

Higher Education Development

BRAIN GAIN PROGRAM 2002-2011



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right to education

**BRAIN
GAIN
PROGRAM
2002-2011**

Success Stories

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TABLE OF CONTENTS

FOREWORDS

6	• Austrian Development Cooperation
7	• WUS Austria
8	1. PROJECT STAKEHOLDERS
8	1.1. Project Donor - Austrian Development Cooperation
9	1.2. Implementing Agency – World University Service Austria (WUS Austria)
10	2. PROJECT CONTEXT – SNAP SHOT OF WUS AUSTRIA’S BGP PROJECTS IN BOSNIA AND HERZEGOVINA
10	3. SUCCESS STORIES OF BGP PROJECTS BY GUEST LECTURERS AND HOST INSTITUTIONS
17	4. LETTER OF SUPPORT BY MINISTRY OF HUMAN RIGHTS AND REFUGEES IN BOSNIA AND HERZEGOVINA
21	5. CONCLUSION

Austrian Development Cooperation

Foreword by ADC

Austrian Development Cooperation has successfully been engaged in Bosnia and Herzegovina since 1992. As Bosnia and Herzegovina's development agenda is driven by the prospect of her future integration into the European Union, we have also supported our partners in their efforts to modernize the educational sector. The promotion of youth and making the sector relevant for the labor market were among the targets set. Austrian Development Cooperation assisted in the implementation of the Bologna process, participated in the development of a Quality Assurance System in Bosnia and Herzegovina and linked the country's institutions with relevant partners in Austria and the EU.

Good education and continued learning are necessary preconditions for young graduates to be successful in the national and international labor markets. Consequently Austrian Development Cooperation made particular efforts to support young people and, in doing so, cooperated with the World University Service Austria (WUS Austria) and the public universities in Bosnia and Herzegovina.

As the principle of ownership is important for us, Austrian Development Cooperation has involved the main stakeholders and beneficiaries in the design and implementation of program - and project - activities. This has contributed to sustainable institutional capacity development leading to improved results and facilitating the acceptance of recommendations at the policy level.

Now we stand at the beginning of a new era in our bilateral cooperation with Bosnia and Herzegovina. Both countries have agreed to a gradual phasing out of traditional development cooperation until the end of 2013. Ongoing programs will carefully be brought to a successful end and will be handed over to Bosnia and Herzegovina in 2013.



Ambassador Brigitte Öppinger-Walchshofer
Managing Director of Austrian Development Agency

We will encourage and support our partners to make increased use of existing alternative instruments of Austrian cooperation such as Business Partnerships, NGO co-operation, regional co-operation, EU Twinning and loan funding provided by the Oesterreichische Entwicklungsbank.

We are looking forward to many more years of fruitful cooperation between Austrian Development Cooperation and Bosnia and Herzegovina.



Foreword by WUS Austria

The Brain Gain Program is a project that has been implemented by the World University Service (WUS) Austria with the support of the Austrian Development Cooperation since 2002. The Brain Gain Program (BGP) was originally proposed by the academic community of BiH, especially by the former rector of the University of Sarajevo, Prof. Dr. Boris Tihi. The project aims at opening and enriching the higher education sector in Bosnia and Herzegovina, by inviting the emigrated academic staff from the region to provide courses which are not available at all the public universities in Bosnia and Herzegovina. The project was very much welcomed by the B-H universities.

The BGP project has become an important tool for strengthening the institutional cooperation between higher education institutions of Bosnia and Herzegovina and universities around the world from which the visiting professors come. This action also created space for cooperation on numerous other projects, including scientific research, exchange of lecturers and students, and the adoption of best practice in the field of applying the Bologna reforms.

Our expectation is that the potential and advantages offered by the BGP program will be recognized by the state structures of BiH. Such project is in the interest of the entire academic community, while the greatest benefits of it have the final beneficiaries themselves - the students. And it is for the students and staff-development of all public universities in BiH, that the continuation of the BGP is of utmost importance.

I also use this opportunity to publicly express my gratitude to, first of all, the Austrian Development Agency and its Austrian Development Cooperation fund, without whose help and support this project certainly would not have achieved the results all partners are so proud of. We owe gratitude to all the guest lecturers who have devoted their precious time to come to BiH, to fill



Professor Wolfgang Benedek, PhD Chairperson of WUS Austria

with their courses the gaps in the curriculum of BiH higher education institutions. The higher education institutions in BiH also deserve words of praise, because they recognized the possibilities of the BGP, and, by applying for the project, made the first step towards the implementation of the BGP.

Finally, I would like to thank the staff of WUS Austria for their coordination, communication with all stakeholders and for the successful implementation of the Brain Gain Program.

1. PROJECT STAKEHOLDERS

1.1. Project Donors - Austrian Development Cooperation

Austrian Development Cooperation

Austrian Development Cooperation promotes sustainable development by reducing poverty. Bilateral development cooperation concentrates on partner countries in Africa, Asia and Central America as well as in South Eastern and Eastern Europe.

In South Eastern Europe Austrian Development Cooperation supports countries in their social, economic and democratic development and helps them prepare for their accession to the European Union. The main priorities of cooperation with South Eastern Europe lie in the fields of business and employment, education, environment and the rule of law.

Austrian Development Cooperation with Bosnia and Herzegovina

By virtue of a shared history and intense institutional and economic relations, Austria has close ties with Bosnia and Herzegovina. Austria supports the country's convergence with Europe along with that of other countries in the region.

The bilateral agreement on technical cooperation between the Republic of Austria and Bosnia and Herzegovina signed on 4 November 2009 embodies the framework of cooperation between both countries. This strategy sets out Austria's approach towards rendering assistance to Bosnia and Herzegovina in the period of 2011–2013. The main objective is a well prepared and successful phasing out of bilateral programs of Austrian Development Cooperation. The priorities are education (higher education and vocational educational training), economic development and employment, as well as governance and gender as cross cutting issues. Ongoing programs will be carefully brought to a successful end and will be handed over to Bosnia and Herzegovina in 2013.

At the beginning of a new era in bilateral cooperation Austrian Development Cooperation will encourage and support the Bosnian and Herzegovinian partners to make increased use of existing alternative instruments of Austrian cooperation such as Business Partnerships, NGO co-operation, regional co-operation, EU Twinning and loan funding provided by the Oesterreichische Entwicklungsbank.

1.2. Implementing Agency - World University Service Austria WUS Austria



World University Service (WUS) is an association committed to the promotion of the human right to education based on academic freedom and university autonomy.

Since its establishment as a non-profit organization in Graz in 1983, WUS Austria has been working on the promotion of higher education (HE) in various countries all over the world. Since 1994, following the conflict in former Yugoslavia, WUS Austria has developed a regional focus on South Eastern Europe (SEE).

Through its continuing efforts in the field of HE in SEE, WUS Austria has been playing an integral part in the reconstruction and advancement process of HE in this region. Following the emergency and reconstruction phases in the 1990s, efforts concentrated on reforming the higher education system in the target countries, with particular emphasis on the Bologna Declaration. In the course of this process, the context of WUS Austria's activities shifted from one of construction to that of medium term EU-expansion, which now forms the framework of cooperation in the field of HE in SEE.

While higher education and South-East Europe remain at the center of WUS Austria's work, the organization is now looking to extend the scope and geographic focus of its services. This refers particularly to an enhanced knowledge transfer between universities, the business world and society at large, and to WUS Austria's efforts to revive its activities in Africa and Latin America.

Within the scope of these projects, WUS Austria cooperates above all with the Austrian Federal Ministry for European and International Affairs,

the Austrian Development Agency, the Austrian Ministry for Science and Research, the European Union and other (inter) national organizations, as well as with universities in SEE, Austria and the EU.

Since 1994, WUS Austria has been actively present in **Bosnian and Herzegovinian (BiH)** HE and a close collaborator of all BiH universities. The broad and positive acceptance of services and support offered by WUS Austria under the umbrella of the "Higher education support program" results from a) quality of services provided and the results achieved, and b) the fact that the WUS project meets a need.

During 17 years of close collaboration with BiH university institutions, WUS Austria has gained valuable insight into their problems and needs and has designed its programs of support accordingly. Through its programs, WUS Austria has been actively working on bridging regional-European and local-university policies and initiatives and in such a way attempting to bypass the negative consequences of lagging national legislation. WUS Austria's bottom up approach in defining education priorities for support and implementing its projects has proven to transcend political changes and is a very effective way of promoting and supporting university-wide changes. In the majority of cases, close collaboration with beneficiaries from project onset results in increased local ownership and sustainability of project outcomes.

2. PROJECT CONTEXT - SNAP SHOT OF WUS AUSTRIA'S BGP PROJECTS IN BOSNIA AND HERZEGOVINA

WUS Austria (World University Service – Austrian Committee) is non-governmental organization (NGO) that is directly supporting a reform of higher education in Bosnia and Herzegovina (B&H) through numerous projects financed by Austrian Development Cooperation (ADC) and activities. One of the very important projects for the development of higher education in B&H is BGP - Brain Gain Program.

The Brain Gain Program (BGP) is aimed at bringing professors, assistants or experts in relevant fields from former Yugoslavia back to the region by inviting them to teach as guest lecturers, participate in research and development, and mentor student theses at universities/faculties in Bosnia and Herzegovina.

BGP program is of a regional character and WUS Austria has been, thanks to its colleagues in Serbia, Montenegro and Kosovo, implementing all of the mentioned program's activities in the above stated neighbouring countries. It is often that visiting professors hold lectures in a number of countries in the region in the course of one semester, and hence, this fosters regional cooperation and linking of related institutions in the region.

The idea for BGP+ is based on facts that a great number of academic professors and staff left countries of Southeast Europe (SEE) for education, research and teaching in foreign countries, what led to the phenomenon of the 'Brain Drain'. They finished studies and specialization and afterwards, they worked at universities and similar institutions or became experts in different fields in countries all around the world. Through BGP, WUS gained plentiful experience and received significant reactions from universities and teachers that were engaged in this project. BGP is created with a goal to generally alleviate the impact of 'brain drain' at the universities in SEE region. Since year 2002, interest and demand for WUS Austria's BGP project have been increased constantly, that verifies that this project still fulfills the needs of BH universities.

3. SUCCESS STORIES OF BGP PROJECTS BY GUEST LECTURERS AND HOST INSTITUTIONS

The BGP and the corresponding project supported the development of Džemal Bijedić University in Mostar, especially its Faculty of Humanities a lot. In this very difficult situation the generous financial help from WUS was very important for the Faculty of Humanities.

During the implementation of the BGP project we organized the education process for many students who decided to study either the English language and the corresponding literature or the German language and literature written in German. So far we have successfully educated more than 120 English language teachers and more than 55 German teachers. The reasons for fewer German teachers are: a) we started German teaching a little later and b) there were fewer students who wanted to study German.

The education process and the corresponding teaching were realized as planned. So far three of our students have successfully defended their doctoral theses and three more are doing their research for writing their doctoral theses. Six of our students finished their master's degree papers and were awarded the master's degree, and six more students are in the process of writing their master's degree papers. At the Faculty of Humanities there are many students engaged in the process of researching different problems. We have also organized six seminars on Methodology in Foreign Language Teaching that were well attended. English and German teachers proved to be interested in getting important information on new trends concerning the Foreign Language Teaching Methodology.

The above facts show how valuable the mentioned generous financial help given by the Austrian Development Cooperation and projects implemented by WUS Austria was to the Faculty of Humanities in Mostar.

Mustafa Tanovic
New School University/USA

In three weeks of my presentation at the University of Bihac, the students became more familiar with the basics of molecular biology and its position in the industry and science today. I was delighted by the students' great interest in the matter, which they showed through active participation in the discussions during and after the lecture.

Above all, I want to mention the professional cooperation with the colleagues who provided the best conditions to make this event successful. Their helpfulness involved not only rescheduling of their own lectures but also preparation of necessary technical equipment.

A plenty of various constructive discussions inspired me and I became rich on new ideas. Because of that, and my wonderful experience at the University of Bihac, I wish to be able to come back again and develop some of those ideas in the future projects. I believe that would be a great opportunity and advantage for students in Bosnia and Herzegovina.

Emir Kulauzovic
Eberhard Karls University of Tübingen/ Germany



Lecture held by prof. dr Milena Stavric at the Faculty of Architecture and Civil Engineering, University of Banja Luka



Exhibition of students within the course Visualization and Modeling

After five years of participation in the Brain Gain Program, as a guest lecturer at the Faculty of Architecture and Civil Engineering at the University of Banja Luka, it is my pleasure to observe the remarkable development that took place at my host Faculty. Thanks to the project's longevity we managed to establish a modern teaching structure in geometry and digital media which led to 2 workshops resulting in exhibitions of students' works that will also be presented at the next CAD Future conference in Liege (www.agfbl.org/vim2/doghouse2009 and www.agfbl.org/vim2/box2010eng). Therefore, I would like to emphasize that this was possible only due to the long-term support by WUS and an extremely friendly and positive atmosphere at the University of Banja Luka.

Prof. Dr Milena Stavric
Institute for Architecture and Media, Faculty of Architecture
Graz University of Technology
Graz, Austria

With the financial support of the Austrian Development Cooperation, through the BGP program I stayed as the visiting professor of Civil Engineering at the Sarajevo University several times. Beside the lectures for the students on graduate and postgraduate studies, I held numerous scientific lectures almost every year for the last ten years for the broad geodetic audience in Bosnia and Herzegovina. Those lectures resulted in mentoring for more than thirty graduate works in the field of Satellite Geodesy and Modern methods of processing geodetic measures, two postgraduate works in the field of Satellite Geodesy and Geographic Informational Systems and two dissertations, out of which one is close to finishing and another is in progress.

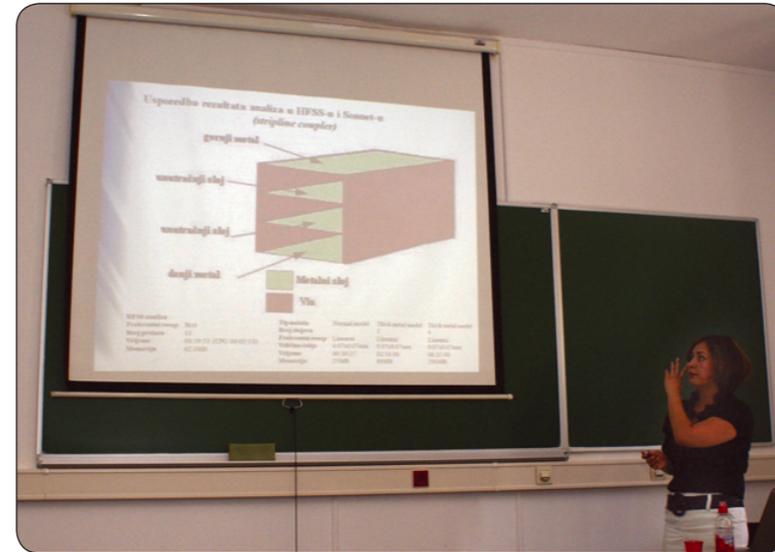
The students showed great interest in all lectures, and scientific curiosity and considerable knowledge in the field of mathematics. Beside the students, almost all teaching assistants from the Department of Geodesy attended the lectures. Visiting lectures contributed to the continuity of contacts with students and graduate students, so I receive e-mails on weekly basis with their requests for help and assistance in solving particular professional or scientific problems.

My opinion is that this type of cooperation has impacted positively the development of Sarajevo University and especially the Department of Geodesy at the Faculty of Civil Engineering. The joint cooperation should continue and improve with scientist exchange, joint scientific projects and student exchange.

*Prof. Dr.-Ing. Dr. Sc. Asim Bilajbegovic
University of Applied Sciences Dresden
Fakultät Geoinformation*

As a part of the Brain Gain Program in the last three years, I have had an opportunity to make multiple visits to the Faculty of Electrical Engineering of Sarajevo and to establish an academic cooperation to our mutual interest and benefit. The students learned both theoretical concepts as well as practical software tools necessary to model and simulate various RF components. The feedback was overwhelmingly positive. Some students expressed interest to do research under my guidance, triggering the Department's formal proposal for further academic cooperation.

Through a generous support of the Brain Gain Program, I had been given a chance to spend one full academic semester as a guest lecturer at the Department of Telecommunications. During this stay, a small research team had been established and a few research projects started. After a diligent work that span throughout the semester, this research resulted in three diploma theses, participation in an internationally reputable conference, and one paper published in a scientific journal. All this summarizes the level of success of this cooperation that would not have been possible without the continuous support of WUS Austria. It also proves a rich academic talent present in Bosnia that is to be discovered and further nurtured.



Sanja Medar Diploma Thesis; Mentor dr. Moamer Hasanovic

The Brain Gain Program became a very important factor in advancing the quality level of higher education in Bosnia and Herzegovina. The long-term presence of this program and the continuous support given to the internationally recognized academics make research projects sustainable and relevant in the local and regional academic community. As much as financial support is important for this project, so is the warm welcome and assistance given to the guest lecturers by the local WUS representatives stationed in Sarajevo and other offices in Bosnia. Keep up the good



dr. Moamer Hasanovic and students from Faculty of Electrical Engineering Sarajevo

work guys, with your help and assistance this academic activity turns into an enjoyable and memorable experience. As someone who is emotionally connected to Bosnia, and who is extremely interested in helping academic institutions in the region through my international academic expertise, I am very thankful to WUS Austria for the opportunity given. I hope that the Brain Gain Program will continue to exist in many years to come. Only a continuous and long-term support to the research activity makes it sustainable and relevant. I hope that WUS Austria shares the same thoughts as I do. I truly hope that relevant officials at WUS Austria will recognize the importance and opportunity that exists here to improve the academic process in Bosnia and Herzegovina through an excellent program. I am looking forward to continue being a part of this important and relevant project.

*Dr Moamer Hasanovic
Department of Electrical Engineering
L.C. Smith College of Engineering and Computer Science Syracuse University,
USA*

The establishment of this project was crucially important for the development of academic institutions in Bosnia in the post-war period. I personally participated several times in this project and delivered lectures at the University of Bihac, University of Sarajevo and University of Mostar.

The collaboration, which was established with the above mentioned institutions, was of crucial importance for the exchange of scientific ideas, introduction of new subjects in the academic programs, and for the participation in some joint research developments. The benefit for students was acquiring new knowledge, obtaining the information on the latest research developments, and refreshing scientific ideas, all in their native language.

From my point of view it would be very beneficial to continue with similar projects with the following goals:

- Invitations to the specialists from diaspora to give lectures, present their research results, to participate in MSc and PhD programs delivering short or long term courses at academic institutions in Bosnia, to organize joint scientific meeting, etc.
- Joint participation in MSc and PhD theses
- Student exchange
- Participation in joint scientific projects
- To involve all academic institutions in Bosnia and Herzegovina Strengthen the collaboration of academic institutions in Bosnia with diaspora

*Gordana Jovanovic Dolocek, PhD
Institute INAOE/Mexico*

Our cooperation with WUS Austria through the Brain Gain Program has been going on for the past eight years and during that time we have organized visits of Prof.Dr. Milomir Ninković, Prof.Dr. Nebojša Rajačić and Prof.Dr. Nenad Bukvić. This immensely significant project, funded by the Austrian Development Agency, has opened some new horizons for many young people. Thanks to it we were in capacity to invite renowned experts in genetics, molecular biology and reconstructive and

plastic surgery. Numerous contacts have been established, our young researchers gained new experience and we have established cooperation with universities at which our eminent scholars teach.

We seized this opportunity, so that thanks to the Brain Gain Programme we have organized both a part of theoretical lectures and practical and demonstrative parts, and our students have been able to get acquainted with some new methods that are used in treating patients. Our visiting professors' impressions about this program are excellent and they, just like us, their hosts, are impressed by the high professionalism and responsibility of the project coordinators, headed by Mr. Jasmin Hodžić.

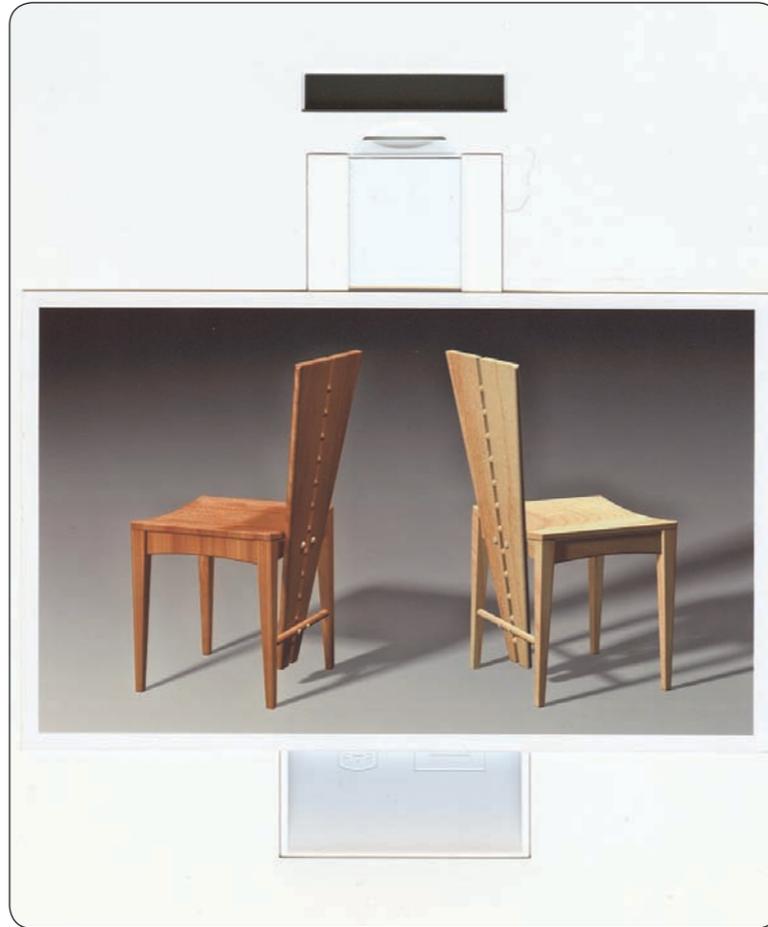
We find it necessary to continue with the Brain Gain Programme because it is a great opportunity to establish cooperation and benefit from the vast experience of our scientists who have never forgotten their country.

Drazen Eric
The University of East Sarajevo, Faculty of Medicine in Foca

In order to meet the requirements for the implementation of reforms in the field of university education, and for the purpose of coordination of higher education system with the European standards and the Bologna Declaration, we need project support.

One such project is the Brain Gain Program (BGP), the project that is aware of the current situation in the system of higher education in BiH and helps the academic community in our country to develop in line with the latest standards in higher education. This is facilitated by the fact that this kind of assistance in the implementation of the said reforms is in place. It is most certain that it should exist indeed; moreover we undoubtedly need new ways of ensuring the quality of the educational process in our country.

From the point of view of a person who has benefited from the BGP project assistance in improving the quality of the teaching process, I must say that the BGP project has met all the criteria and justified its role. With their great understanding and wholehearted assistance, the team members have always tried to find the best solution. The possibility of



Exhibition of students at Faculty of Technical Engineering, University of Bihać

engaging guest speakers, as well as mobility and internationalization of students are very important factors for BiH universities that want to accomplish world-class quality.

I think that the project should continue its work and therefore I give my full support to the BGP project implementation team, and I hope to continue the cooperation which has proved very successful so far. I sincerely



Exhibition of students at Faculty of Technical Engineering, University of Bihać

wish our students and younger generations of scientists to acquire the necessary knowledge and lead our country, Bosnia and Herzegovina, to a better and brighter future.

Anita Ibukić, Academic Product Designer
Faculty of Technical Engineering, University of Bihać

For the Faculty of Information Technology, Džemal Bijedić University in Mostar, the Brain Gain Programme has been extremely helpful and has significantly contributed to the efforts being made by the Faculty to increase the quality of the teaching process. It helped us renew contacts and improve cooperation with some of the professors who originate from BiH and had previously worked at the Džemal Bijedić University but are presently employed at institutions of higher education in different countries of the world. Through this programme we have also established cooperation with some institutions of higher education in Austria and the results of this cooperation were exchanges of teaching staff, exchanges of students and work on joint projects. This means that not only were the primary goals of the BGP achieved, but this programme also created opportunities for further development of cooperation.

The outcomes of the BGP programme, namely the lectures given by various professors who came to our Faculty through the BGP, were positively evaluated by the students. These visits were also very useful for the teaching staff of our Faculty, since for them this was the opportunity to broaden their knowledge and acquire new teaching skills.

In our opinion, the BGP is a very well structured programme. The idea and concept of the programme are in accordance with the needs and requirements of the higher-education community in Bosnia and Herzegovina in terms of finding a way to resolve the problem of insufficient number of highly professional teaching staff. Furthermore, we find the BGP as a kind of an initial motivator for the teaching staff who originate from Bosnia but currently work abroad, to consider the possibilities of coming back to BiH, either on short-term or even long-term basis.

Therefore, we think that the BGP is a programme with an excellent idea which is greatly beneficial for the higher-education community in BiH.

Iris Memic
*Faculty of Information Technology
 Džemal Bijedić University in Mostar*

The Brain Gain Program was very important for the Faculty of Architecture and Civil Engineering in Banja Luka for a number of reasons, primarily for the teaching methods used in the classroom by the guest lecturer Professor Milena Stavrić. As a result, a new learning approach, learning by doing, was introduced. Over the last three years, the concept of workshop has been used in the teaching practice, which has been met with enthusiasm not only by the students, as it facilitates the acquisition and mastering of methods of digital design, but also by our fellow assistants teaching other courses, who share the opinion that students are better prepared for the subsequent courses after taking part in the workshops.

Owing to Professor Stavrić, descriptive geometry is now taught using contemporary teaching methods, based on a compendium of problems she authored in cooperation with the teaching assistants of the Faculty of Architecture and Civil Engineering in Banja Luka and a set of dynamic animation problems that students can tackle at home. Professor Stavrić and the local teaching assistants also jointly authored several research papers. The international experience which Prof. Stavrić generously shared with us, gained in Austria and at international conferences, has most certainly been extremely relevant for our relatively new and young academic community, helping the local faculty to take the right course in terms of their research preferences, indispensable for our development and sustainability.

*Dragana Stokić and Maja Ilić,
Teaching Assistants,
Faculty of Architecture and Civil Engineering, University of Banja Luka*

First of all allow me to say a few words about the Department of Geodesy at the Faculty of Civil Engineering, University of Sarajevo and about difficulties we experience in organizing and maintaining regular lectures. Since its establishment in 1973, the Department of Geodesy (as one of four Departments at the Faculty of Civil Engineering in Sarajevo, established in 1949), has been a unique institution educating professionals in the field of geodesy and surveying. Unfortunately, due to the war in Bosnia and Herzegovina, the Department of Geodesy has lost most of its professors, partly because some of them passed away, and some desired to work at other institutions and in other countries.

The poster is for the WUS Austria-Brain Gain Program. It is titled 'Univerzitet u Sarajevu Prirodno-matematički fakultet Sarajevo WUS AUSTRIA-BRAIN GAIN PROGRAM'. The main heading is 'AKTIVNO UČENJE U FIZICI I HEMIJI - 3. DIO'. Below this, it says 'Kratki kurs koji će održati gostujući profesor dr. sc. Josip Sliško' and 'Benemérita Universidad Autónoma de Puebla, Puebla, México'. The program is divided into two main sections: 'PROGRAM PREDAVANJA' and 'PROGRAM RADIONICE'. Under 'PROGRAM PREDAVANJA', there are two items: 1. 'Da li je moguća univerzitetska nastava bez predavanja profesora?' on Monday, 25.04.2011, and 2. 'Upotreba video materijala u srednjoškolskoj nastavi fizike i hemije za promociju aktivnog učenja' on Thursday, 05.05.2011. Under 'PROGRAM RADIONICE', there are three items: 1. 'Principi dizajna i realizacije probnih istraživačkih projekata' on Tuesday, 26.04.2011; 2. 'Primjeri malih istraživačkih projekata u fizici' on Wednesday, 27.04.2011; and 3. 'Primjeri malih istraživačkih projekata u hemiji' on Wednesday, 04.05.2011. The poster also includes logos for PMF, wusaustria, and NHF, and dates for the events: 25.-27. april/travanj and 4.-6. maj/svibanj, 2011.

Announcement for guest lectures by Josip Sliško, PhD held at Faculty of Science University of Sarajevo

I am emphasizing here that the study of geodesy and surveying is a very expensive program which requires costly laboratories, instruments, computers and software. In the early years of the establishment of WUS Austria Office in Sarajevo, we benefited from a variety of WUS Austria

programs to procure the equipment necessary for teaching and laboratory work. We also used the opportunity of the "One Month Study Visits" program to send our assistants to TU Vienna and TU Graz to attend their programs. So far, we have used the benefits and established a good relationships and very good cooperation with these universities.

From this collaboration and cooperation, the idea emerged naturally that professors from these institutions should come to Sarajevo and give lectures as visiting professors at our Department. The BGP project of WUS Austria was the perfect opportunity to assist the implementation of this idea.

The BGP project has made a great contribution to the establishment of good cooperation with universities in Austria and Germany. Without the support provided by the WUS Austria's BGP project, the organization of lectures of a satisfactory quality would have been impossible. With the support from the BGP, the courses and curricula at the Department of Geodesy in Sarajevo were rated by our visiting professors from Ljubljana as world-class. The BGP program provided the main financial support for visits of the guest professors. The BGP project is of an immense importance for the establishment of international cooperation in the field of geodesy in general, and especially in establishing good relations with universities TU Graz and TU Vienna.

We would like to extend our thanks and gratitude to the kind and friendly staff of the WUS Austria Office in Sarajevo. It was a pleasure to cooperate with them. The Department of Geodesy owes special gratitude to the honorable founders of WUS Austria Sarajevo Office: Prof. Dr. Wolfgang Benedek and Prof. Dr. Faruk Selesković. To the former, for the humanism and committed work he demonstrated. To the latter, for establishing the WUS Austria Office during the time when he was the Rector of Sarajevo University and the most difficult period for his city and country, Sarajevo, Bosnia and Herzegovina. Without their visions and extraordinary altruism it would have been impossible to use all the benefits I am writing about at this occasion.

*Medžida Mulić
Faculty of Civil Engineering, University of Sarajevo*

4. LETTER OF SUPPORT BY MINISTRY FOR HUMAN RIGHTS AND REFUGEES OF BOSNIA AND HERZEGOVINA

The Ministry for Human Rights and Refugees of Bosnia and Herzegovina, within its area of responsibility focused on diaspora, fully supports the WUS' Project 'Brain Gain Program' (hereinafter: the BGP) implemented within the programme of support for the reform of higher education in BiH. This kind of support to the BiH universities, for which funds were donated by the Austrian Development Agency, is considered by the Ministry to be a very important long-term investment in the area of systemic use of BiH scientific diaspora's development potential. Contacts and cooperation maintained by the Department for Diaspora with the representatives of BiH scientific diaspora clearly indicate that they appreciate very much the opportunities offered to them through the BGP. BiH scientific diaspora is indeed willing to support the development of higher education, research and development activities in Bosnia and Herzegovina, as indicated, inter alia, by their participation in the BGP and in the projects implemented by the Department for Diaspora, as well as in other projects implemented by the individuals and organizations from BiH diaspora.

The Ministry hopes that potential donors will recognize the importance of the BGP project because of its undoubted long-term importance for the overall development of Bosnia and Herzegovina.

*Dr. Safet Halilović
Ministry for Human Rights and Refugees of BiH*

Overview of all BGP guest lecturers 2002 - 2011

Guest Lecturer	Hosting Institution	Home Institution	Subject of the Course	Period of Lecture (Year)	e-mail
Sefik Muhic	Technical Faculty/University of Bihac	Technical University of Bronshoj/Denmark	Global Trends; A place of BH at the Global Processes	2003	muhic@tdcadst.dk
Asim Bilajbegovic	Faculty of Civil Engineering/University of Sarajevo	University of Applied Sciences Dresden/Germany	Physical Geodesy, Satellite Geodesy	2003-2010	bilajbegovic@htw-dresden.de
Adnan Ibrahimbegovic	Faculty of Civil Engineering/University of Sarajevo	Ecole Normale Supérieure de Cachan, Paris/France	Theory of Structures	2003-2011	ai@imlens-cachan.fr
Jovan Mitrovic	Faculty of Mechanical Engineering/University of Banja Luka	University of Paderborn/Germany	Energy Facilities and Rational Use of Energy	2003, 2004	jovan.mitrovic@vluupb.de
Mustafa Tanovic	Faculty of Humanities/University Dzemal Bijedic in Mostar	New School University/USA	English Morphology	2003-2010	mtanovic@hotmail.com
Dinko Tuhtar	Faculty of Civil Engineering/University of Sarajevo	BOMA - Environmental and Safety Inc./Canada	Water Chemistry and Biology	2003-2006	info@bomaes.ca
Nenad Bukvic	Faculty of Medicine/University of East Sarajevo	Facolta di Medicina e Chirurgia	Genetic Prenatal Diagnostic Procedures	2003, 2004	nenadbukvic@virgilio.it
Sabina Semiz	Faculty of Dentistry/University of Sarajevo	University of Massachusetts, Medical School/USA	Biochemistry of Drugs	2003, 2005, 2007	sabina.semiz@umassmed.edu
Emir Veledar	University Dzemal Bijedic in Mostar/Faculty of Information Technology	Emory University School of Medicine/USA	Databases	2003, 2004, 2006, 2009	eveleda@emory.edu
Branko Pikula	Faculty of Medicine/University of Sarajevo	University of Vienna, Medical Faculty/Austria	Morphology in Science and Practice	2003	N/A
Hasan Cizmiz	Technical Faculty/University of Bihac	Hcom Ltd, London UK	High Capacity Optical Systems	2003, 2006, 2007, 2008, 2009, 2010	hasan_cizmiz@msn.com
Sonja Sijak-Yakovlev	Faculty of Science/University of Sarajevo	University of Paris/France	Molecular Cytogenetics	2003, 2005	sonia.yakovlev@ese.upsud.fr
Mladen Jadric	Faculty of Architecture/University of Sarajevo	Technical University of Vienna/Austria	Use of Modern Materials and Technology in Architecture	2003	ateljier@jadricarchitects.com
Mladen Kezunovic	Faculty of Electrical Engineering/University of Sarajevo	Texas A&M University/USA	Future Communications Needs in Power Utilities	2003	kezunov@ee.tamu.edu
Edvin Dervisevic	Faculty of Sport/University of Sarajevo	University of Ljubljana, Faculty of Sport/Slovenia	Sport Medicine	2004	edvin.dervisevic@guest.arnes.si
Snjezana Martinovic	Faculty of Humanities/University Dzemal Bijedic in Mostar	Artist/Slovenia	Modern Theatre	2003	N/A
Kemal Hanjalic	Faculty of Mechanical Engineering/University of Sarajevo	University of Rome La Sapienza/Italy	Advanced Fluid Dynamics	2004-2010	hanjalic@ws.tn.judeff.it
Maria Natalia Stagl	Faculty of Humanities/University Dzemal Bijedic in Mostar	Fonds zur Foerderung der Wissenschaftlichen/Austria	German Language and Serbian and Croatian literature	2004, 2005	nataliastagl@hotmail.com
Heribert Kahmen	Faculty of Civil Engineering/University of Sarajevo	Technical University of Vienna/Austria	Engineering Geodesy II	2004, 2008, 2009, 2010	heribert.kahmen@tuwien.ac.at
Mugdim Bublin	Faculty of Transportation and Communication/University of Sarajevo	Siemens AG/Austria	Modern Mobile Communications: GPRS, EDGE, UMTS, 4G	2004, 2011	mugdim.bublin@siemens.com
Semira Galijasevic	Faculty of Science/University of Sarajevo	Wayne State University/USA	Peroxidase	2003	sgalijas@med.wayne.edu
Salih Teskeredzic	Technical Faculty/University of Bihac	free-lancer/Austria	Contemporary Design	2004-2010	teskeredzic@s-one.at
Nebojsa Rajacic	Faculty of Medicine/University of East Sarajevo	Kuwait University, Faculty of Medicine/Kuwait	Surgical Flaps	2004	nebojsa@hsc.kuivied.kw
Wolfgang Wiesmueller	Faculty of Philosophy/University of Sarajevo	University of Innsbruck/Austria	Hegel Theory	2004	wolfgang.wiesmueller@uibk.ac.at
Reuben Eldar	School of Medicine/University of Mostar	Loevestein Hospital for Medical rehabilitation in Raanana/Israel	Medical Care	2004-2007	eldrub@netvision.net.il
Ralf Vollmann	Faculty of Humanities/University Dzemal Bijedic in Mostar	University of Graz, Institute of Linguistics/Austria	Syntax and Lexicology	2004, 2005	ralf.vollmann@uni-graz.at
Rainer Ramharter	Agromediterranean Faculty/University Dzemal Bijedic in Mostar	University of Vienna, Faculty of Agriculture/Austria	Mechanization in Agriculture and Greenhouse Construction	2004	ramharter@mail.boku.ac.at
Vesna Cajic	Agromediterranean Faculty/University Dzemal Bijedic in Mostar	University of Vienna, Faculty of Agriculture/Austria	Usage of Meteorology Methods in Estimate of Agriculture Crops	2004	cajic@tomado.boku.ac.at
Armin Halilovic	Faculty of Science/University of Tuzla	Kungl tekniska Hogskola/Sweden	Introduction to Queuing Theory and Queuing Systems	2004	armin@syd.kth.se
Mustafa Kulenovic	Faculty of Science/University of Tuzla	University of Rhode Island/USA	Difference Equations	2004, 2008	kulenm@math.uri.edu
Jagoda Juric Kappel	Faculty of Humanities/University Dzemal Bijedic in Mostar	Institut fur Slavistik/Austria	History of Language - Language of Medieval Bosnia	2004	jagoda.kappel@univie.ac.at

Guest Lecturer	Hosting Institution	Home Institution	Subject of the Course	Period of Lecture (Year)	e-mail
Tarik Borogovac	University Dzemal Bijedic in Mostar/Faculty of Information Technology	Boston University/USA	Communication Technology	2004	tarikb@bu.edu
Gordana Jovanovic Doloczek	Technical Faculty/University of Bihac	Instituto Nacional de Astrofisica/Mexico	Design of Digital Filters using MATLAB	2004-2010	gordana@inaeop.mx
Zdravko Galic	Faculty of Civil Engineering/University of Sarajevo	GISquadrat AG/Austria	Theory of Adjustment	2005, 2006	galic@gisquadrat.com
Herta Nagl Docekal	Faculty of Philosophy/University of Sarajevo	University of Vienna/Austria	Philosophy of Postmodernism	2005	herta.nagl@univie.ac.at
Ludwig Nagl	Faculty of Philosophy/University of Sarajevo	University of Vienna/Austria	Philosophy of the Religion	2005	ludwig.nagl@univie.ac.at
Ivan Vukorep	Faculty of Agricultural/University of Sarajevo	University of Gottingen/Germany	Ecological Aspect of Organic Mater Subject	2005, 2006	vukorep@gmx.de
Richard Maerz	Faculty of Medicine/University of East Sarajevo	University of Vienna/Austria	Biochemistry of Muscle Contraction	2005	richard.maerz@medunivie.ac.at
Vladimir Zura	Faculty of Dentistry/University of Sarajevo	Academy of Postgraduated Study in Karlsruhe/Germany	Specialist of Orthodontics	2005	N/A
Sahza Hatibovic Kofman	Faculty of Dentistry/University of Sarajevo	University of Western Ontario/Canada	Paediatric Dentistry	2005, 2009	sahza.kofman@fmd.uwo.ca
Ahmed Kovacevic	Faculty of Science/University of Tuzla	City University London/UK	CAD & CAM Systems	2005-2007	a.kovacevic@city.ac.uk
Dzevad Karahasan	Faculty of Humanities/University Dzemal Bijedic in Mostar	University of Salzburg/Austria	History of Drama	2005	graz.stadtschreiber@aon.at
Klaus Seewald	Academy of Performing Arts/University of Sarajevo	Free lance/Austria	The Application of Indian Martial Arts in Performance	2005	seewald@theatrasou.at
Zoran Djeric	Academy of Arts/University of Banja Luka	University of Lodz/Poland	The History of World Drama and Theatre	2005	zordje@kryslia.uni.lodz.pl
Slobodan Bijeljic	Academy of Arts/University of Banja Luka	Free Artist/France	Visual Perception	2005	bijeljic2@free.fr
Hans Hiebel	Faculty of Humanities/University Dzemal Bijedic in Mostar	Karl Franzens University of Graz/Austria	German Literature	2005, 2007	hans.hiebel@fungraz.ac.at
Milena Stavric	Faculty of Architecture and Civil Engineering/University of Banja Luka	Graz University of Technology/Austria	Visualization and Modelling 1	2005-2011	mstavric@tugraz.at
Redzep Jelacic	Faculty of Mechanical Engineering/University of Sarajevo	Civil Engineer/Belgium	Machine Tools	2005	jelacic@sadef.be
Danilo Mandic	Faculty of Electrical Engineering/University of Banja Luka	Imperial College London/UK	Machine Learning for Signal Processing	2006	d.mandic@imperial.ac.uk
Mehmed Kantardzic	Faculty of Science/University of Tuzla	University of Louisville/USA	Artificial Intelligence	2005	mmkant01@louisville.edu
Mirsad Kulovic	Technical Faculty/University of Bihac	Tennessee Department of Transportation/USA	Intelligent Transportation Systems	2006	mirsad.kulovic@state.tn.us
Dragan Klaić	Academy of Performing Arts/University of Sarajevo	Leiden University/The Netherlands	Contextual Theatre	2006	balakla@xs4all.nl
Abdel Isakovic	Faculty of Science/University of Sarajevo	Cornell University/USA	The Hunt for Spin Transistor	2006	ai48@cornell.edu
Peter Kampits	Faculty of Philosophy/University of Sarajevo	University of Vienna, Faculty of Philosophy/Austria	History of Philosophy	2006	peter.kampits@univie.ac.at
Sead Spuzic	Faculty of Metallurgy and Materials/University of Zenica	University of South Australia/Australia	Interdisciplinary Manufacture	2006	sead.spuzic@gmail.com
Charlotte Natmessing	Faculty of Philosophy/University of Sarajevo	University of Vienna, Faculty of Economics and Business Administration/Austria	Historical Perspective re-check of Cultural Values in the Modern World	2006	charlotte.natmessing@wu-wien.ac.at
Robert Kirmeier	Faculty of Dentistry/University of Sarajevo	University of Graz, Faculty of Dental Medicine/Austria	Recent Concepts in Endodontic Microsurgery	2006	robert.kirmeier@gmx.de
Michael Schmidts	Faculty of Medicine/University of Banja Luka	Medical University of Vienna/Austria	Examination System Reform - New Assessment Methodology	2006	michael.schmidts@medunivie.ac.at
Mladen Kufinec	Faculty of Dentistry/University of Sarajevo	University of New York/USA	Interactive Self-ligation System	2007	mkufinec@aol.com
Mladen Ovadija	Academy of Performing Arts/University of Sarajevo	University of Toronto/Canada	Radiophonic Dramaturgy	2007, 2009, 2011	ovadijam@hotmail.com
Milomir Ninkovic	Faculty of Medicine/University of East Sarajevo	Technical University Munich/Germany	Burns, Treatment of Burns	2006, 2008	milomir.ninkovic@kh-bogenhausen.de
Josip Slisko	Faculty of Science/University of Sarajevo	Benemerita Universidad Autonoma de Puebla/Mexico	Active Science Learning at the University	2007, 2010, 2011	jslisko@cfm.buap.mx

Guest Lecturer	Hosting Institution	Home Institution	Subject of the Course	Period of Lecture (Year)	e-mail
Samir Osancevic	Faculty of Philosophy/University of Banja Luka	Faculty of Philosophy/University of Graz/Austria	History of Philosophy	2006-2011	samir.osancevic@uni-graz.at
Birgit Sauer	Centre for Interdisciplinary Postgraduate Studies/University of Sarajevo	University of Vienna/Austria	Gender as the Category of Social Sciences	2006	birgit.sauer@univie.ac.at
Rasid Duric	Faculty of Pedagogy/University of Bihac	Ruhr University Bochum/Germany	Bosnian Letter's	2006, 2007	duricrasid@web.de
Kresimir Frankic	Faculty of Civil Engineering/University of Sarajevo	British Columbia Institute of Technology/Canada	Theory of Adjustment; Engineering Geodesy; Mathematical Cartography	2007, 2009	kfrankic@inet.hr
Ewald Graif	University Dzemal Bijedic in Mostar/Faculty of Information Technology	University of Applied Sciences FH JOANNEUM, Graz/Austria	Security and Protection of Information Systems	2007-2010	ewald.graif@fh-joanneum.at
Olivera Simic	Center for Interdisciplinary Postgraduate Studies/University of Sarajevo	University of Melbourne/Australia	Introduction to Gender and Peace Building	2007-2010	o.simic@pgrad.unimelb.edu.au
Moamer Hasanovic	University of Sarajevo/Faculty of Electrical Engineering	L.C. Smith College of Engineering and Computer Science	Practical Design of Microwave Planar Antennas	2007-2011	mhasanov@syrr.edu
Igor Smid	Academy of Performing Arts/University of Sarajevo	Academy of Theatre, Radio, Film and Television/Ljubljana/Slovenia	Theatre, Film and TV for Children and Youth	2007, 2009, 2011	igor.smid@questarnes.si
Branko Tosovic	Faculty of Humanities/University Dzemal Bijedic in Mostar	Karl Franzens University Graz/Institute for Slavistics	Distinction among Bosnian, Croatian, Serbian language	2007, 2009	branko.tosovic@uni-graz.at
Hermann Scheuringer	Faculty of Philosophy/University of Mostar	Institute for Germanistic/University of Vienna	German Syntax	2008, 2010	hermann.scheuringer@univie.ac.at
Eldin Karaikovic	Faculty of Medicine/University of Sarajevo	Northwestern University Feinberg School of Medicine/USA	Contemporary Diagnostic and Therapeutic Procedures for Treatment of the Degenerative Conditions and Thoracolumbar Spine	2008	ekaraikovic@northshore.com
Ivan Damjanov	School of Medicine/University of Sarajevo	The University of Kansas/School of Medicine/USA	Tumors of Hemopoietic System - Lymphoma	2009	idamjano@kumc.edu
Branko Katalinic	Faculty of Mechanical Engineering/University of Sarajevo	Technical University of Vienna	Quo Vadis Homo Technicus?	2009	katalinic@mail.tuwien.ac.at
Majda Becirevic	University of Sarajevo/Faculty of Political Science	The Open University/Faculty of Health and Social Care/UK	Comparative Systems of Social Policy	2009	m.becirevic@open.ac.uk
Zerina Jasarevic	University of Sarajevo/Faculty of Medicine	University of Lehenkrankhaus Feldkirch/University of Innsbruck/Austria	Organization and Aspects of Modern Pathology Laboratory and Diagnostic	2009	zerina.jasarevic@kfh.at
Amila Orucevic	University of Sarajevo/Faculty of Medicine	University of Tennessee/School of Medicine/USA	Cellular Pathology	2009	aorucevic@pathgroup.com
Michael Murkovic	University of Sarajevo/Faculty of Agriculture and Food Sciences	Technische Universität Graz/Austria	Food Safety	2010	michaelmurkovic@tugraz.at
Nedad Memic	Faculty of Humanities/University Dzemal Bijedic in Mostar	Twist Zeitschriften Verlag GmbH, Vienna	Phonetics of the German Language	2009, 2010	nenad_memic@gmail.com
Emir Haxhija	Medical Faculty/University of Sarajevo	Medical University Graz7Austria	Intussusception in Children	2010	emirhaxhija@medunigraz.at
Emir Kulauzovic	Technical Faculty/University of Bihac	Eberhard Karls University of Tübingen/Germany	Introduction to Microbiology	2010	emirkulauzovic@med.uni-tuebingen
Izudin Dugic	Faculty of Metallurgy and Materials Science	Faculty of Science and Technology/Vaxjo/Sweden	The Mechanisms of Metal Expansion Penetration	2010	izudin.dugic@lnu.se
Senail Sivro	Medical Faculty/University of Sarajevo	University of Amsterdam/Holand	Pediatric Endoscopic Surgery	2010	sivro@planet.nl
Ismir Bradic	Faculty of Science/University of Sarajevo	University of Trier/Germany	Tourism Destination Management	2010	bradic@un-trier.de
Ana Devic	Center for Interdisciplinary Postgraduate Studies/University of Sarajevo	University of Glasgow/Scotland	Gendered Perspectives on Citizenship	2010	ana.devic@bss.gla.ac.uk
Aden Hodzic	University of Sarajevo/Faculty of Agriculture	Research Center Pharmaceutical Engineering GmbH, Graz/Austria	Nanotechnology	2010	aden.hodzic@tugraz.at
Admir Masic	University of Sarajevo/Faculty of Agriculture	Max Plank Institute of Colloids and Interfaces/Germany	Nanotechnology	2010	admir.masic@mping.mpg.de
Nirvana Pistoljevic	University of Sarajevo/Faculty of Philosophy	Colombia University/Teachers College/USA	Special Pedagogy	2011	nirvana.pistoljevic@gmail.com
Erich Leitner	University of Sarajevo/Faculty of Agriculture	Institute of Analytical Chemistry and Food Chemistry	Aromas and Substance of Aromas	2011	erich.leitner@tugraz.at

5. CONCLUSION

Thanks to the support of the Austrian Development Cooperation (ADC), in the past 10 years, throughout the Brain Gain Program WUS Austria has implemented 214 guest lectures at all 8 public universities in BiH in which 90 lecturers took participation.

The need for such a project proved to be justified in the first year of implementation. Namely, the fact that after the war ended in BiH the number of academic staff at universities has declined rapidly was the starting point to launch an initiative for the implementation of a project with the aim to connect the emigrated teaching staff with the local higher education institutions. As a result of such initiative the BGP program was developed, and thanks to the financial support of the ADC it is present in all scientific disciplines in BiH. The fact that every year the WUS Austria Sarajevo office receives an increasing number of applications by higher education institutions that show interest, vividly demonstrates that the need for BGP program is actual and constant.

Cooperation between the lecturers and higher education institutions in BiH in most cases did not terminate with the end of lectures organized as a component of the BGP program. Products of such cooperation are also the joint work on curriculum changes, transfer of experiences from lecturers' home institutions and long-term collaboration between visiting lecturers and universities in BiH.

Comments from the visiting lecturers, institutions where they held their lectures, and above all students as end beneficiaries of the project, give us the right to feel extremely proud. A substantial number of guest lectures organized within the BGP program resulted in students' exhibitions, presentation of student projects, defense of diploma and master theses mentored by the guest lecturers.

We are extremely proud of our cooperation with the Ministry of Human Rights and Refugees BiH and we hope that our exchange of experience, knowledge and activities will yield fruitful and successful joint projects in the future.



Finally we wish to express our gratitude to all participants in the BGP project: all 90 guest lecturers who have dedicated their time to bring the higher education in the communities they come from closer to the students and lecturers from BiH; to all higher education institutions which have submitted applications for the BGP program and which have hosted the lecturers and tried hard to make them feel as if they were at their home institutions; to students across BiH who made it possible with their presence and participation in interactive lectures that the BGP program remains recognized at universities in BiH as an instrument facilitating the exchange of lecturers, opinions and views in all scientific fields; and, of course, all participants in the project wish to express their deepest gratitude to the Austrian Development Cooperation (ADC) for their generous financial support without which all of the above would have impossible to accomplish.

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who we are...

World University Service (WUS) Austria is a politically independent, non-governmental organization committed to the promotion of the human right to education on the basis of academic freedom and university autonomy.

Since its establishment in Graz in 1983, WUS Austria has been working on the promotion of this aim in various countries all over the world. Today the organization has a strong regional focus on the countries of South-Eastern Europe. While this area remains at the centre of WUS Austria's work, the organization is now transferring its knowledge and experiences to projects in other regions of the world.

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Sustainable development of higher education goes beyond the university level. Responding to this, we at WUS Austria work together with the public sector and the economy, as well as civil society. Our activities mainly lie in: Higher Education Development, Linking Higher Education & Economy, Arts & Culture and Higher Education & Human Rights. Within these areas we provide essential services, including:

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- Professional management of projects
- Fostering knowledge and technology transfer
- Networking activities, and
- A broad range of consulting services

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- Ensuring sustainability and local ownership
- Ensuring a high level of cooperation and partnership
- Fostering sustainable development through capacity and institution building
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