UNIVERSITÀ DEGLI STUDI DI PALERMO

THE 'HUMAN RESOURCES STRATEGY FOR RESEARCHERS' AT THE UNIVERSITY OF PALERMO: challenges and main issues

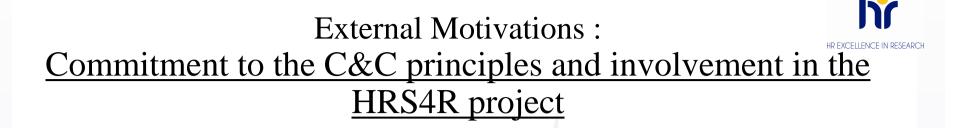Eleonora Riva Sanseverino

Rome, Italy – 28 | 03 | 2012

Main features of UNIPA

- Founded in **1805**
- Students **>60000**
- Prof/Res **about 1800**
- PhD and LTR* **about 1800**
- Adm staff **>2000**
- **12 faculties**

Palermo is a city of about 1.000.000 inhabitants

External Motivations :
Commitment to the C&C principles and involvement in the HRS4R project

- **2005 :** commitment of the Italian universities (CRUI)

- **Nov 2008 :** commitment of seven Italian universities for the implementation of an HRS incorporating the C&C principles;

- **June 2009 :** 5 universities out of the above seven take part to the first cohort in the project HRS4R supported by EC

Internal Motivations

- Improve external **visibility** in Europe and outside Europe
- Gain credibility towards researchers, national authorities, funders, etc…
- Be part of a **growing group of institutions**, many of very high international standing, enhancing its institutional status
- Gain a **substantial repositioning of its research activity** at international and national level, in accordance with the new European and national rules in the sector
- **Improve internal organization, HR motivation, start HRS4R (-> political tool for internal strategies UNIPA)**

Working methodology

- Sept. 2009 - **WG**: Group of professors and researchers coming from different scientific fields (humanities, science and technology)

- Sept 2009: **Conference** on C&C

- Nov-Dec 2009: Delivery **of Internal analysis** involving the whole institution

- Feb 2010: Results **discussed** with the Rector - Draft proposal of HRS

- March 2010: **Strategy** elaborated by the WG and approved by the **Academic Senate**

- 2011: **implement** some 'actions'

- 2012: make 'actions' **institutional**

Applying HRS: an example (1)

C&C	'actions'	Who	When
Involve all LT researchers in the institutional activities	Involvement of LTR in the life of the university creating a straight connection between Rector and LTRs through the C&C group.	C&C group members	Short term

Applying HRS: an example (2)

C&C	'actions'	Who	When
Increase visibility of reasearchers	….. University Press: Creating an agreement with an International Editor. …	C&C group members	Short term

UNIVERSITÀ
DEGLI STUDI
DI PALERMO

Features: working methodology

General

UNIPA has a rector's delegate for the implementation of the C&C

The HRS includes many initiatives supported by the rector and it is a strong support to his action

The **WG** involves very active researchers from all the faculties
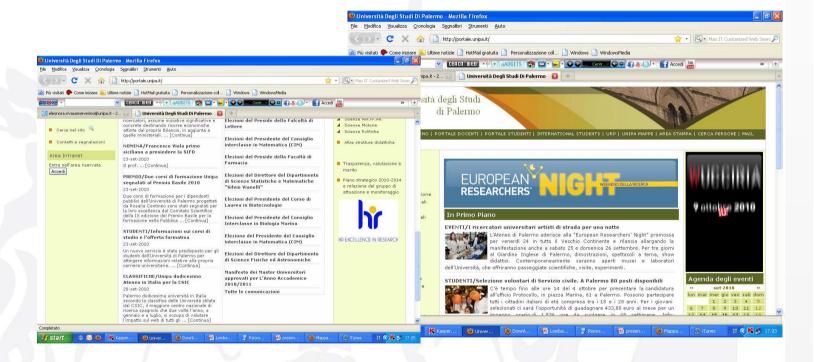
Special

No incentive was given to take part to the **interview**

Media

http://portale.unipa.it/home/ricerca/cartaeuropearicercatori/

Media

1)Palermo march 2010: The European Charter and Code: first data from a survey at the University of Palermo' by Eleonora Riva Sanseverino, i**n Doctoral Symposium in Oral Sciences**, Palazzo Steri Palermo

2)Palermo june 2010: The 'Human resources strategy forum' at the university of Palermo: a pilot project to support integration and mobility by Eleonora Riva Sanseverino, **Emuni Research Souk**

3)Palermo june 2010: **Seminar for Phd students and young researchers** "Fundraising: opportunities for research", by Eleonora Riva Sanseverino and other rector's delegates dealing with research issues and administrative staff involved in research

4)Palermo 2011-2012: cycle of educational events for young reserachers on different subjects

Results of internal analysis

Concern for salaries

Concern for mobility

Concern for lifelong learning (training for teaching/research)

Concern for transparency of calls

Limited participation of LTR **[Concern for stability of employment (?)]**

Actions (zero cost!!!!)

- Improve internal/external communication about job opportunities (**Euraxess**)

- Supporting mobility: i.e.: we have dedicated fundings for teaching staff mobility for ccoperation programs in western countries

- Seminar activities to develop interdisciplinar skills and competences for young researchers

- Dissemination of contents of C&C

- Acting on national government to modify national laws

In first place LT researchers and PhD students

UNIVERSITA
DEGLI STUDI
DI PALERMO

Rome
28-03-2012

Actions (no zero cost!!!! But within budget)

Spending same money in a different way:

- *Part of the funds devoted to the PhD students are now managed by the WG on C&C*

  Courses and Seminar activities to develop skills and competence for young researchers:

- *It has been recognized that education of young researchers to fundraising issues and project skills is a strategical issue and UNIPA is investing on young researchers*

- *The seminars are held also by faculties and **administrative staff***

Comments

- In Italy, many designed actions require legislative support!!!! WHY not a DIRECTIVE?

- The current regulatory frame is very restrictive

- Some actions require time to be implemented in large institutions due to costs and burocracy

- A more recognizable support by the Ministry of Education is required in order to gain visibility and convince other institutions to join the program

General Benefits

Creating concern **around the institutional aims** of the university *at all levels*

Creating **awareness** about roles and responsibilities of researchers

Stimulate the birth of a **valuable interlocution** with the Ministry of Education on the issues of the C&C

Human Resource Strategy for Researchers 2012

Rome
28-03-2012

UNIVERSITÀ
DEGLI STUDI
DI PALERMO

Training for research 2012 (EC project: Human Resouce Strategy for Researchers)				
Ist year	Training course "Public speaking" (**all research areas**)	Seminar "IPR and plagiarism" (**all research areas**)	Seminar "Evaluating your own reasearch activity: indices and other tools" (**all research areas**)	Seminar "Pension funds, rights and duties of PhD students" (**all research areas**)
	2 days	2 hr	2 hr	2 hr
2nd year	Seminar "Patents" (**economical, scientific and technical areas**)	Corso di formazione "Metodologie della didattica" (**tutte le aree**)	FP7 projects and Horizon 2020 "General introduction about fundraising for reserach and mobility in Europe, Accounting"	Technological transfer and applied reserach projects : indirect access fundings
	2 hr	2 days	2 days	1 day
3rd year	FP7 projects and Horizon 2020 From ideas to project implementation			
	2 days			

UNIVERSITÀ DEGLI STUDI DI PALERMO