

# **The Staff Team: Challenges for the Future**

## **A New University Perspective...**

# **The Staff Team: Challenges for the Future**

**The presentation will describe the context of Civil Engineering at the University of Portsmouth.**

**Approximate values for various parameters will be given verbally, to allow the audience to appreciate similarities and differences with their own institutions (and to protect the innocent).**

**Challenges will then be described.**

# School Identity

- **Faculty**
- **Provision**
- **History**
- **Shared delivery**
  - **Internal**
  - **External**
- **Administrative support**
- **Technical support**

# Student profile

- Undergraduate
- Postgraduate taught
- Postgraduate research



# Academic staff profile

- **Discipline**
- **Age**
- **Roles**
  - **L, SL, PL, Reader, Prof**
- **Professional qualifications**
- **Design experience**
- **PhDs**
- **Research active (argh!)**

# Financial environment

- **School and Faculty**
- **Financial model**
  - **Income**
  - **Overheads and surpluses**
- **Research**
- **Knowledge services**
  - **Consultancy**
  - **KTP**
  - **Industry**
- **Resources and investment**

# Work environment

- **Office sharing**
- **Building infrastructure**
- **Parking!**

# Academic staff recruitment

- **Teaching**
- **Research**
- **Professional qualifications**



# Staff survey

- **Excellent**

# Challenges

- **Staff subject balance**
- **Identity**
- **Contact hours**
- **Annual review**
- **Career progression**
- **Professional qualifications**
- **Finance**
- **Research**
  - **Staff PhDs**
  - **Consequences of limited profile**