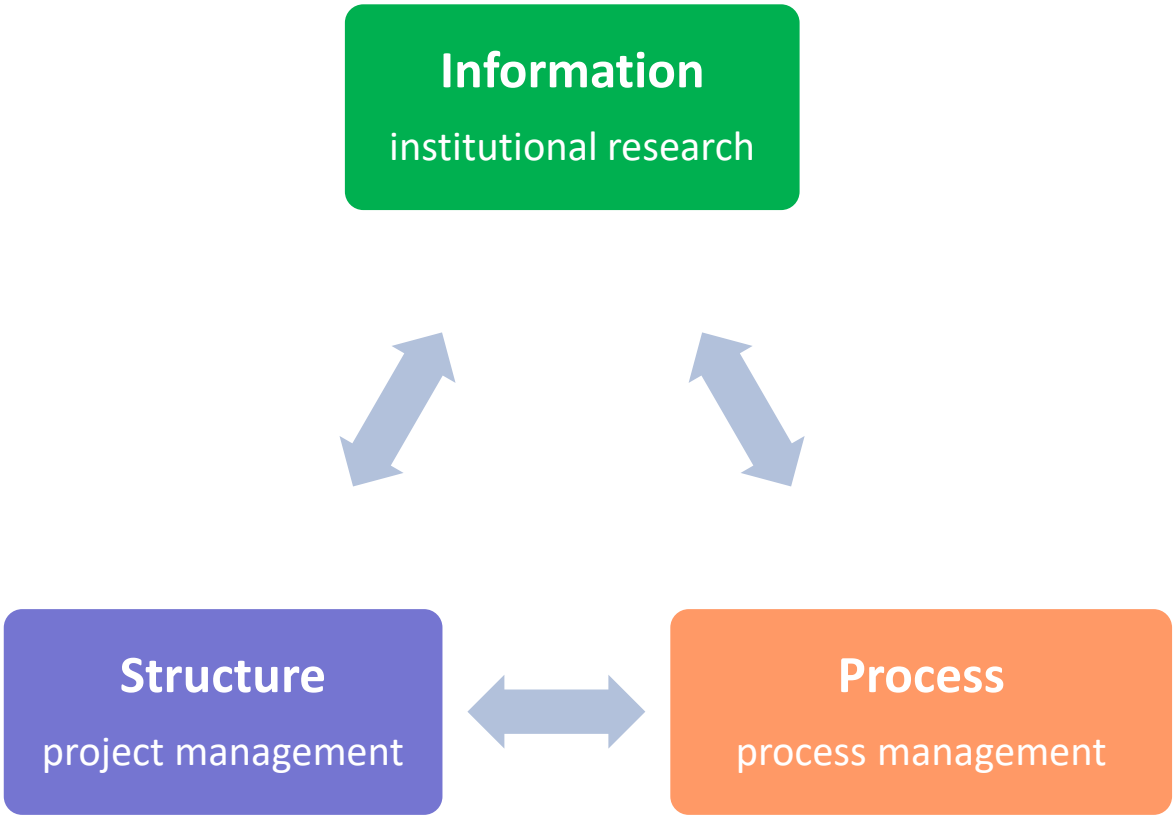
- Difficulty to retrieve information across departments
- Little experience in cooperation between departments

Julius-Maximilians-
UNIVERSITÄT
WÜRZBURG

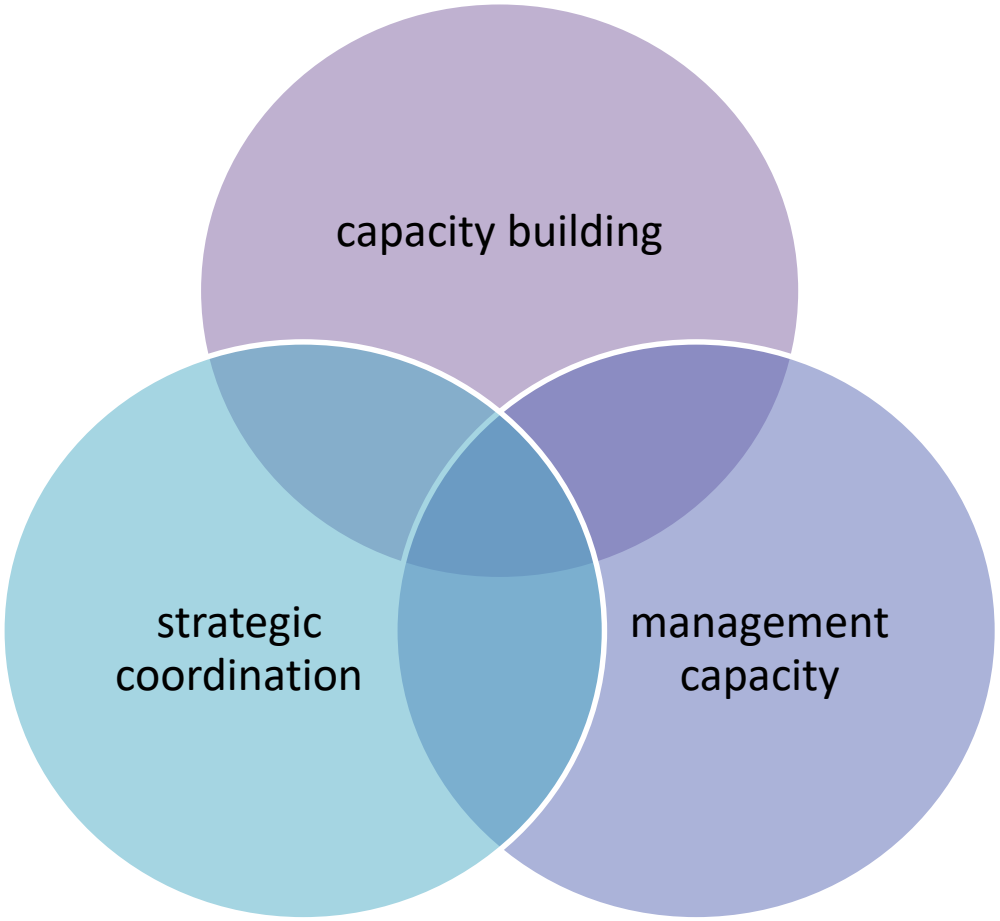
The University of Würzburg Central Administration



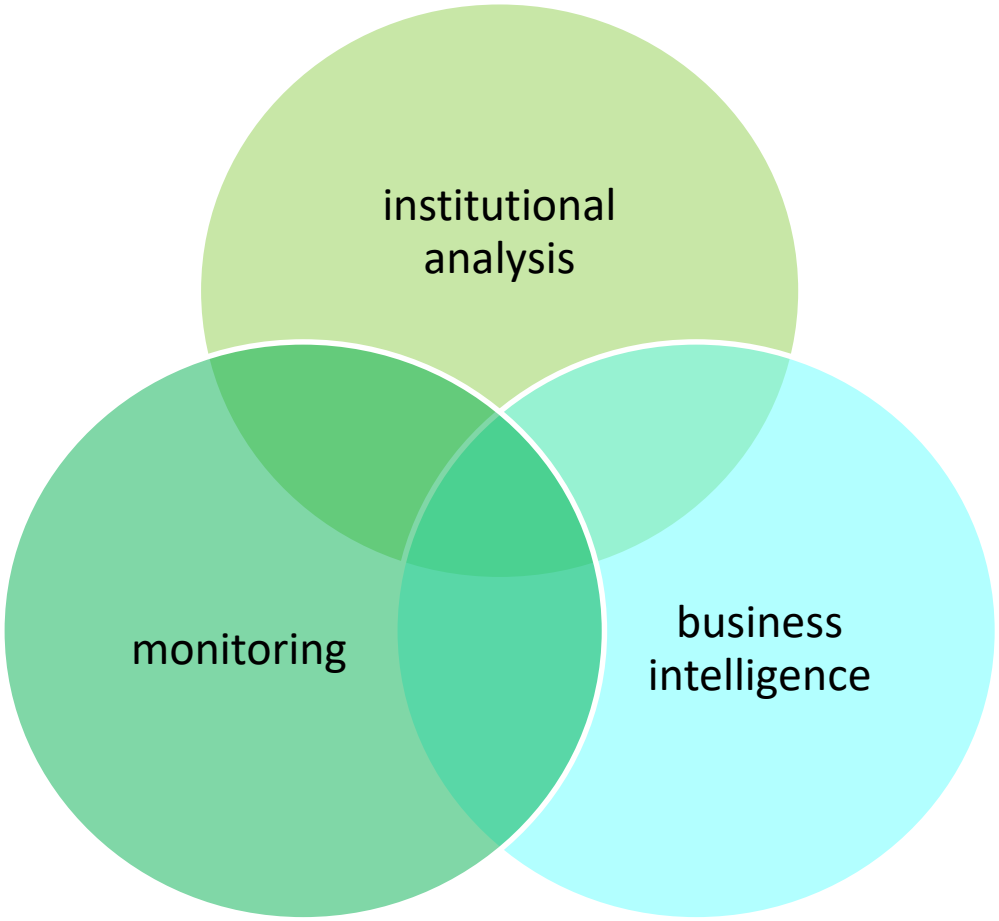
Organisational development at the University of Würzburg



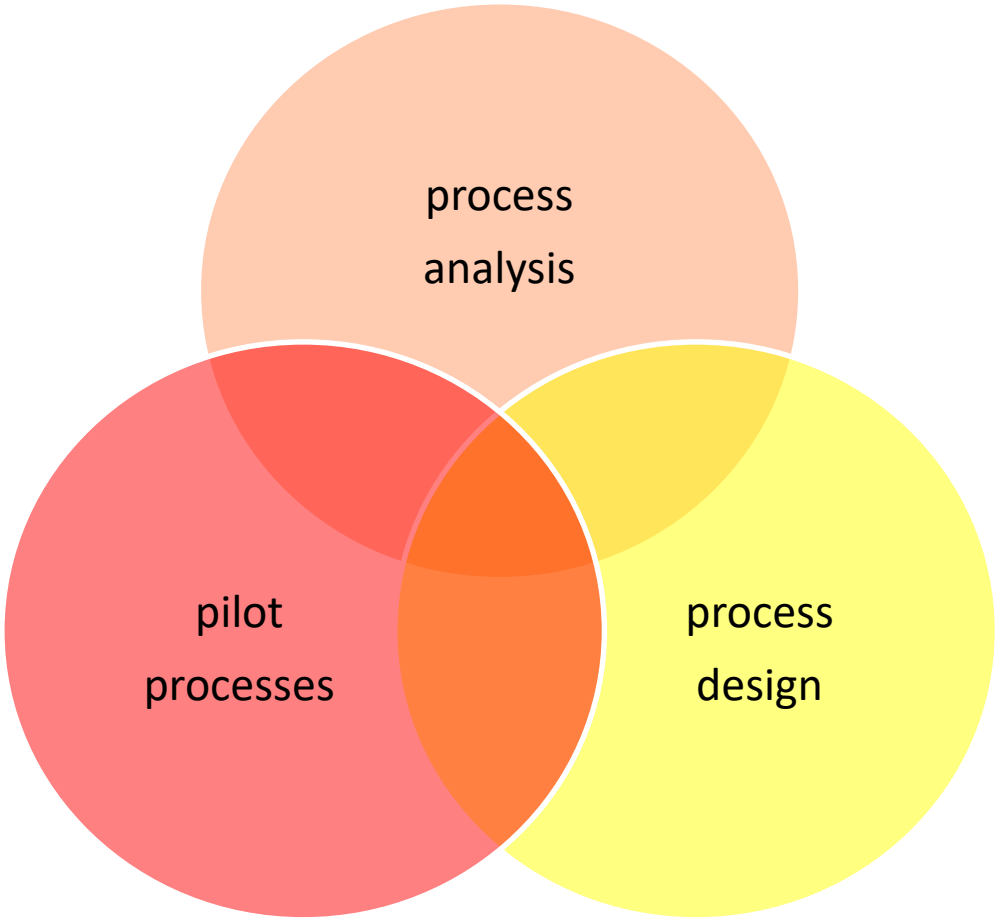
Project management



Institutional research

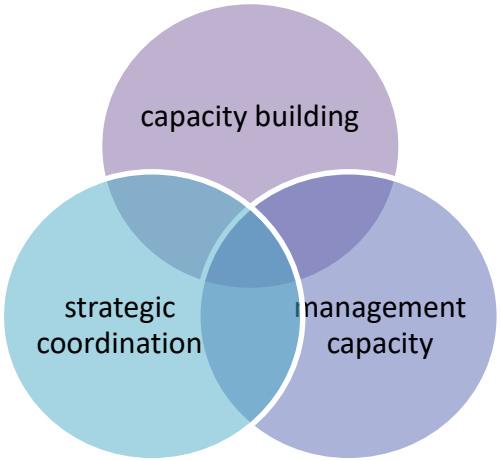


Process development



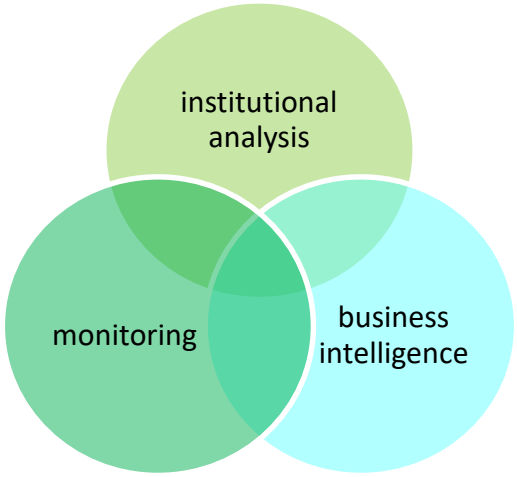
Campus management system

Project management



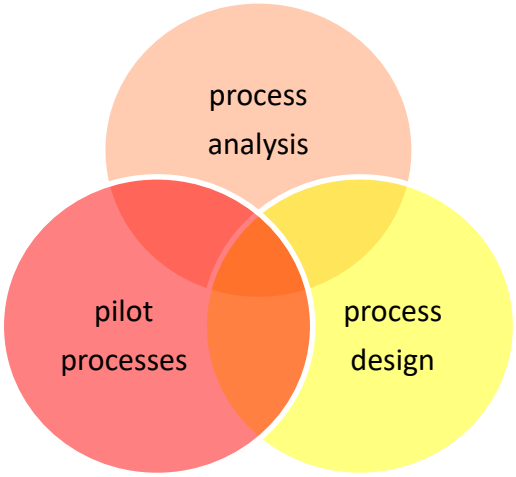
- Project structure
- Coordination group
- Provision of management capacity for a subproject

Institutional research



- Provision of information for project decisions

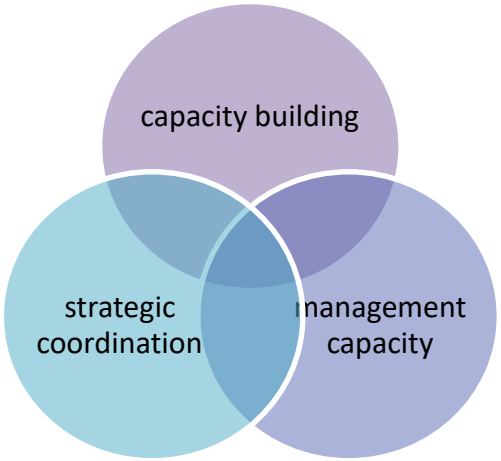
Process management



- Process analysis and development

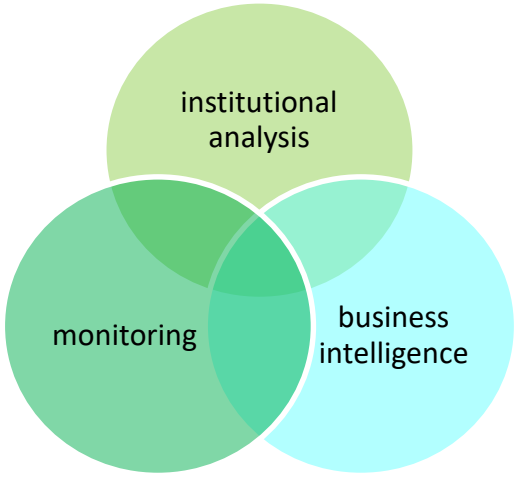
Company medical services

Project management



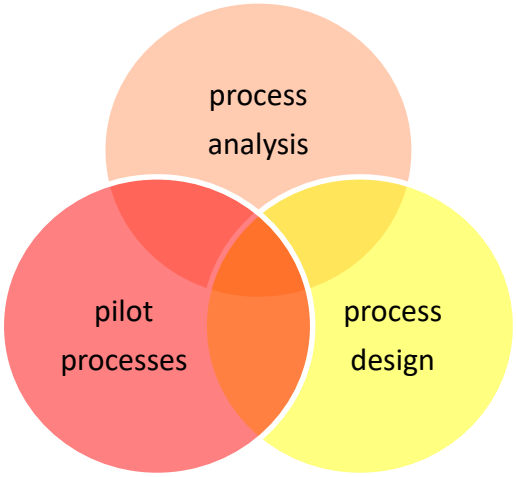
- Creation of an administrative advisory committee

Institutional research



- Organisational analysis which resulted in a new organisational structure of the medical service
- Provision of information for desicion making

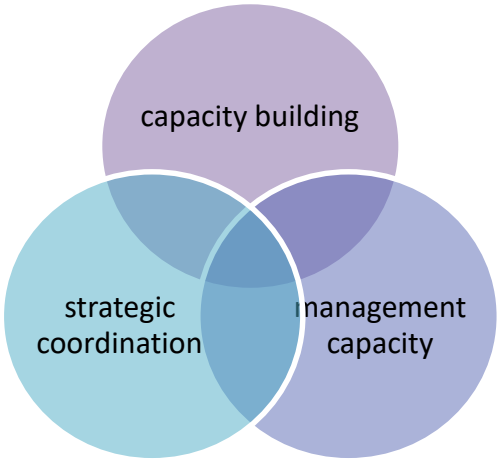
Process management



- Process analysis

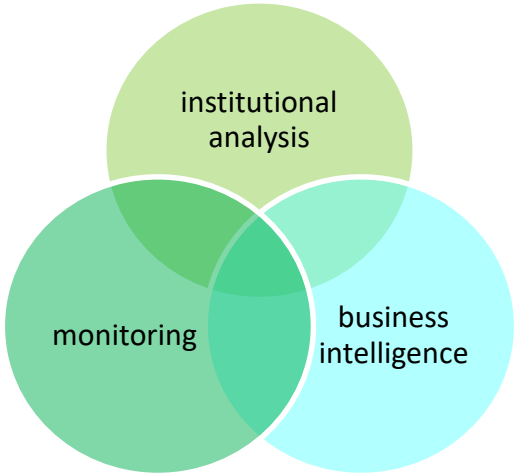
Teaching quality pact

Project management



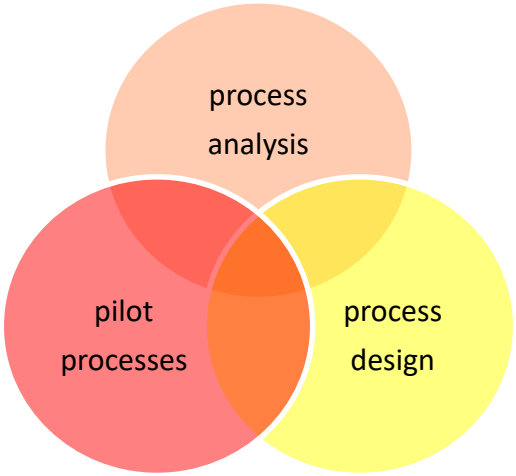
- Project structure
- Project management by QA-OE unit

Institutional research



- Monitoring and reporting system for subproject and financial management

Process management



- Process analysis
- Process design
- Strategic financial monitoring as pilot process

Discussion questions

Could the presented approach of organisational development work in your institution?

Which other forms of organisational development could be useful to initiate change in an organisation?

How can the administration be included in an integrated approach to support teaching & learning and research?

Julius-Maximilians-
UNIVERSITÄT
WÜRZBURG

Thank you for your attention!

Contact Harald Scheuthle: harald.scheuthle@uni-wuerzburg.de

More Information:

- www.uni-wuerzburg.de
- http://www.qm.uni-wuerzburg.de/startseite/
- https://www.uni-wuerzburg.de/verwaltung/qualitaetsmanagement/projektmanagement/