Governance in Higher Education

CLICKS focuses on some of the most critical issues pertinent to the Higher Education sector both regionally and globally; this involves strategy formulation, technology, change management, QA, accreditation and governance among others.

The rapidly changing world is challenging universities and their systems; making governance one of the crucial concerns for higher education to address. Higher Education Provides are being exposed to greater levels of scrutinizing and accountability; a growing number of actors are now involved in addressing the quality of education and new demands from universities to support today's knowledge based economy have arose. The emergence of new dynamics such as open and collaborative educational systems, technology advancements, globalization and the occurrence of the 4th industry revolution have all posed additional challenges for universities. This more than ever calls for the pressing need to establish effective and shared governance structures that help establish strategic direction, ensure effective stewardship to secure long term sustainability, improve decision-making by assessing risk, enforce compliance and accountability and maximize institutional performance.

Highly effective institutions are those in which Boards work in close partnership with the leadership team and the academics and where the distinction between governance and management is clear and well delineated.
While Boards are concerned with governance - the strategic task of setting the institution's goals, direction, limitations and accountability framework; in other words developing the right strategy and policies to ensure things are done in a proper way. Leadership is focused on management which is about organizing the day-to-day work and operations (doing the work). It is about doing things in the proper way.
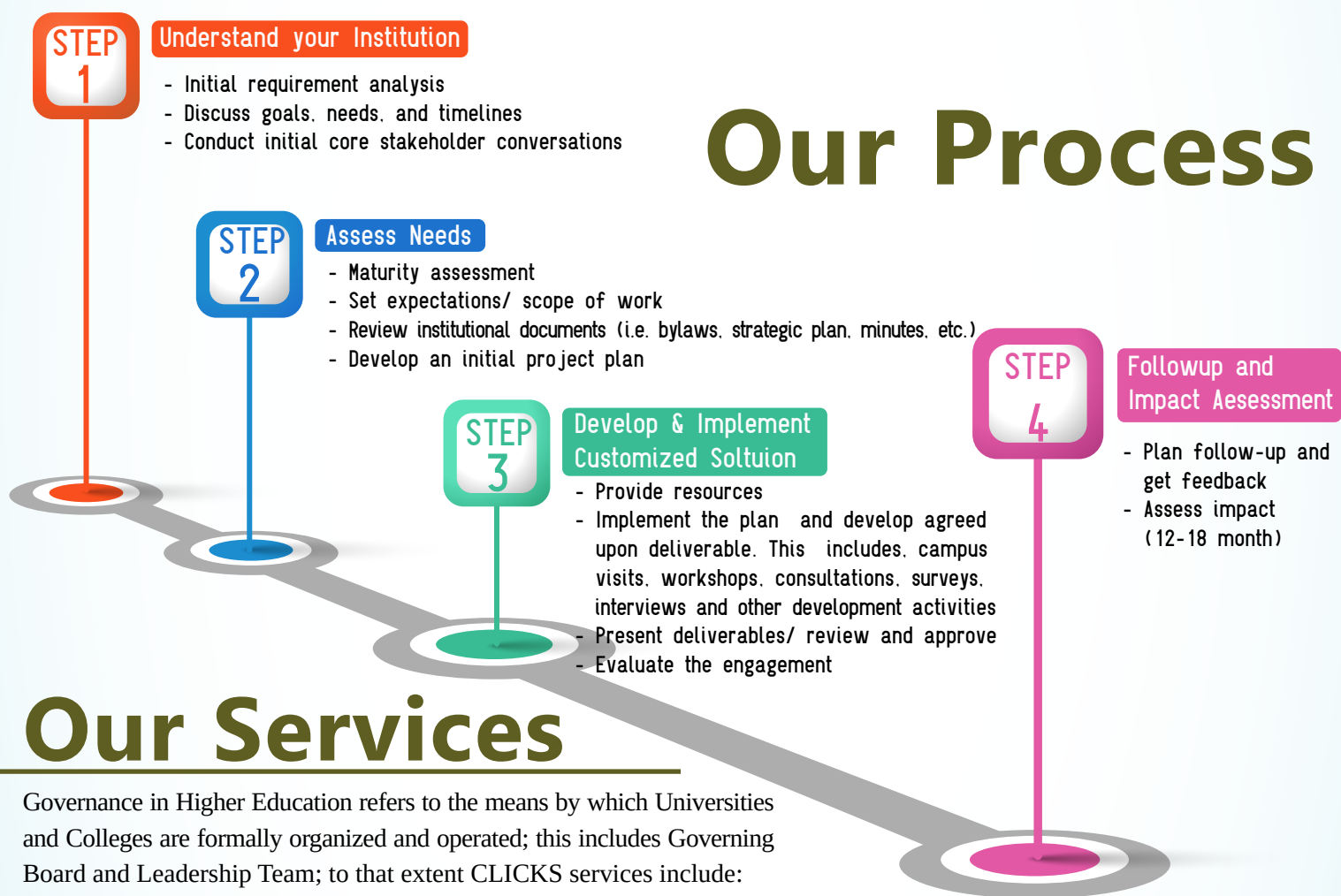
Our Approach

CLICKS offers a wide range of consultancy services and training opportunities to improve institutional governance and leadership practices. Our global experts bring in deep 'hands-on' expertise across multiple areas of Higher Education Institutions focusing on delivering integrated, holistically-balanced, 'fit for purpose' and responsive services. Moreover, our experts are well-aware of various legislation, requirements and standards of regulatory bodies and accreditation agencies from across the region and beyond.
We work with various universities' stakeholders to ensure sound governance and management structures are in place, are implemented and are periodically evaluated to ensure they continue to be both effective and efficient. We help institutions articulate their governance arrangement in line with international standards and best practices and closely examine leadership practices and how the two function together.

We provide individualized solutions for Board members and leadership teams to respond to governance challenges and developments. In working with institutions we ensure that:

- Systems and frameworks developed are proactive, creative, appropriate and support fast decision making

- Assess and evaluate current practices to determine those working and those with gaps or issues

- New approaches of modern management and corporate governance are integrated

- Governance frameworks and management structures developed are 'fit for purpose', reflect national legislation, consider accreditation requirements and are anchored in the institutional vision, mission and core value

- Internally universities system are decentralized within the right framework in order to increase the decision power of the leaders, while securing the necessary consultations and control (counter-power)

- Effective representations of diverse internal and external stakeholders are considered including students, society and industry

- Good dynamics between the Board and the Leadership Team are fostered and nurtured

Our Process

STEP 1
Understand your Institution
- Initial requirement analysis
- Discuss goals, needs, and timelines
- Conduct initial core stakeholder conversations

STEP 2
Assess Needs
- Maturity assessment
- Set expectations/ scope of work
- Review institutional documents (i.e. bylaws, strategic plan, minutes, etc.)
- Develop an initial project plan

STEP 3
Develop & Implement Customized Soltuion
- Provide resources
- Implement the plan and develop agreed upon deliverable. This includes, campus visits, workshops, consultations, surveys, interviews and other development activities
- Present deliverables/ review and approve
- Evaluate the engagement

STEP 4
Followup and Impact Aesessment
- Plan follow-up and get feedback
- Assess impact (12-18 month)

Our Services

Governance in Higher Education refers to the means by which Universities and Colleges are formally organized and operated; this includes Governing Board and Leadership Team; to that extent CLICKS services include:

- Developing/ reviewing Governance Frameworks and Structures
- Governance Audits & Assessments
- Developing Governance Charters and Terms of References
- Development of Toolkits to Assess Governance Effectiveness
- Design or review of Organizational Structures, Job Descriptions, Delegation Authorities, etc.
- Development, training, induction and support for governing board members (tailored and in-house)
- Board Effectiveness and Improvement
- Risk Assessment
- Risk Management Strategy Development/ Revision