

Spring 2000 Printemps 2000

Le Mot du Président

Cher Collègues,

Nous tous ensemble, nous envisageons le prochain Congrès de FEDORA à Edinburgh du Samedi 26 au Mardi 29 Août 2000.

Le message de cet événement dominant de FEDORA, ayant lieu tous les trois ans, sera FEDORA 2000 Prêt pour l'avenir - diriger un monde en changement.

C'est vrai, c'est très ambitieux et exigeant, mais c'est le fait: FEDORA est unique et la plus grande association dans le terrain de l'orientation académique - la plus grande des centres de carrière professionnelle académique sont reliés à une qualité de membre de FEDORA. L'Université d'Eté de FEDORA et les différentes Conférences de FEDORA obtiennent une attractivité et une valeur scientifique et pratique de plus en plus importante.

Au "F 2000 - Forum de l'Education Universitaire Européenne" à Bruxelles en Janvier de cette année, où il y avait plus de 200 Présidents et Recteurs des institutions et associations post-secondaires Européennes, parmi elles FEDORA, s'occupant du thème "Répondant aux défis pour les Universités Européennes: insérer des changements dans la coopération institutionnelle et disciplinaire" là on accentuait toujours de nouveau l'importance de l'orientation académique et surtout la responsabilité et l'engagement de FEDORA.

La FEDORA Newsletter, que vous tenez dans votre main, reflète les différents aspects des activités de FEDORA.

Laissons-nous tous accepter ce défi - le Congrès de FEDORA à Edinburgh nous donnera une plate-forme pour y discuter nos devoirs futures en gérant un monde changeant.

Joachim Klaus

A Word from the President

Dear Colleagues,

We are all looking forward to the next FEDORA Congress taking place in Edinburgh from Saturday 26 – Tuesday 29, August 2000.

The mission of this central three-annual FEDORA event will be "FEDORA 2000 Fit for the Future – Managing a Changing World".

Sure, this seems to be very ambitious and self-conscious, but it's a fact: FEDORA is unique and the largest European association in the field of academic counselling and guidance – most of the careers advisory centres are combined with FEDORA membership, FEDORA Summer Universities and the special FEDORA Conferences are getting more and more attractive and of scientific and practical value.

At the "F 2000 – European Higher Education Forum", held in Brussels in January, 24 – 25 this year and attended by more than 200 presidents and rectors of European Higher Education Institutions and Associations, among them FEDORA, too – working at "Responding to Challenges for European Universities: Implementing changes in institutional and disciplinary co-operation" the importance of student counselling and guidance was emphasized, especially FEDORA's obligation and engagement.

The FEDORA newsletter you have in your hands, reflects the different aspects of FEDORA's activities.

Let us all accept the challenge – the FEDORA Congress in Edinburgh will offer a platform to discuss our future tasks in managing a changing world.

Joachim Klaus



contact

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The FEDORA President circulated copies of the current constitution and rules in both English and French at the end of last year. There was a lengthy discussion by the Executive Committee about the Constitution, during which the following important matters were raised.

Changes to the Constitution

Now that FEDORA is ten years old, the Executive Committee feels that it is time to review and revise the constitution to take account of the many changes within our work and within Europe. Any changes must be proposed and notified to the membership at least three months before the General Assembly at which they are to be voted on. We are therefore very keen to seek the views of all FEDORA members on any changes they would wish to have in the current Constitution. Please let us know what you think. The points below may help with your deliberations.

The Executive Committee discussed the following broad topics

- i. Objectives, function and philosophy of the association (Article 3)
These need to be reviewed in the light of changing circumstances and demands in the future
- ii. Membership (Articles 5 - 8)
This issue was considered in some detail and initial ideas are indicated below:

- categories of members: individual (full) - as at present - possibly include non-EU associate - as at present
- consider institutional/organisational membership
- subscriptions - need to increase these to reflect real costs and members expectations
- admission / approval procedures need to be simplified & clarified (Article 6) - some changes to these procedures have already been agreed.
- rights and responsibilities - members need to know what to do and to expect e.g. - voting rights - participation in /contribution to projects, activities & events

iii. Structures and roles / terms of office

Some work has already been done on this and a paper has been produced clarifying these for the:

- FEDORA Executive Committee / Board
- FEDORA Working Groups

Please send your views to the President, Joachim Klaus at the University of Karlsruhe.

Only some articles were supplied in both English and French.

While a number of members have offered to translate from French into English we have been unable to find anyone willing to translate articles from English into French.

Le VII^{ème} Congres de FEDORA se trouvera a Edimbourg, la capitale politique et culturelle de l'Écosse, de samedi 26 jusqu'à mardi 29 Août 2000. Le thème sera:

***FEDORA 2000 - Prêt pour l'avenir -
diriger un monde en changement***

Vous êtes invités tres cordialement à participer avec des colleagues en formant l'avenir de FEDORA. L'année 2000 est une occasion tres important pour FEDORA en regardant l'avenir. Fondé sur les accomplissements des dizaine d'années passées, nous preparons à assumer le défi qui nous affronte. Nos discussions et recommandations concentreront sur les moyens meilleurs d'affronter les demandes d'une population d'étudiants de plus en plus diverse dans le contexte de l'apprentissage tout au long de la vie. Nous voulons bien que ce congres est un grand succès et qu'il sera un tremplin dans l'avenir.

L'Université de Heriot-Watt est notre hôte et offre un séjour unique dans son campus, situé au bord de la ville dans une région riche en beauté naturelle, pourtant à proximité du centre de la capitale. Quel endroit idéal pour débattre nos thèmes importants, pour trouver le temps et la structure afin d'échanger nos expériences et pour profiter des connaissances des uns et des autres! L'interaction est le mot clé pour nos ateliers et des occasions excellents pour la relaxation sociale compléteront nos séances plénières.

Le conseil d'orientation universitaire jouera un rôle de plus en plus important dans le processus et l'expérience des jeunes et ceux qui se chargent de l'apprentissage tout au long de la vie dans les universités partout en Europe. Assumons ce défi!

Nous essayons bien de reduire les despenses le plus possible afin les membres puissent savourer le goût d'Edinburg pendant son Festival International. Le logement sera fourni dans les chambres en-suite au campus agéable de l'université Heriot-Watt. Les details se trouvent sur le site-web de FEDORA.

The VIIth FEDORA Congress will take place in Edinburgh, political and cultural capital of Scotland, from Saturday 26th until Tuesday 29th August 2000. The theme will be:

***FEDORA 2000 - Fit for the Future:
Managing a Changing World***

You are warmly invited to join with FEDORA colleagues in shaping our future. The year 2000 is an important watershed for FEDORA as it looks to the future. Building on our achievements over the last decade and more, we prepare to meet the challenges that face us. Our discussions and recommendations will focus on how best to meet the demands of an increasingly diverse student population in the context of lifelong learning. We hope to make this millennium congress a real success as a springboard into the future.

Heriot-Watt University is our host and offers a unique stay on its campus situated in an area rich in natural beauty yet close to the heart of the city. What better place to discuss our important themes, to find time and a framework for exchanging experience and learning from one another. Interactive workshops and excellent opportunities for social relaxation will complement the contributions of our keynote speakers.

University counselling and guidance is taking on a more and more crucial role in the total educational experience of young people and those undertaking lifelong learning in Universities across Europe. Let us take on this challenge!

Every attempt is being made to keep the costs as low as possible so that delegates can also have a chance to taste the flavour of Edinburgh during its International Festival. Accommodation will be provided in en-suite bedrooms on the attractive campus of Heriot-Watt University. Further information on the FEDORA website.

Recherche de Diplômés sur Internet

Récemment, l'université de Rostock a inauguré la "La Bourse aux Diplômés sur Internet" (AbsolventenBörse im Internet) qui est le dernier projet du bureau de consultation générale d'études et du "Careers Service". Sous l'adresse:

www.absolventenboerse.de

les diplômés, les personnes ayant interrompu ou arrêté/abandonné les études, les diplômés/brevetés sans emploi ainsi qu'aux personnes changeant de voie professionnelle (parfois non-diplômés aussi) et de métier, peuvent se porter candidat à un emploi sur internet de manière auto-promotionnelle et sans chicanerie administrative. Les employeurs ont la possibilité de rechercher gratuitement de futurs employés compétents présentant le profil professionnel "sur mesure".

Grâce à des critères de recherche pouvant être auto-définis, les entreprises peuvent explorer la banque de données de candidatures qui est actualisée en continu, pour y trouver les futurs employés de leurs besoins. Le choix des différents critères est disponible sur trois plans de recherche. De tels critères de recherche sont entre autres filières, résultats des examens de fin d'études et/ou présence de permis de conduire, mais la dépouille de futures employés peut se faire aussi par le choix de sujets des thèses de fin d'études et/ou d'autres critères tels que séjours à l'étranger, connaissances de langues et/ou en matière d'informatique indiqués dans les documents de candidature.

Une autre possibilité de choisir les diplômés, offrent des numéros codés grâce auxquels on peut rechercher des candidats. Ces numéros chiffrés permettent l'ouverture de contacts aux candidats choisis et garantissent en même temps la protection des données. En outre, les données de chaque fois 10,

Fit for the Future A Chance for Graduates Applying On line

The University of Rostock offers a new tool for meeting the demands of graduates and employers: The "AbsolventenBörse" on the internet is the latest project of the Careers Service and was recently introduced to the academic world and to economy.

Presenting Graduates

University graduates, students with incomplete studies, people seeking new or alternate employment may apply easily and on their own initiative for jobs via internet using the project's web site:

www.absolventenboerse.de

The project is supported financially by the federal government and regional funding and part of the Students Counselling and Guidance & Careers Service at Rostock University (Germany).

Employers have the opportunity to use "tailor-made" search criteria to seek competent employees. Through self-defined search criteria, firms can match applicants with vacancies using up-to-date information. Three different search levels offer various criteria for selection of applicants. Such criteria could include academic qualifications, work experience, knowledge of computing as well as relevant topics such as foreign travel, foreign languages or the holding of driving licence.

Another possibility is the use of code numbers in the selection of applicants. These code-numbers offer the possibility to contact particular applicants while offering protection of data.

In addition the 10, 20 or 30 latest applicants can be grouped separately.

Hence the selection of candidates, who fit the employer's criteria can proceed in various ways. If an employer wishes to interview an applicant personally s/he can contact the Careers Service about it. The Careers Service will then inform the



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20 et 30 candidats respectivement les plus actuels, peuvent être affichés.

De cette façon, le choix des personnes à embaucher peut se faire suivant différentes variantes pour trouver les candidats dont les données correspondent bien au profil des mises au concours des places.

Le résultat d'une entrée de recherche réussie présente à l'employeur tous les diplômés dont le curriculum vitæ correspond aux exigences du profil de recherche prédéfini. Si l'employeur souhaite inviter l'un des candidats il s'adresse au "Careers Service". Le candidat plein de promesses sera immédiatement informé par E-Mail ou par téléphone pour pouvoir contacter son employeur potentiel. Après une rencontre de présentation, les deux parties décideront si une future coopération pourra être fructueuse.

Présentation de la Propre Entreprise

Pour les petites et moyennes entreprises notamment, l'autre offre de la "Bourse aux diplômés" est d'un grand intérêt. Grâce à l'entrée de données rapportées aux candidatures, les entreprises peuvent se présenter gratuitement dans l'internet:

Quelles personnes sont à contacter à l'entreprise? Quelles sont les qualifications attendues des candidats? L'entreprise, offre-t-elle p. ex. un stage intéressant? Quelles personnes sont présentes aux rencontres de présentation de candidature? A la recherche de leur futur employeur, les diplômés intéressés trouveront «online» la réponse à de telles questions et à bien d'autres encore en fonction du mode de présentation d'une entreprise. La "Bourse aux diplômés" s'entend comme promoteur de contacts entre université et industries. Par leurs offres, elle entre pour beaucoup dans le but de réunir diplômés des écoles supérieures et employeurs. Ainsi, pour les diplômés d'une part, la présentation sur internet de documents de candidature dont la valeur d'information est d'une haute qualité ainsi que pour les entreprises d'autre part, le choix qualifié de personnes au profil recherché et la

relevant applicant so an interview can be arranged.

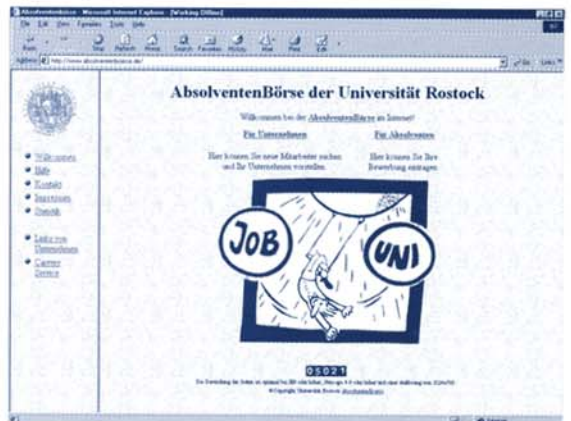
Presenting Firms

This service offered by the "AbsolventenBörse" is especially interesting for small to medium-sized companies. Free of charge, companies can present themselves via World Wide Web giving practical training offered.

These and other facts can then be viewed by interested applicants searching on line.

The "AbsolventenBörse" is a tool for establishing contacts between graduates and enterprises.

With the "AbsolventenBörse" the University of Rostock is moving to meet



the increasing demands of our competitive society and take responsibility for its graduates after leaving university.

These growing chances are offered to graduates and potential employers by using the internet.

possibilité de présentation, offrent à la fois aux deux parties, soient les employés et les employeurs, de bonnes chances moyennant le mass medium le plus innovateur des mass médias qu'est devenu l'internet.

Par son nouvel outil, la "Bourse aux diplômés", l'université de Rostock réagit aux exigences de la compétitivité accrue dans la société et assume de la manière une responsabilité prolongée au-delà de la fin d'études de ses anciens élèves. Le but en est de non seulement former le potentiel scientifique mais aussi de montrer aux jeunes diplômés les meilleures possibilités dans leur voie vers le marché de l'emploi. Et cela est profitable pour l'université aussi bien que pour les industries, les sciences et la société dans sa totalité.

Pour des raisons de simplification, les formes masculines impliquent celles féminines.

NewsLetter Prochain numéro/Next Issue

Any article - conceptual, research, or informative relevant to our work is welcome.

Tout article - concepts, recherche, information en rapport avec nos travail est bienvenue.

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FUTURE EVENTS

**VII FEDORA Congres - Edinburg
26-29 Août 2000**

Notez s'il vous plaît, que le VII ième Congres de FEDORA se trouvera a Edimbourg, la ville capitale d'Ecosse, de samedi 26 jusqu'à mardi 29 Août 2000. La date a été changée un peu pour permettre les membres de FEDORA qui le veulent, participer au Conférence IAEVG qui suit immédiatement à Berlin, alors notez les dates dans vos calendriers. Les details sont sur le FEDORA Website:

**VII FEDORA Congress - Edinburgh
26-29 August 2000**

Please note that the VIIth FEDORA Congress will take place in Edinburgh, the Capital City of Scotland, from Saturday 26th until Tuesday 29th August 2000. The date has been brought forward slightly to allow FEDORA members who wish to do so, also to attend the IAEVG Conference immediately afterwards in Berlin, so put the dates in your diary now. Further information can be found on the FEDORA Website:

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EmployAbility is an interactive on-line training package for students and graduates with disabilities. The package has Greek, Swedish and UK versions, each of which contain information specific to that country. The EmployAbility address is:

www.nrec.org.uk/employability

The project is carried out with the support of the European Community within the framework of the Leonardo da Vinci Programme and is a cooperation between the Centre for Research and Policy in Disability at Coventry University, Karlstad University, University of the Aegean, Zographou Municipal Enterprise of Development, Warwickshire Rural Enterprise Network, Skill (National Bureau for Students with Disabilities), and in association with the Swedish National Co-ordinator for Students with Disabilities.

Career Management

The career management part of the package consists of the following sub-themes:

- *employment rights and entitlements*
- *exploring your skills*
- *choosing an appropriate career*
- *job seeking*
- *selling yourself*
- *action planning.*

There will not be a detailed presentation of the sub-themes below, just a few interesting facts about Sweden.

Employment Rights and Entitlements

Employment rights and entitlements vary from one country to another. Recently Swedish Parliament passed a new act prohibiting discrimination against job applicants and employees with disabilities. The act entered into force on the 1st of May 1999.

Earlier there has only been work environment legislation stating, for instance, that a deaf employee must have access to a sign language interpreter for a minimum of 20 hours per month.

And secondly: in 1994 the Office of the Disability Ombudsman was established. The Ombudsman is to monitor the implementation of the UN Standard Rules, and to safeguard the rights and interests of people with disabilities in all areas of society and also, if necessary, take action in court.

The Ombudsman together with the Swedish disability organisations have held hearings and done a lot of lobbying in Parliament for the anti-discrimination act to be realized.

In 1998, 1236 complaints of discrimination were registered at the Office of the Disability Ombudsman, a 20 percent increase compared to 1997. To receive and act upon complaints concerning discrimination is one of the most important tasks of the Ombudsman, who is judicially and politically independent.

An example from the area of higher education: a young deaf woman applied to and was admitted to one of our private universities. When registering for her four-year-course of study her deafness became apparent and she was told that the university was not prepared to hire two sign language interpreters for her. The university could not afford it. This was one of the reasons for the Swedish Government to charge the Swedish National Agency for Higher Education to investigate the situation of students with disabilities and to analyse the future support needs of these students.

Under the heading Employment Rights and Entitlements of the package there's a compilation of laws and regulations and useful addresses in each country. It's not

only useful to graduates, but for everybody interested in disability matters.

A good idea is to direct employers to this part of the website. They could be informed of its existence by job-applicants or from CVs. In my opinion most employers are not well informed about their own rights or the rights of job applicants with disabilities or for that matter the rights of their employees with disabilities. This part of the EmployAbility package will give everybody a wonderful opportunity to learn more.

In 1996 the Swedish National Federation of Employers in cooperation with trade unions and disability organisations started a project called Equal Opportunities in order to obtain equal opportunities for disabled people in the labour market.

The Swedish University System - a few facts

There are 38 universities run by the state. Since 1993 I'm the national co-ordinator in matters concerning disabilities for these universities. Each university has also a local disability coordinator.

Swedish post-secondary education has always had as one of its characteristic features an element of national planning and regulation. But from 1993 a new Higher Education Act was implemented. In the new system, which this legislation introduced, the numbers enrolled and the allocation of financial support are influenced by student demand and also the achievements of the various university departments in terms of quality of courses and success rates of students. The reform has given greater autonomy to the universities with regard to admissions, organisation of study programmes, and use of resources.

From the perspective of students with disabilities there were some worrying aspects with regard to the change, particularly those relating to admissions and resource allocation. The past six years have shown, however, that the worries of the students and disability coordinators were unfounded. The numbers of students with disabilities at the

Swedish universities have rapidly increased by over 300 percent.

There are no student fees in Sweden. Higher education is free of charge. Students with disabilities - like other students - finance their studies through study loans and grants. The grant is a 25 percent non-repayable part of the study assistance system. It's a fundamental principle in Swedish higher education that all students who need help to finance their studies should receive assistance from the central government for this purpose.

Economically disadvantaged students, in the sense of individuals who cannot study because they lack means, do not exist in Sweden.

When looking for jobs, graduates with disabilities are recommended frequent visits to employment agencies. You can get a trial period of employment only at the state financed employment agencies. This trial period can be rather long, several years, and the agency pays 90 percent of your salary and social costs, it's called pay supplement.

In 1996 a study called Disabled University Graduates in the Job Market was published in Sweden. The aim of the study was to gather and disseminate information on the disabled graduates' chances in and experiences of the job market.

In 1998 as a result of the study, booklets were produced and sent to 20,000 Swedish employers to promote the chances of graduates with disabilities in getting gainful employment. The booklet is published in English on the website:

www.sb.su.se/akademi-handikapp

Furthermore, the study showed that 61 percent of the graduates had jobs: 46 percent had ordinary jobs and 15 percent had pay supplement jobs. It's appropriate to mention here that at that time over 13 percent of the total Swedish workforce was unemployed.

Networking is an important factor of career management in making and utilising contacts in order to promote oneself. This strategy is perhaps used more for career progression than for obtaining a first job.



One way of networking and getting useful contacts is to participate in what the Swedish universities call "Labour Market Days". Employers are invited or get themselves invited to the various career centres of the universities to inform about job opportunities and also to hire students/graduates. It's a very popular way for employers to meet their future employees and it's also very popular among the students.

Usually there's one company visiting the career centre in the morning and another one in the afternoon. First there will be a presentation in a lecture hall by somebody from the company and afterwards there will be time for personal questions and even interviews. If it's a popular firm, e.g. a media company, there will be a long line of students waiting for an interview with the staff from the company.

To disclose or not to disclose a disability when applying for a job?

The decision if and when to disclose a disability is entirely personal. It's a good idea to have thought about the issue and to have decided on a strategy how to approach this question in order to be in control of the situation.

Many people feel that their disability is not relevant to the job in question and consequently does not have to be mentioned. They also fear that if they disclose their disability in their CV or application form they will not get an interview at all - they will automatically be stereotyped as being different.

On the other hand, if the disability is visible and hasn't been mentioned, the employer may be surprised by this at the interview and this can mean that the disability is unnecessarily focused upon, which can detract interest, for instance, from what is said about the skills of the job applicant.

In the above study from 1996 the graduates with disabilities put forward suggestions for job applicants with disabilities. The almost unanimous message was: play it straight, disclose and accept your disability, set yourself

realistic goals, and don't compare yourself to people without disabilities.

Also to minimise discrimination the new anti-discrimination act from 1999 can be used. In Sweden you can take action against employers who discriminate against you by not considering your job application fairly, or dismissing you because of your disability, or failing to make reasonable adjustments to your workplace.

A National Survey

In 1994 a questionnaire was sent to all Swedish students with disabilities who were known to be having support from their universities. There was a good response with 77 percent returning the questionnaires. The questions were about opportunities for studying, the availability and nature of support, and the attitudes of teaching staff and fellow students.

The survey indicated that students with disabilities were older than their peers and that there was an almost equal balance of males and females. The students said that their main purpose in studying was to gain qualifications and find employment after graduation. This is confirmed by yet another very recent survey made by the National Agency for Higher Education. The results of the survey were published in January 2000.

Finally: *knowledge management* is a new topic of discussion for employers in Sweden. Knowledge management has been more or less neglected in the 1990's when many businesses have let very many people go and thus seriously mismanaged the knowledge factor. Businesses are lean today, not to say anorexic. Now it's argued that employers have let far too many employees go and that their businesses are suffering from a lack of experienced people. Perhaps we'll all benefit from the result of this discussion with fewer symptoms of stress if and when employers start rethinking and managing their most important source of knowledge and competence, viz. their employees.

Some of the facts above were presented at the EmployAbility Conference in London, November 8, 1999.

FIFTH FEDORA SUMMER UNIVERSITY CINQUIÈME UNIVERSITÉ D'ÉTÉ FEDORA

The New Millennium: A Skills Challenge for Higher Education

Le Nouveau Millénaire: Un défi aux nouvelles compétences

It is a pleasure for us, the local planning committee, to tell all FEDORA members that the fifth FEDORA Summer University held in a sunny Stockholm, August 12-16 1999, was a great success.

The exchange of experiences, the time for reflection and the opportunity to compare practices, methods and ways of working, all done in an interactive spirit, was found to be very stimulating.

A total of 105 FEDORA members and non-members from 18 different countries participated.

A booklet with the contributions of keynote speeches and workshops will be published shortly and distributed to all members, including a list of participants.

The study visit to the city of Uppsala and Uppsala University was very much

appreciated and so was the boat trip in the Stockholm archipelago, when we celebrated the millennium and the FEDORA tenth anniversary with an excellent dinner. During this excursion we also enjoyed the entertainment from every member state. A highlight to be remembered!

Many participants were overwhelmingly positive in the evaluations about the total outcome of the conference and of the whole event.

We want to thank everyone involved in the programme and all participants for making the extra work involved in planning the conference more than worthwhile!



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Tina Altonen,
Majken Wahlström,
Monica Svalfors
Organising Committee

Publications

FEDORA 2000 Guide - Etudes Complementaires en Europe

Vous devrez déjà avoir reçu votre copie personnelle de ce guide qui était produit pour les membres de FEDORA par les membres du Groupe de Travail 3ièmes Cycles. Supporté par Hobsons c'était possible d'envoyer à chaque membre une copie gratuite et plusieurs copies pour distribuer par les coordinateurs nationaux. De plus, Hobsons va circuler 18,000 copies de leur "International Education Casebook", qui comporte le Guide FEDORA, aux étudiants partout en Europe.

FEDORA 2000 Guide - Postgraduate Study in Europe

By now you should have received your personal copy of the above guide which has been produced for members of FEDORA by its Postgraduate Study Working Group. With the support of Hobsons it has been possible to send every member a free copy and national co-ordinators a small supply for further distribution. In addition Hobsons have also circulated 18,000 copies of their International Education Casebook, which includes the FEDORA Guide, to students throughout Europe.

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**Conference on Attachment and Separation
15th -17th of September 1999
Copenhagen, Denmark**

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As agreed in L'Aquila, the current focus of PSYCHE research lies on the concepts of Attachment and Separation. We as student counsellors have experienced concepts of attachment and separation to be a promising approach of looking at students and the general university environment. In September 1999, PSYCHE members and friends met for the presentation of theoretical or empirical projects and exchange of experiences on the matter.

From Wednesday to Friday, the 33 participants were offered 7 workshops focussing on Attachment and Separation. Topics of these workshops were "Living in a world of transition", "Considering the process of personal development", "University life and late adulthood", "Looking closer at special issues of the academic environment", "Focussing on the impact of attachment styles on interpersonal relationships", "Evaluation of effects of group psychotherapy" and "Identification and academic achievement". The key lecture on "Attachment theory and psychoanalysis convergencies and divergencies" was held by Prof. dr. phil. Siri Gullestad from Oslo. All workshops and lectures focussed on the application and practical consequences of the Attachment and Separation topic.

On Saturday, 18th of September, PSYCHE members met for the annual Business Meeting. Points of discussion were the up-dating of the address and contact list, the Newsletter on the Copenhagen Symposium, the publication

of the Copenhagen papers, future meetings and conferences, the establishment of the PSYCHE-Homepage, the set-up of a PSYCHE mail-base, conditions for a PSYCHE membership, general FEDORA issues and the FEDORA res in Edinburgh.

The brilliant organisation of the symposium by our colleagues Trine Fredtoft and Mette Bauer and their staff led to a very pleasant working atmosphere which was even reinforced by several evening events such as the visit of an exhibition. Words of thanks are equally directed to Declan Aherne and Peter Figge who are the organisers of the PSYCHE-research group: apart from staying in contact with all participants concerning possible questions about the papers and workshops they elaborated guidelines for the structure and contents of the papers and workshops.

As a result of the pleasant participation and interest of all participants in workshops and lectures the conference was a very successful treatment of the topic "Attachment and Separation". The realisation of our plan - to produce a special FEDORA- Newsletter on the results of the conference by spring 2000 - turned out to be a little bit more complicated than expected. Alternatively, we are hoping to release our papers on this topic later in the year either in form of a book or an electronic publication.

The Attachment and Separation topic within student counselling will definitely be taken up again at the FEDORA Congress in Edinburgh.

FEDORA Congress 2000

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