



**HUMANE**  
Heads of University Management & Administration Network in Europe  
[www.humane.eu](http://www.humane.eu)

## **SEMINAR**

**University of Coimbra, Coimbra, Portugal  
Friday 19<sup>th</sup> to Saturday 20<sup>th</sup> September 2008**

### ***Human Resources***

## **Agenda**

This is a joint seminar between HUMANE and WSAN.

In this seminar, HUMANE is discussing Human Resources in a broader scope, emphasising on some of the processes whose management assumes a greater importance in the current context of change.

The focus of the seminar is on the challenges of motivation tools; different conditions in contracts and incentives.

The seminar will explore strategies for getting the best out of people in an academic organisation. The sessions will examine the context of academic institutions and how this impacts on people management as well as reviewing a number of case studies from member institutions.

## Friday 19<sup>th</sup> September 2008

### Chairman – Margarida Mano

12:00 Bus Transfer – please wait at the meeting point

12:30 - 14:00 *Registration and Lunch .*

14:00 - 14.15 **Welcome on behalf of the University of Coimbra by Fernando Seabra SANTOS, Rector.**

#### **Session 1**

14:15 - 14:45 **Getting the best out of your staff**  
*Russell Ashworth, Head of Faculty Administration, Faculty of Humanities, The University of Manchester (UK)*

14:45 - 15:15 Discussion on Session 1

#### **Session 2**

15:30 -16:00 **Staff development programmes as part of teaching and research strategy**  
*Lidvine Bremer, University of Amsterdam (NL)*

16:00 – 16:15 Discussion on Session 2

16:15 – 16:45 *Coffee Break*

#### **Session 3**

16:45 – 17:15 **The new system of performance - oriented salaries of Professors in Germany - a contribution to an enhancement of the competition in the German University – system**  
*Johann Peter Schaefer, Kanzler, University Siegen (DE)*

17:15 – 17:45 Discussion on Session 3

20:15 Dinner

**Saturday, 20<sup>th</sup> September 2008**

**Chairman – Margarida Mano**

08:30 Bus Transfer – please wait at the meeting point

**Session 4**

09:00 - 09:30 **HRM in a recently merged institution**  
*Sören Hartz, Administrative Director, Royal Veterinary and Agricultural University (DK)*

09:30 - 09:45 Discussion on Session 4

**Session 5**

09:45 - 10:30 **Presentation: Portuguese case**  
*Maria das Dores Ribeiro, Administrator, Universidade Aberta (PT)*

10:30 - 10:45 Discussion on Session 5

10:45 - 11:15 *Coffee Break*

**Session 6**

11:15 - 12:00 **Talent management in UK universities**  
*Nick Rogers, Director of Human Resource, Kingston University (UK)*  
*Mike Moore, HR Director University of East London (UK)*

12:00 - 12:15 Discussion on Session 6

**Session 7**

12:15 - 13:15 **Open discussion on the key issues raised during the Seminar.**

13:15 Closure and lunch