



## USAID Partnership for Higher Education Reform (PHER)

### Terms of reference

#### Training workshop on Integration of the gender dimension into research

#### I. BACKGROUND

The Partnership for Higher Education Reform (PHER) is a five-year initiative to help strengthen Vietnam's leading public universities. The project activities are funded by USAID to support targeted reforms to improve institutional leadership and administrative capacity, improve teaching practices to enhance student learning outcomes, elevate university research capacity to international standards, network Vietnamese researchers to maximize access to global knowledge, enable university graduates to better engage with the labor market, and help university faculty to leverage their research for innovation.

To achieve these objectives, PHER activities focus on four pillars:

1. **Governance:** This pillar supports the building and strengthening of institutional performance management systems based on agreed Key Performance Indicators (KPIs) supported by a comprehensive Management Information System (MIS) that provides consistent, reliable data for decision making and for accreditation of institutions and programs. This includes the establishment of a robust internal quality assurance (IQA) system at each of the target universities. Improved governance will help the leadership of public universities in Vietnam to make better informed decisions as they exercise greater autonomy and focus on academic quality.
2. **Teaching & Learning:** This pillar supports the growing of faculty professional development opportunities through the establishment of formalized Centers for Innovative Teaching and Learning (CITL) as well as supporting the work of less formal, more specialized faculty-driven affinity groups through Faculty Academies on Excellence in Teaching (FACET). The goals are to support expansion of faculty capacity to design state-of-the-art courses, digitize curricula, support the development of priority online courses and programs, improve student learning assessment techniques, and develop graduate students in the teaching profession. This pillar will also support technical assistance to help prepare faculty and administration for international accreditation reviews of academic programs and institutions. The objective is for improved teaching and learning at Vietnam's public universities to increase learning outcomes, enhance recognition of high-quality academic programs, and improve the employability of graduates.
3. **Research & Innovation:** This pillar supports the enhancing of research capacity so that the scientific outputs of public universities in Vietnam meet international standards, increase knowledge sharing among specialists, grow the number of publications in recognized journals, and align research activities to the social and economic needs of the country. This will take place through faculty exchanges, visiting scholar programs, research conferences, webinars, workshops, and short course training on research methodologies and academic specialties. The key vehicle

for this pillar is the establishment of Vietnam International Academic Networks (VIAN) to help scientists across Vietnam to connect more readily with fellow experts from around the world. The objective is for VIAN activity to lead to greater knowledge sharing, broader promotion of research taking place in Vietnam, and enhanced opportunities for joint research and publications with partners abroad.

**4. *University-Industry Linkages.*** This pillar supports student career exploration and workforce preparation, alumni outreach and networking, industry input on curricula, and technical assistance to support strategies for the commercialization of research outputs. The objective of this pillar is to facilitate talent distribution across industries in Vietnam, increase alumni connections, and ensure that institutions develop commercialization strategies and frameworks for research outputs.

The PHER project also seeks deeper exploration of policy areas vital to the improvement of Vietnamese public higher education by supporting analytical work on the areas of technology and digitization, as well as gender equity. These cross-cutting policy areas are essential to success across the four pillars and to support the long-term sustainability of higher education reforms in Vietnam.

PHER focuses on reforms at three major Vietnamese public universities and their member universities and respective institutes and academic programs:

- Vietnam National University-Hanoi (VNU-HN),
- Vietnam National University-Ho Chi Minh City (VNU-HCM), and
- The University of Danang (UD).

## II. OBJECTIVE OF ASSIGNMENT

PHER seeks one Vietnamese consultant to deliver a training workshop to raise awareness among researchers of the three partner universities, focusing on integration of the gender dimension into research. The training should consider how sex and gender analysis will be included in the research outputs of the researchers at three partner universities. It can set out the universities’ commitment to incorporate sex and gender in its research priorities, the processes for ensuring that the gender dimension is considered in research, and the support and capacity provided for researchers to develop methodologies that incorporate sex and gender analysis.

This assignment is for raising awareness on integration of the gender dimension into research, especially focusing on Vietnam - International Academic Networks (VIANS) researchers at Vietnam National University, Hanoi in 2023 including:

- Understanding Gender Concepts
- Gender Bias and Stereotyping
- Gender in Research:
  - Gender-Responsive Research Design
  - Gender-Inclusive Language
  - Gender and Data Collection
  - Gender Analysis in Research

○ Case Studies and Examples

The work of this assignment is to be conducted mainly in Vietnamese language, but all summary reporting is required in English. All activities should ensure equitable treatment irrespective of gender, disability or ethnic background.

**III. TIME AND LOCATION**

The timing is negotiable but the work is expected to commence in the middle of September 2023. The consultant will undertake a 0.5 day training workshop in-person in Hanoi.

**IV. TASKS, DELIVERABLES, TIMELINE AND LEVEL OF EFFORT**

Tasks	Deliverables	Level of efforts	Tentative timeline
1. Preparing the training workshop content and agenda	Working session/ meetings with PHER team	0.5 day	Early September
2. Delivering the training workshop	Workshop in Hanoi	0.5 day	In middle of September
3. Writing report	Final report submitted to PHER team	0.5 day	By late September

**Notes:**

The workshop context and agenda should be recorded. A list of participants should be provided as an annex to the final report.

The final report should specifically analyze the achievement of objectives, and include lessons learned and recommendations - in addition to the other areas specified in the template provided by PHER.

**V. BUDGET (working time)**

1.5 days

**VI. SUPERVISION AND REPORTING**

The consultant will work under the direction of the PHER team.

**VII. REQUIRED QUALIFICATIONS**

Essential:

- has expertise and experience in the field or practice of sex and gender, especially regarding the sex and gender in conducting research
- able to plan and deliver a interactive workshop of work to raising awareness

- able to demonstrate active listening and effective mentoring skills with people at different levels in the university hierarchy
- successful past experience delivering similar workshops on integration of the gender dimension into research
- is fully bi-lingual in English and Vietnamese and will not rely on any interpreter or translator

### VIII. APPLICATION

The application documents include:

- A letter of motivation
- CV with three references
- A tentative workshop agenda
- Financial proposal, indicating the expected consultancy fee
- Application documents should be sent to pher@sangkienvietnam.org by 17:00 August 27, 2023 with email title as: Consultant to provide training workshop + Full name

### ANNEX – PHER PROJECT OVERVIEW

