

The Practice of Developing Department Heads at University: Case Study in Vietnam

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ABSTRACT The development of the team of Department Heads at universities is to build, plan, select, train, arrange, appoint, use, foster as well as create the environment and motivation for this team to work under the conditions of universities with high requirements for expertise, leadership, management and other capacities to develop human knowledge. The study of practical issues on the development of Department Heads at universities in Vietnam contributes to clarify the situation of human resource development in higher education to assess the current training quality. This study was conducted on the basis of the opinions of 281 heads of departments, administrators at faculty level, schools and lectures from 5 universities in different regions in Vietnam. The results show that the current team of Department Heads in Vietnam has many strengths but also many limitations that need to be overcome, such as the application of information technology in management, foreign language ability, and international cooperation.