

SYLLABUS

Master Seminar

„Diversity Management in Higher Education“

Winter Semester 2026/27

Melanie Franke, M.Sc., MBA

&

Dr. rer. pol. Andreas M. Hilger

Chair of Leadership and Organisation, University of Regensburg

Type:	Research Seminar
Level:	Master
ECTS:	6 Credits
Language:	English
Pre-requisites:	No formal requirements; Prior knowledge in Organization Studies recommended
Class:	Weekly (more info below), Monday 10-12 h in room CH 33.1.91

Concept

This master seminar examines diversity management in higher education from an organizational perspective. Universities increasingly address equality, diversity, inclusion, and anti-discrimination through formal offices, strategies, complaint procedures, leadership structures, and support services, yet research shows that implementation remains uneven across institutions and often lacks systematic evaluation. Existing work highlights that higher education institutions frequently adopt diversity and anti-discrimination measures, but evidence on how these policies are translated into organizational practice remains limited, especially beyond narrow intervention settings and beyond gender-focused approaches.

The seminar therefore combines a theoretical introduction to diversity management in higher education with a practical introduction to qualitative organizational research. Students will learn how universities organize diversity-related responsibilities, how equality and anti-discrimination actors define their roles, and how such practices can be studied empirically through semi-structured interviews and document analysis. In qualitative organizational research, interviews provide access to professional interpretations,

responsibilities, and implementation experiences, while document analysis helps reconstruct formal structures, policies, and publicly communicated priorities.

The course is designed as a weekly seminar. In the first part, students develop an understanding of key concepts, diversity dimensions, and current debates on diversity management in higher education. In the second part, they learn how to identify a focused research problem, search and review relevant academic literature, derive analytical themes, and develop a semi-structured interview guide. In the final phase, students conduct and analyze a qualitative study centered on organizational actors such as equality offices, diversity units, anti-discrimination offices, or comparable administrative and governance actors. Research on universities increasingly argues for systemic approaches to EDI that connect organizational structures, leadership, measurement, and institutional culture, which makes such an organizational focus particularly relevant.

Assessment

- **Research Presentation (30%)**
30 % of the Grade
January 11th and 18th, 2027
15 – 20 Minutes per team
- **Term paper (70%)** – Small teams will analyse a topic assigned in the first week of the seminar.
The paper should normally include:
 1. Introduction and research question
 2. Theoretical background and brief literature review
 3. Method section (case selection, data sources, interview partner where applicable, document selection where applicable, interview guide, and analytical approach)
 4. Findings
 5. Discussion
 6. Conclusion
 7. References in APA styleTerm Paper Deadline: 26.02.2027.

Timeline

- Enrolment via FLEXNOW August 17 - October 9th, 2026
- Withdrawal in FLEXNOW until October 26th, 2026
- Erasmus/exchange students by email to: sekretariat.fo@ur.de using the [accreditation form](#)

Contents:

Datum	Thema
12.10.26	Introduction to Diversity Management in Higher Education
19.10.26	Institutional Perspectives on EDI
26.10.26	Reviewing the Literature
02.11.26	Identifying your case study topic
09.11.26	Research Tools for Analysis: Document Analysis and Interviews
16.11.26 – 21.12.26	Case Consultation (via Zoom)
11.01.27	Research Presentations
18.01.27	Research Presentations
26.02.27	Case Analysis Deadline

-  Individual/team work phase
-  In class

Further questions can be addressed via email to Melanie.Franke@ur.de.