

UNICA IRO MEETING
DUBROVNIK, APRIL 2016



SAPIENZA
UNIVERSITÀ DI ROMA

Internationalisation at home for non academic staff

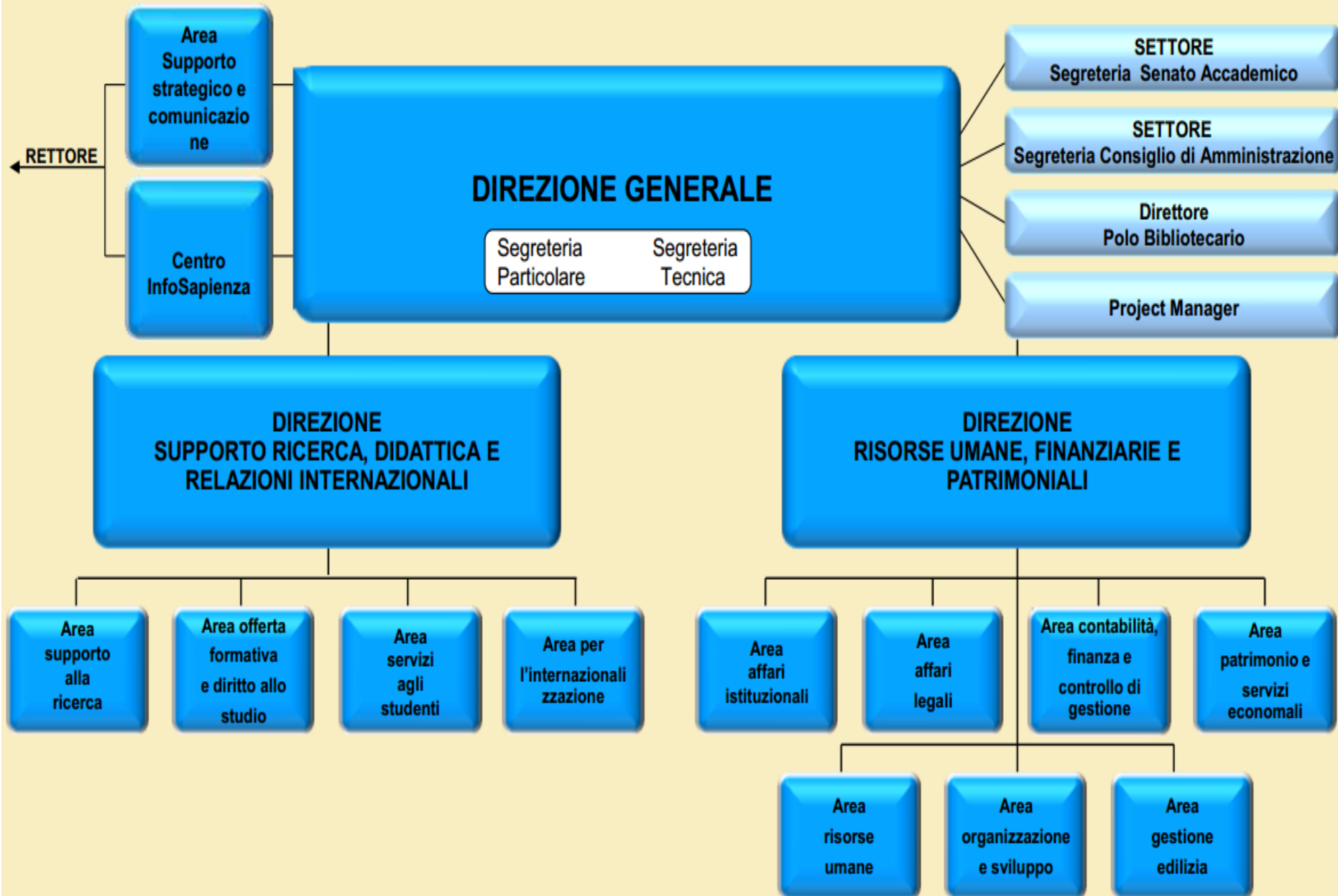
The experience of Sapienza

SOUTHERN EUROPE UNIVERSITIES ARE, AS A GENERAL RULE

- PUBLIC AND SUBMITTED TO STATE CONTROL AND RULES
- NOT FLEXIBLE IN ORGANISATION
- UNDER THE 'CIVIL SERVANT' STATUS, STRICT RULES FOR HIRING STAFF AND SET THE SALARIES
- SUBJECT TO RULES ON SETTING STUDENT FEES, EVEN FOR NON EU
- STRICT CONTROL ON EXPENDITURE
- SLOW ON CHANGES
- DROWN IN ADMINISTRATIVE BURDENS

- NOT READY FOR INTERNATIONAL COMPETITION

- THE INTERNATIONAL OFFICE IS CONSIDERED AS AN ATYPICAL OFFICE, FULL OF LUCKY PEOPLE THAT TRAVEL ONLY, A BIT SNOBBISH AND ABSOLUTELY UNINTELLIGIBLE





Sapienza University of Rome

Internationalization

The main internationalization activities carried out by Sapienza are implemented at several levels, all closely related to each other:

- international agreements
- internationalization of teaching and research
- cooperation and development
- international initiatives aimed at promoting the University abroad
- participation in European projects for training, mobility and research, welcome office
- welcome of international delegations.



Centralisation versus decentralisation

- Sapienza has been typically decentralized, due to the large numbers
- Many procedures still keep decentralized, while a 'centralisation' process especially on budget control is undergoing
- International research activities are typically 'decentralized' and so was the management of UE students erasmus for study mobility, whereas trainsheep and non EU are not

This require strong efforts and organisation that oblige staff to be mostly devoted to internal organisational issues and less open towards the exterior

POLICIES AND BUDGET

- SET AT A CENTRAL LEVEL
- YEARLY TARGETS AND GOALS (UNIVERSITY AND MINISTRY)
- NEGOTIATION OF BUDGET WITH THE GENERAL MANAGER WITHIN THE LIMITS SET BY LAW
- IMPORTANT INPUT TO MOBILITY BY THE MINISTRY – INCREASE OF BUDGET BUT SEVERE COSTRAINTS ON TRAVEL, MARKETING, COSTS FOR MEETING, STAFF
- NO WAY TO HIRE PEOPLE FOR TEMPORARY JOBS, EVEN WITH PROJECTS MONEY

TOP DOWN APPROACH

- IN CHOOSING THE MEANS TO INTERNATIONALISATION:
SUPPORT TO
- VISITING PROFESSORS
- INTERNATIONAL AND ENGLISH TAUGHT PROGRAMS AND
MODULES
- SUMMER AND WINTER SCHOOLS
- MOBILITY OF STUDENTS AND PHDs
- YOUNG RESEARCHERS ON EU GRANTS
- DEVELOPING AID PROJECTS
- BUDDIES FOR INCOMING STUDENTS
-

3 WELCOME WEEK FOR INTERNATIONAL STAFF

- FULL END INTENSIVE
- 4 DIFFERENT TRACKS
 - Mobility managers and international
 - Librarians
 - PR and communication
 - ICT services

AT HOME

- Outgoing staff mobility grants offered to staff of any university service
- English qualified teachers for staff with an intermediate level of english. Big request also from beginners.
- Training for intercultural classroom and academic english (still to be done)
- Involvement of administrative staff in training courses organized by Int office

The process has slowed down

- From the staff week to the Welcome Week for students. Too much holding both
- Decreasing of administrative staff both at Faculty level and central level due to the cut of temporary jobs
- Increasing of outgoing and incoming international students
- Increase of administrative burdens
- Need to be a point of reference for the staff of the Faculties

Absolute need of a central IRO office and of supporting corners and staff in all the Faculties

Numbers do not allow to manage properly the students otherwise