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

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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)

<table>
<thead>
<tr>
<th>C&amp;C</th>
<th>‘actions’</th>
<th>Who</th>
<th>When</th>
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</thead>
<tbody>
<tr>
<td>Involve all LT researchers in the institutional activities</td>
<td>Involvement of LTR in the life of the university creating a straight connection between Rector and LTRs through the C&amp;C group.</td>
<td>C&amp;C group members</td>
<td>Short term</td>
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Applying HRS: an example (2)

<table>
<thead>
<tr>
<th>C&amp;C</th>
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<th>Who</th>
<th>When</th>
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</thead>
<tbody>
<tr>
<td>Increase visibility of researchers</td>
<td>….. University Press: Creating an agreement with an International Editor. …</td>
<td>C&amp;C group members</td>
<td>Short term</td>
</tr>
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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, in 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 researchers 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 cooperation 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
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 bureaucracy
• 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
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<tr>
<th>Year</th>
<th>Training Course</th>
<th>Seminar</th>
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<tbody>
<tr>
<td>1st</td>
<td>Training course “Public speaking” (all research areas)</td>
<td>Seminar “IPR and plagiarism” (all research areas)</td>
<td>Seminar “Evaluating your own research activity: indices and other tools” (all research areas)</td>
<td>Seminar “Pension funds, rights and duties of PhD students” (all research areas)</td>
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<td>2 days</td>
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<td>2 hr</td>
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<tr>
<td>2nd</td>
<td>Seminar “Patents” (economical, scientific and technical areas)</td>
<td>Corso di formazione “Metodologie della didattica” (tutte le aree)</td>
<td>FP7 projects and Horizon 2020 “General introduction about fundraising for research and mobility in Europe, Accounting”</td>
<td>Technological transfer and applied research projects: indirect access fundings</td>
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<td>2 days</td>
<td>1 day</td>
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<td>3rd</td>
<td>FP7 projects and Horizon 2020 From ideas to project implementation</td>
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