Strategies of Diversity Management

**Structural Measures Diversity Mainstreaming:**

- **Vice-Rector for Diversity:** incorporation of Diversity Management into the top-level management of the UoC
- **Structural Measures Linguistic Diversity Management:**
  - German as a Second Language, International Office
  - StudienStart International, International Office
  - CHE-QUEST, International Office
  - 11 Master’s Degree Courses are offered in English at UoC

**Linguistic Measures within the University Masterplan**

**University Pre-School and Kindergarten Paramecium**

- English-speaking pre-school teaching staff is at hand for students coming in from Anglophone countries
- about 1,000 students; diverse student body, e.g. with respect to language skills and dominant language spoken
- first of its kind in Germany, developed in conjunction with the City of Cologne and the State of North-Rhine Westfalia
  - will provide an outstanding platform for educational research on language learning as well as allow a wealth of teaching experience to be gained.
  - Eases the transition of children of international teaching staff and guest professors into life in Cologne upon arrival

“Studienstart International” discipline specific language prep-classes : will be extended to academic nationals.

National Framework

**Academic Nationals in Germany**

- National system of education could perform higher with regards to inclusion of non-traditional learners into its system of primary, secondary, and tertiary education (OECD)
  - *German higher education system seems to be struggling with the task of including disadvantaged students and those with a non-German AND/OR non-academic background, (while) the country faces an unprecedented demographic change that will make young people a rare good and education even more valuable than it is today.* — Hannah Leichsenring, CHE Consult, Germany.

- Upward educational mobility has been traditionally very limited despite low or no tuition (to name just one traditional barrier). Other barriers remain.

**ROLE OF GERMAN PROFICIENCY FOR EDUCATIONAL AND STUDY OUTCOMES/DROP OUT RATES:**

- Role of Language: a) national language is German and language of instruction.
  - less than perfect language skills are a barrier to acquisition of Bildung as German as an academic language tends to draw on abstract nouns and verbs.
  - Measure to tackle issue: UoC students teach local elementary school students German as a second language (http://www.uni-koeln.de/sprachfoerderprojekt/).
  - Research on German as an academic language carried out at University of Cologne will likely trigger reforms (in the long run) at the primary and secondary level of the system of education, e.g., system of language instruction of German as a “Bildungssprache” (academic language or discourse) (Gogolin/Lange).

**II International Degree-Seeking Students U of Cologne, Germany**

**ON ENGLISH AS A STRATEGY ON CAMPUS:**

- Internationalization is understood as faculty and student training in English. International students and researchers face no language barrier.
- Ph.D. dissertations can be submitted in English across all disciplines.
- Propensity to stay-on among international students is associated with better German language skills (Mobile Talent? The Staying Intentions of International Students in Five EU Countries, MPG Paper, 2012, p.6).

- Strategic use of languages other than German will increase visibility, citations and thus improve UoC’s impact in the global research sphere. Accordingly, Ph. D. dissertations can be written in English, French, Italian, and Spanish in the Faculty of Philosophy, e.g. basic German is required, however.

- “(...)German institutes have recognised that any lab that wishes to be world-leading needs to attract foreigners and that this, in turn, necessitates that the working language of the lab be English.” — Philip Campbell, Editor-in-chief of NATURE, UK.

- English degree course offerings for intl. students are prerequisite for obtaining prestigious international quality seals such as EQUIS (recently awarded to the Faculty of Economics and Social Sciences at the U o Cologne).