

*RECRUITMENT AND STAFF
RETENTION*

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UNIVERSITIES IN A VARIED ACADEMIC WORLD- CHOSEN ISSUES

- Expansion of higher education system
- Globalization
- Brain Drain
- Recruiting from within(inbreeding)
- budgetary resources in crisis
- Renewal in administrative matters



**SO, WHAT IS SUGGESTED TO BE DONE
IN THE PROCESS OF RECRUITMENT AND
RETAINING ADMINISTRATIVE AND
ACADEMIC STAFF ?**



- Investment of resources to recruit the most outstanding.
- Investment in employees welfare.
- Outsourcing jobs that do not advance the research.
- Transparent recruitment activity – tender/call for nomination.
- Determined action to achieve planning flexibility and administrative flexibility.
- Development and promotion of management reserves.



RECRUITING AND RETAINING ADMINISTRATIVE EMPLOYEES

- In the past decade the University went through reorganization process to increase efficiency which led to a 50% reduction of the administrative staff.
 - New rules for allocation
 - Coordinating work with the employees Union
 - New Recruitment process
 - Workers welfare



RECRUITING AND RETAINING ACADEMIC STAFF

- In the past decade due to budgetary constraints the management decreased the number of senior academic staff by nearly 20%. This has essential implications on the fields of knowledge, number of students and recruiting supporting staff.



ACADEMIC RECRUITMENT AND RETENTION

- Allocation of positions
- Involvement of the academic administration in the process.
- Coordinating work with the academic union
- Recruitment process
 - Determining the nature of the recruitment
 - Theoretical/experimental
 - Preliminary allocation of resources
 - The Authority for R&D
 - Additional administrative support



Example: Absorption of new researcher

Name of new researcher	
Unit	Natural History Collections,
Academic accompaniment	Prof. Ran Nathan, chairman of the and Prof. Alan Matthews, Chairman of the National Natural History Collections
Administrative accompaniment	Ms. Daniela Ashur, Administrative Director of the Institute and Dr. , Associate Dean of the Faculty of Science
Facilities	Laboratory 45 sq.m. and Office
Location	– renovation
Costs of renovation	Laboratory \$135,000 + office \$15,000
Total cost of renovation	\$150,000
Timetable for renovation	Preparation of plans – June 2011
Cost of equipment	\$510,000
Timetable for purchase	Beginning October 2011
Personnel - students	Scholarships for a master's degree student for 2 years and a doctoral student for 4 years \$50,000
Personnel - technician	Funding for ½ position for a technician \$100,000
Total Cost	\$810,000
FUNDING SOURCES	
Participation of the Faculty in the scholarships	\$50,000
Participation of the in funding ½ position of technician	\$100,000
Equipment Committee and Management	\$400,000
Proposal to ISF	\$260,000
Total cost of absorption	\$810,000

IT CAN BE DONE IF....

- we will work focused on the mission.
- Coordinate the work between all the partners.
- the work will be planned in advance.
- the work will be planned in advance.
- we'll reduce the jealousy between the staff.
- we'll get the generosity and cooperation from the institutes abroad .





AND AS ALWAYS.....
NEXT MEETING IN JERUSALEM

תודה!

האוניברסיטה העברית בירושלים
The Hebrew University of Jerusalem

