

A methodological guide for the characterisation of university research activities

Human resources

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Methodological issues

- **Institutional organization of research**

Faculty - department - laboratories

Broad fields of research

Frascati 6 fields

- **Statutory positions**

Are research students researchers?

Allocation of time between research and teaching

Diversity of employers

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Autonomy in human resource management

- **Freedom to open new positions**

- **Freedom to choose researchers**

- **Capacity to reallocate**

- **Distribution of duties**

Research constrained by the needs of teaching

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Is the university attractive?

- To research students
 - Origin by field of research
 - Local, national, international
 - Compared with national average

- To junior researchers

- To senior researchers

Specialization in training researchers

- Share of research students in student enrolment

- Staff student ratio

- Funds attracted

- Time to degree

- PhD graduates employed in research

Use of HR indicators

Purpose of indicators:
Management
Comparison

Time frame of indicators
Static / Dynamic



Thank you!

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