

M5.4 Policy for Support Development and Evaluation of Staff

The Department promotes the support and development of its staff by creating an environment for training, discussion of good practices and effective methods, problem prevention and resolution, trial implementation of new ideas and methods, and extroversion that allows for collaboration and interaction with the rest of the academic and research community as well as industry.

Training: Faculty members receive training through participation in workshops and conferences and through transnational collaborations, after being granted educational leave in accordance with the provisions of the applicable legislation. The professors of the Department are entitled to scientific leave with full pay, with a maximum limit of one (1) academic year for every six (6) years of continuous service or up to one (1) academic semester for every three (3) years of continuous service. They are also entitled to participate in educational exchange programs, usually through the ERASMUS program.

The training of E.D.I.P. and E.T.E.P. members takes place through their participation in workshops, conferences, educational seminars, staff mobility programs for training (Erasmus+), as well as through educational leave in accordance with applicable legislation.

The training of administrative staff is carried out through their participation in specialized seminars related to their work, which are planned by the University when there is a relevant need (e.g., training of staff in the use of information systems). In addition, educational activities are organized by the University on specific topics after identifying the needs of the staff. Another relevant training tool is the participation of staff in administrative staff mobility programs (Erasmus+), as well as through the certified training programs of the INEP of the EKDA.

Teaching and Learning Support Center: The University of Crete operates the Teaching and Learning Support Center (KEDIMA TotT), which is the evolution of the bottom-up action of the PK Training of the Trainers (TotT) (2019) into the GRADIM structure (Office for Learning and Teaching Support, established by Government Gazette 2020), integration of GRADIM activities into the NSRF Staff Development program (2022-2023) & European program ERASMUS+KA220 Higher Education, COALITION (2022-2025), before its official renaming by Government Gazette 2023 to KEDIMA TotT (<https://tott.uoc.gr/>) The Training of Trainers action provides seminars to the Institution's teaching staff with the aim of cultivating a culture of exchange of good teaching practices among the members of the academic staff, EEDIP, EEP, and ETEP of the University of Crete. It has evolved into the Teaching and Learning Support Office (GRA.DIM). The main objectives of the program are to improve the quality and develop the skills of teaching staff, as well as to disseminate modern teaching methods in higher education.

Collaborations: Through a large number of collaborations, members of the Department travel regularly for short or longer periods and are in constant contact with the respective educational and research communities, as well as with industry. It is particularly important that research at the Department of Computer Science of the University of Crete is conducted in close collaboration with the Institute of Computer Science (IP) of the Foundation for Research and Technology (FORTH), with which most of the Department's professors collaborate. The collaboration includes the following:

Researchers and scientists from the ICS of the FORTH can undertake the teaching of postgraduate courses.

Researchers from the ICS of the FORTH can participate in the supervision of postgraduate theses and doctoral dissertations, following a relevant decision by the Postgraduate Studies Coordinating Committee and approval by the ICS of the FORTH.

Upon request by the Supervisor or the Postgraduate Studies Coordinating Committee, and with the permission of the IP, postgraduate students may have access to the material and technical infrastructure and laboratories of the IP, where they may carry out part or all of their research work.

The Department and the IP may jointly invite professors and researchers from other universities or research centers in Greece or abroad to give seminars, lecture series, or even complete courses, and to collaborate on research with researchers and postgraduate students.

Assessment: The teaching ability of lecturers is assessed through procedures established in accordance with current legislation. The professors of the Department are informed of the students' evaluations of their courses, which enables them to improve.

The Department's secretariats receive corresponding evaluations from students. In addition, all Department staff are evaluated during the process of advancement/promotion to the next level, in accordance with current legislation.

Recognition/Promotion: The Department promotes the achievements of its members within the University community and wider society as a means of rewarding them. In addition, it recognizes and honors members who distinguish themselves for their work and contribution to the Department.