
Training of the Trainers

Dr. Nguyen Xuan Hoang Viet

**VEF Visiting Scholar Alumnus
Dean of the Electrical Engineering Department
Hanoi University of Technology**

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INTRODUCTION OF HUT'S EE DEPARTMENT

- ◆ **One of the three biggest departments at HUT**
 - ◆ **158 staff and faculty members (#3 at HUT) – 85 of them are under 35 years old.**
 - ◆ **1500 students graduate each year (#1 at HUT)**
 - ◆ **150 master's students graduate each year**
 - ◆ **Five sub-departments: (1) Power Systems; (2) Electric Equipment; (3) Automatic Control; (4) Industrial Automation and (5) Instrumentation and Industrial Informatics**
 - ◆ **Teaching load is far too high per instructor**
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INTRODUCTION OF HUT'S EE DEPARTMENT

- ◆ **Too many students in a class (200 in some cases)**
 - ◆ **Curriculum was built some 40-50 years ago**
 - ◆ **Too many small courses with overlapping contents**
 - ◆ **Not enough laboratory facilities**
 - ◆ **Lecture quality is not well controlled**
 - ◆ **Teaching facts but not methodology, approach or logical thinking**
 - ◆ **Lack of qualified lecturers**
 - ◆ **Language is still the main barrier for young lecturers to get admitted for Ph.D. programs abroad**
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GOALS AND TARGETS

- ◆ **Sharing information and experience with young faculty and staff members**
 - ◆ **The Dept. Curriculum Committee was founded to review the current programs**
 - ◆ **Building an advanced curriculum (Reduce the number and contents of the courses)**
 - ◆ **Reduce class hours, increase homework, projects, practices (internship)**
 - ◆ **Encourage the faculty to team up with each other to form research teams**
 - ◆ **Building strong relationship with industry**
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OPPORTUNITIES

- ◆ **HUT is eager to change (as well as MOET)**
 - ◆ **Support from the university highest administrators**
 - ◆ **High percentage of young faculty and staff**
 - ◆ **Easy access to information at modern universities through the internet and personal contacts**
 - ◆ **Advanced program in Electrical and Electronic Engineering**
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CHALLENGES

- ◆ **How to find the incentives for people to change?**
 - ◆ **The EE department is too big with huge inertia**
 - ◆ **Very limited autonomy and budget**
 - ◆ **Everybody is afraid to change**
 - ◆ **Teamwork culture**
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REFORM PLAN

- ◆ **Building a strong team around you**
 - ◆ **Changing the Dept. of Electrical Engineering into School of EE with more autonomy**
 - ◆ **Seek strong support from the faculty and staff**
 - ◆ **Building a professional team of support staff**
 - ◆ **Small, but more effective governance**
 - ◆ **Creating better working environment for young faculty members**
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CONCLUSIONS

- ◆ Invest in people
 - ◆ Patience – Taking small steps
 - ◆ International level?
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