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INSTITUTE FOR ANCIENT NEAR EASTERN ARCHAEOLOGY
INSTITUTE FOR ASSYRIOLOGY AND HITTITOLOGY
WALADU-PROJECT



Final report on the Waladu Senior Staff Training

held at Ludwig-Maximilians-University, Munich, Germany

from November, 27th until December, 7th, 2017

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Selection process:

We have received 37 applications for Senior Staff Training; the most applications came from Kufa (17), however 3 of them were from Business Administration Department and weren't taken into consideration at all, 14 were from Qadisiyah and surprisingly only 6 from Baghdad. We had 8 applications from women, 4 of which were accepted to the training. The age of the applicants ranged between 31 and 63. As the PhD-degree was not a specifically requested requirement, we have also received few (8) applications with a Master-degree (none of which were accepted, due to other issues).

Many applications were not complete: 10 without motivation letter, 2 without a CV, 2 without motivation letter and without a CV. Other applications were not taken into consideration because we doubted that they were written by the applicant himself/herself: 3 from Kufa were nearly identical in form, format and content, showing the same mistakes.

Though 9 candidates from Qadisiyah used the same motivation letter (with very few modifications), we have accepted 2 of them to the training (it would be difficult otherwise to get 12 candidates).

Thus we have accepted 4 applicants from each university to the Senior Staff Training.

We have explicitly recommended to 6 candidates (3 from Qadisiyah, 1 from Baghdad and 2 from Kufa) to apply for the Junior Staff Training. Their applications were good, but we thought them better to fit the Junior Staff program due to their age, qualification and career stage. Only 4 of them did apply for Junior Staff Training (2 from Qadisiyah, 1 from Baghdad, 1 from Kufa), but only one of them made an effort to adapt his application to the (new) requirements.

Training program:

In the call for applications the candidates were asked to pick out the main topics of interest which were formulated according to the needs discussed in previous WALADU meetings. The topics which were most popular among those we have accepted to the Waladu training were:

- Research-oriented teaching methods
- Leadership and people management
- Quality management of degree courses
- New excavation and survey methods
- International collaborations, exchange of academic knowledge
- Geographic information system

The Senior Staff Training was mostly based on those. The training combined intensive workshops and courses from the current studying programs of the Institute of Ancient Near Eastern Archaeology and of the Institute for Assyriology. Additionally the candidates had guided tours through the university, our two institutes and the libraries. We also discussed our BA study program and compared it to that of the Iraqi Universities.

They had a very full schedule. Most of them used the breaks for researching in the libraries or attending courses from the current study program (we didn't track their movements apart from the intensive workshops, our discussion rounds and the Colloquium on Ancient Near Eastern Studies, which were of course mandatory).

There was a city tour and a museum tour on the weekend they stayed in Munich, but only 2 people (Nasir and Hussein from Kufa) were interested in that.

Difficulties and issues:

Most of them do not read and do not answer their mail, thus it was very difficult to contact them in short time.

They complained about the bad communication of their coordinators. The most participants had no idea about the Waladu-Project and have never seen the Waladu-flyer. They did not know about the goals and progress of the project.

Wishes and needs:

In our meetings we have discussed our BA structure, similarities and differences of programs and various course types. All of them complained about the horrific state of their libraries. They should be involved in the process of selection of new books (I think they know better than the coordinators, what they want and what would be useful for their students). The possibility of the translation of some handbooks (Roaf, Cultural Atlas) into Arabic was also one of the major points of discussion.

Some of them also asked about the possibility to invite European scholars to teach in Iraq. Most of them were really interested in restructuring the study program but pointed out, that this would depend mostly on the ministry and on the available resources.