

# Ethiopian Higher Education, Leadership, Management, and Governance

**Higher Education Leaders Capacity Building Workshop**

*August 14-15, 2023 (All times Ethiopian local / EST + 7)*

*Hilton Hotel, Addis Ababa, Ethiopia*

*Ethiopia-Based Partners:*

Ministry of Education (MOE)

Ohio State Global One Health, LLC (GoH)

U.S. Embassy Ethiopia

*U.S. Higher Education Partners:*

Texas Tech University

Oklahoma State University

The Ohio State University



# Workshop Goals

- *Understand Global Trends in Higher Education Leadership*
- *Articulate professional development priorities of the leaders of Ethiopian higher education institutions*
- *Define and prioritize professional development needs and challenges of participants*
- *Outline comparative perspectives of US and Ethiopian higher education systems*
- *Leadership, management, and governance strategies for leaders of Ethiopian higher education leaders*
- *Academic freedom and agility in Ethiopian higher education system / curricula*
- *Prepare for in-country training and US visiting fellowship training*

## Day 1:

August 14, 2023

### Opening Remarks & Introductions

8:30am – 9:00am: Registration (Abinet Kebede/Eshetu Deresu Deressu)

9:00am – 9:30am: Introduction of LMG administrators (Dr. Sukant Misra, Principal Investigator)  
Welcome (Dr. Wondwossen Gebreyes, GOHi President/Dr. Desalegne Degefaw, Interim Country Director)  
Remarks by U.S. Embassy Ethiopia (Charge d’Affaires Ambassador Tracey Jacobson)  
Remarks by Ministry of Education, Ethiopia (H.E Dr. Samuel Kifle, State Minister)

9:30am – 10:30am: Participant self-introductions

**10:30am – 10:45am: Break**



## Current and Future trends in institutions of Higher Education

- 10:45am – 11:15am: LMG Challenges and Opportunities in Ethiopian Higher Education (Dr. Desalegne Degefaw)
- 11:15am – 11:45am: Trends and challenges in U.S. Higher Education. (Dr. Randy Kluver)
- 11:45am – 12:15am: Current Initiatives and Strategies in Ethiopian Higher Education (Dr. Solomon Abrha, CEO, Higher Education Administration and Infrastructure, Ministry of Education)
- 12:15 pm – 1:30pm: Lunch**

## Challenges and opportunities of Ethiopian higher education

- 1:30pm – 2:10pm: The imperative for a communication strategy in international higher education (Dr. Randy Kluver)
- 2:10pm – 2:50pm: Change management principles as they apply to managing challenges and opportunities of Ethiopian higher education (Dr. Wondwossen Gebreyes)
- 2:50pm – 3:30pm: Campus comprehensive internationalization in the context of Ethiopian higher education (Dr. Sukant Misra)
- 3:30pm – 3:45pm: Break**
- 3:45pm – 4:45pm: Breakout Session and Report Back – Communication, Change Management, and Comprehensive Internationalization (three concurrent breakout sessions with each group deliberating on one of the above topics for 45 minutes; moderated by LMG administrators; 5 minutes for each breakout group to report back).
- 4:45pm – 5:15pm: Ethiopia’s academic future and the role of U.S. HE (Amb. Tibor Nagy)
- 5:30pm – 6:30pm: Networking Reception**

## Day 2:

August 15, 2023

## Strategic planning process and implementation

- 9:00am – 9:30am: The future of HE in Ethiopia (H.E Dr. Samuel Kifle, State Minister, Ministry of Education)
- 9:30am – 10:00am: Ministry of Education in the strategic planning process and implementation (Dr. Solomon Abrha, CEO, Higher Education Administration and Infrastructure, Ministry of Education)
- 10:00am – 10:30am: Strategic planning in HE institutions (Dr. Sukant Misra)
- 10:30am – 11:00am: Strategic planning assessment for global benchmarking (Dr. Randy Kluver and Dr. Desalegne Degefaw)



**11:00am – 11:15am: Break**

11:15am – 12:15pm: Moderated Breakout Session and Report Back - Strategic Planning, Assessment, and Global Benchmarking (three concurrent breakout sessions with each group deliberating on one of the above topics for 45 minutes; moderated by LMG administrators; 5 minutes for each breakout group to report back).

**12:15pm – 1:30pm: Lunch**

## Collaborations and Partnerships

1:30pm – 1:45pm Types of effective academic partnerships with US public higher education institutions (Dr. Sukant misra)

1:45pm – 2:15pm Opportunities and challenges in developing effective partnerships between Ethiopian and U.S. public higher education institutions: An US perspective (Dr. Wondwossen Gebreyes)

2:15pm – 2:30pm Examples of successful partnerships between Ethiopian and US public higher education institutions (Dr. Randy Kluver)

2:30pm – 3:30pm Moderated Breakout Session and Report Back – Collaborations and Partnerships (three concurrent breakout sessions with each group deliberating on either i) examples of successful partnerships, ii) challenges in establishing successful partnerships, iii) what the MOE could do to assist with establishing collaborations & partnerships for 45 minutes; moderated by LMG administrators; 5 minutes for each breakout group to report back)

**3:30pm – 3:45pm: Break**

## Cohort 1 Follow-up Report

3:45pm – 4:15pm: Transition to E-Learning and Online Examination System  
Dr. Mulatu Dea Lerra  
Vice President of Academic Affairs, Wolaita Soddo



## US Workshop Planning

- 4:15pm – 5:00pm: Overview of U.S. on-campus institutes, timeline, tentative agenda, and responsibilities of LMG fellows.  
Texas Tech University institutional overview (Dr. Sukant Misra)  
Oklahoma State University institutional overview (Dr. Randy Kluver)  
The Ohio State University institutional overview (Dr. Wondwossen Gebreyes & Dr. Desalegne Degefaw)
- 5:00pm – 5:30pm Pre-departure orientation (Cultural Affairs Officer Mr. Ryan Bradeen & Dr. Desalegne Degefaw)  
Visa information and rules/regulations  
International travel arrangements  
Housing/meals  
Health insurance  
Program fees (clarification of which specific expenses are and are not covered)

## Closing Remarks

- 5:30pm – 6:00pm: University Partnership Leads  
US Embassy Ethiopia  
Ministry of Education Ethiopia
- 6:00pm – 7:00pm **Reception hosted by the Ohio State Global One Health Initiative (GOHi)**





## **Solomon Arbrha, Ph. D.**

Dr. Solomon Arbrha is the Chief Executive Officer (CEO) for Governance and Infrastructure at the Ethiopian Ministry of Education. Dr. Solomon has substantial leadership experience in Ethiopian higher education leadership, Management, and Governance. Currently, he oversees Ethiopian Public Higher Education Institutions' governance, leadership, administration, and infrastructure. Before his current position, Dr. Solomon served as Director General for Administration and Infrastructure at the Ministry of Education. He also served as Vice President for Administration at the University of Gondar. He has also been an Assistant Professor of Sociology and Social work at the University of Gondar. Dr. Solomon has 19 years of teaching, research, and leadership experience in higher education and has published scientific papers in peer-reviewed journals. The educational backgrounds of Dr. Solomon include a Ph.D. in Social work and an MBA and Master of Social work.



## **Ryan Bradeen**

Ryan Bradeen just concluded his tour as Public Affairs Officer at the U.S. Embassy in Madagascar and Comoros, where he led the Mission's public diplomacy outreach efforts in both countries. Since joining the U.S. Foreign Service in 2010, Ryan has managed public diplomacy efforts in the conflict-affected southern Philippines and served as a consular officer in Singapore and public diplomacy officer in Bangladesh. Before joining the Foreign Service, Ryan worked for 14 years in the education sector, running a school in China, directing a teacher training organization, and teaching in high school and university. He graduated from Dartmouth College with a degree in engineering and Asian Studies. He also has a master's degree in Chinese history and advanced studies in education from the University of Maine.



## **Desalegne Degefaw, DVM, MVSc**

Dr. Degefaw is currently the Interim Country Director for Ohio State Global One Health, LLC. and is leading the implementation of various projects and programs at the Global One Health initiative. He previously served the University of Gondar as President from December 2015 to March 2019. The University of Gondar is one of the first-generation research universities in Ethiopia. He also served as the Chair of the Consortium of Public Universities in the Amhara Region from December 2015 to March 2019. He was a Fulbright Scholar at The Ohio State University in 2013/14 and a Global Dialogue Fellow for the Association of Global Educators (NAFSA) from 2015-2017. Dr. Degefaw has extensive experience in the Ethiopian higher education system, education leadership, governance, and management. During his tenure as president at the University of Gondar, the university received several awards and recognitions from various institutions, including the National Quality Award from 2016-2018 and the Ministry of Education's "Best Annual Performance" recognition among public Universities for three years in a row (2016-2018). Dr. Degefaw has published more than 15 scientific papers in various journals.





## **Wondwossen A. Gebreyes, DVM, PhD, Diplomate ACVPM**

Dr. Gebreyes is a Hazel C. Youngberg Distinguished Professor and Executive Director of the Global One Health Initiative (GOHi) at The Ohio State University. He was elected to the National Academy of Medicine (NAM). He recently completed a one-year higher education leadership fellowship as part of the renowned American Council on Education (ACE). During his fellowship at the Office of the President, Michigan State University, he actively participated in the MSU 2030 strategic plan implementation steering committee. Dr. Gebreyes has been actively engaged in innovative financing for university capital investment. He was also engaged in crisis management, serving on the COVID-19 executive committee, and broader change management activities including innovative university/industry partnerships. Dr. Gebreyes was inducted as an inaugural member of the National Academy of International Education and serves as its

Vice Chair. He has led programs funded through the NIH, CDC, USAID, Gates Foundation, CDC Foundation, and RESOLVE to Save Lives. He serves in national and international advisory capacities for various governments and entities including Brazil CAPES, Ethiopian Ministry of Science and Higher Education, and on review panels in Austria, Poland, and Qatar among others. Dr. Gebreyes co-founded the International Congress on Pathogens at the Human Animal Interface (ICOPHAI) in 2011 anticipating the need for knowledge-sharing against future pandemics and currently serves as Chairperson. He is a recipient of the APLU Michael P. Malone International Leadership Award; NIH Gold Medallion; Universitas 21 Best Internationalization Model; NC State University Distinguished Alum; Andrew Heiskell Award (honorable mention) by the Institute of International Education (IIE).



## **Ambassador Tracey Jacobson**

Ambassador Tracey Ann Jacobson, a career member of the Senior Foreign Service, Class of Career Minister, arrived in Addis Ababa on February 25, 2022, to begin her assignment as Chargé d’Affaires at the U.S. Embassy in Ethiopia. She previously served as Ambassador to Kosovo, Tajikistan, and Turkmenistan. Ambassador Jacobson’s earlier overseas assignments include Seoul, Moscow, Nassau, and Riga. Her domestic assignments include serving as Principal Deputy Assistant Secretary of State for International Organization Affairs, Deputy Director of the State Department’s Foreign Service Institute, and Deputy Executive Secretary of the National Security Council at the White House. Ambassador Jacobson is joined in Ethiopia by her husband, David Baugh, a retired member of the British Diplomatic Service.



## **H.E. Samuel Kifle, Ph. D**

H.E. Dr. Samuel Kifle is a State Minister at the Ethiopian Ministry of Education since 2016. Dr. Samuel has substantial leadership experience in higher education in different capacities before assuming his current position. Before his current state minister leadership position, Dr. Samuel served as Director General for Administration at the Ministry of Education, Vice president at Jimma University and an assistant professor of accounting and finance at Jimma University and in many other positions at Jimma University. Dr. Samuel has 20 years of teaching, research, and leadership experience in higher education. The educational backgrounds of Dr. Samuel include Ph.D. in commerce and management; MSC in Accounting and Finance and BA in Accounting.





## **Randy Kluver, Ph. D.**

Dr. Randy Kluver is the senior international officer for Oklahoma State University, where he works to develop, implement, and coordinate global educational partnerships and manage the university's global strategy. Dr. Kluver has extensive international experience, having previously taught at Texas A&M University, Jiangxi Normal University (China), National University of Singapore, and Nanyang Technological University in Singapore. In 2017, he was a visiting fellow in the Department of Media and Communication at the University of Canterbury (New Zealand), and in 2012, was the recipient of a Fulbright Administrator's Award in South Korea. At Oklahoma State University, Dr. Kluver has taken the lead in developing a university-wide strategy of engagement with developing and utilizing metrics to assess local and global impact. His efforts have led to Oklahoma State's recent recognition as #4 in the US, and #63

globally in its contribution to the UN Sustainable Development Goals. He has also worked extensively with the university to better utilize additional metrics of success, including research productivity and outcomes.

He has published widely in the fields of new media, Asian politics, the Internet in Asian societies, public diplomacy, and international communication. He has been Principal Investigator or co-PI on over US\$10 million in grants and sponsored research. Dr. Kluver received his BA from the University of Oklahoma, a Master of Arts from California State University Los Angeles, and his Ph.D. from the Annenberg School for Communication at the University of Southern California.



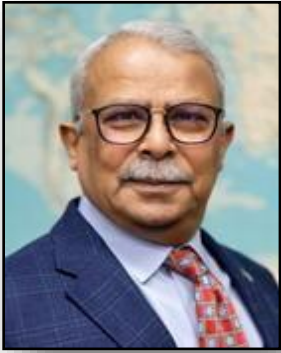
## **Mulatu Dea Lerra, Ph. D.**

Dr. Mulatu Dea Lerra is currently serving as the Vice President for Academic Affairs of Wolaita Sodo University. He received his terminal degree from Addis Ababa University in Educational Policy and Leadership Development with a research specialty in governance in Ethiopian public universities in the framework of State-University Relationship, Autonomy, Accountability, and Empowerment. His Master's degree is in Human Resources and Organizational Development, from Addis Ababa University, and his Bachelor's degree is in Business Administration and Technology from Jimma University. He has published more than 35 articles in international reputable journals and his work has been cited by 135 scholars all over the world.

For the last 20 years, Dr. Mulatu has been working in Government sectors and NGOs as an independent consultant, program director, and trainer. He has many years of relevant international and national experience in education management, research, training, and community service in a variety of areas, including community development. He has won more than six national and international grants. He has traveled to the U.S. (Texas Tech University, Oklahoma State University, and Ohio State University), Germany (German Applied Sciences Universities), and Spain (Madrid University, Barcelona University, and Valencia University) on study tours.







## **Sukant Misra, Ph. D.**

Dr. Sukant Misra is a professor in the Agricultural & Applied Economics department. He was the Associate Vice Provost and then the Vice Provost for International Affairs at Texas Tech University from 2014 to 2022, with responsibilities to provide oversight of international education, research, and outreach functions of the University. Before that, he served as the Associate Dean for Research for the College of Agricultural Sciences and Natural Resources from 2002 to 2014. He has served the College and Texas Tech University in various faculty and administrative capacities since his initial employment in 1993. Beyond his service to the college and university, he has served in several local, state, regional, and national positions with professional organizations involved in the advancement of the agricultural and natural resource industries.

He received his Bachelor's and Master's degrees in Analytical and Applied Economics from Utkal University, India, in 1979 and 1981, respectively. He obtained a second Master of Science degree in 1986 and his doctorate in Agricultural Economics in 1989, both from Mississippi State University.

Misra has experience in managing and coordinating many large, faculty-driven, research programs and international initiatives and has many contacts at international institutions, including leading universities in Brazil, China, Costa Rica, Czech Republic, Ethiopia, India, Mexico, Romania, Tajikistan, and Turkey. Misra has visited over 25 countries and has worked closely with the faculty and administration of many international institutions.



## **Ambassador Tibor Nagy**

Ambassador Nagy recently served as US Assistant Secretary of State for African Affairs from 2018 until 2021. He is also an Emeritus Professor at Texas Tech University (TTU). Previously, he served as the Vice Provost for International Affairs at TTU from 2003 – 2018. He has lectured nationally on Africa, foreign policy, international development, and American diplomacy, and advised several U.S. Presidential campaigns on Africa policy, including serving as Gov. Romney's Africa group co-chair in 2012.

Ambassador Nagy arrived in the United States in 1957 as a political refugee from Hungary; he received his B.A. from Texas Tech University and M.S.A. from George Washington University.

His 32 years of U.S. Government service included over twenty years in Africa at eight postings. He was the U.S. Ambassador to Ethiopia (1999-2002) following his Ambassadorship to Guinea (1996-1999). He also served as Deputy Chief of Mission in Nigeria (1993-1995), Cameroon (1990-1993), and Togo (1987-1990). His other assignments included Zambia, Seychelles, an initial tour of Ethiopia, and Washington D.C.

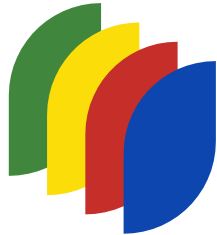
His U.S. State Department awards include commendations for helping prevent famine in Ethiopia; supporting the evacuation of Americans from Sierra Leone during a violent insurrection; supporting efforts to end the Ethio-Eritrean War; and managing the U.S. Embassy in Lagos Nigeria during political and economic crises. He was selected as runner-up for the prestigious "Deputy Chief of Mission of the Year" award in 1995 and knighted by the President of Guinea in 1999.





## Eyerusalem Mandefro

Eyerusalem Mandefro (Ms.) is the Professional Exchanges Coordinator (PEC) at the U.S. Embassy Public Affairs Section. As PEC, she manages and coordinates several U.S. Government-sponsored educational exchange programs. Eyerusalem joined the U.S. Embassy in 2008 and served in different capacities. She has a Master's degree in educational leadership and Management from Addis Ababa University and first degree in Management.



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