THE ‘HUMAN RESOURCES STRATEGY PROCESS’ AT THE UNIVERSITIES OF PALERMO and FOGGIA: challenges and main issues

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Rector’s delegate for the C&C implementation
3rd Meeting Human Resources Strategy Group
sept. 28th 2010 - Maribor Slovenia
# Main features

<table>
<thead>
<tr>
<th>UNIPA</th>
<th>UNIFG</th>
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<tbody>
<tr>
<td>• Founded in <strong>1805</strong></td>
<td>• Founded in <strong>1999</strong></td>
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<tr>
<td>• Students <strong>&gt;60000</strong></td>
<td>• Students <strong>&gt;11500</strong></td>
</tr>
<tr>
<td>• Prof/Res <strong>1978</strong></td>
<td>• Prof/Res <strong>371</strong></td>
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<tr>
<td>• PhD and LTR* <strong>about 1800</strong></td>
<td>• PhD and LTR <strong>about 180</strong></td>
</tr>
<tr>
<td>• Adm staff <strong>&gt;2000</strong></td>
<td>• Adm staff about <strong>400</strong></td>
</tr>
<tr>
<td>• <strong>12 faculties</strong></td>
<td>• <strong>6 faculties</strong></td>
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**Palermo is a city of about 1.000.000 inhabitants**

**Foggia is a city of about 160.000 inhabitants**

LTR: Limited Time Researchers
Where we are
Commitment to the C&C principles and involvement in the HRS forum project

- The Universities of Palermo and Foggia, along with five other Italian universities, signed a declaration of commitment for the implementation of an HRS incorporating the C&C principles, on 28th November 2008;

- On June 2009 a group of 5 universities out of the above seven signed a declaration of participation in the HR Strategy Group supported by the European Commission.
Motivations

• Improve external visibility in Europe and outside Europe
• Gain credibility towards researchers, national authorities, funders, etc...
• Become part of a growing group of institutions, many of very high international standing, enhancing its institutional status
• Bring about a substantial repositioning of its research activity at international and national level, in accordance with the new European and national rules in this sector
• Improve internal organization, motivation, HRM (UNIPA)
Working methodology

**UNIPA**

- Sept. 2009 - WG: Group of professors and researchers coming from different scientific sectors (faculties)
- 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

**UNIFG**

- Feb 2009: TWG: Technical working group composed of prof/res and adm staff
- Apr 2009: Delivery of Internal Analysis (IA) involving the whole institution (total res staff)
- June 2009: Draft proposal of HRS according to the result of IA
- Sept 2009: Service conf on research
- Oct 2009: Final proposal of HRS
- Feb 2010: discussion in Academic Senate
UNIPA

- No incentive was given to take part to the interview.
- BUT the WG involves very active people from all the faculties
- The HRS includes many initiatives supported by the rector and thus it is a strong support to his action (he was elected with large majority)

UNIFG

- Incentives were given to take part to the interview. A part of the internal financing for research was linked to the participation in the interview
- The HRS was sent to all depts before final approval
SPREADING/PR CHANNELS
UNIVERSITY OF FOGGIA
Press release about the acknowledgement of the HR strategy process
1st April 2010

http://www.youtube.com/watch?v=4RuydVVA5Yw

Another important step has been the use of the logo HR always together with that of UNIFG in every official university document

http://www.youtube.com/watch?v=YYFipiKO-Ys
Local and regional newspapers

On 9th April 2010

On 2nd April 2010

"Institutional Human Resources Strategy Group 3rd Working Meeting – Maribor 29th September 2010"
On 1st April 2010
(http://www.rettore.unifg.it/dblog/articolo.asp?articolo=2347)

On 30 March 2010
(http://www.rettore.unifg.it/dblog/articolo.asp?articolo=234)

On University of Foggia Facebook and Twitter page
(http://bit.ly/cyFZ2v) the same information was also published.

"Institutional Human Resources Strategy Group 3rd Working Meeting – Maribor 29th September 2010"
Communication campaign of the University of Foggia 2010


“Institutional Human Resources Strategy Group 3rd Working Meeting – Maribor 29th September 2010
SPREADING/PR CHANNELS
UNIVERSITY OF PALERMO
DIRECT ACCESS FROM THE WEBSITE TO OUR WEB PAGE
COMMUNICATIONS AT INTERNAL AND EXTERNAL CONFERENCES:

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
The ‘Human resources strategy forum’ at the University of Palermo: a pilot project to support integration and mobility by Eleonora Riva Sanseverino
In the JOURNAL of Euromediterranean studies

The paper describes the European project in which we are taking part and analyzes results comparing some features to the EMUNI experience
Results of internal analysis

**UNIPA**
- Concern for salaries
- Concern for mobility
- Concern for lifelong learning (training for teaching/research)
- Concern for transparency of calls
- Limited participation of LTR

**UNIFG**
- Concern for salaries
- Concern for mobility
- Concern for lifelong learning (training for teaching/research)
- Concern for international calls
- Concern for complaints/appeals
- Concern for decision-making bodies
Actions (zero cost!!!!)

UNIPPA

• Improve internal/external communication

• Supporting mobility

• In first place LT researchers and PhD students

• Seminar activities to develop skills and competence for young researchers

• Dissemination of contents of C&C

• Acting on national government to modify national laws

UNIFG

• Improve internal/external communication about job opportunities (Euraxess)

• Supporting mobility

• Mandatory rules for training for teaching in PhD schools

• New opportunities for financing young researchers

• Mandatory rules for LTR representitivies in decision-making bodies

• Seminar activities to develop skills and competence for researchers
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 EC is desirable in order to gain visibility towards the Ministry of Education
Benefits

**UNIPA**

- Creating concern **around the institutional aims** of the university at all levels
- Creating **awareness** about roles and responsibilities of researchers
- Creating a **valuable interlocution** with the Ministry of Education

**UNIFG**

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