

Staff Week

HR Strategies for a Changing Academic Environment

General information

Hosting Institution	Parthenope University of Naples
Staff Week Title	HR Strategies for a Changing Academic Environment
Abstract	<p>This Staff Week is part of the annual cycle of SEA-EU staff training initiatives launched in 2023. It is designed as a transnational laboratory where HR professionals and administrative staff can exchange operational experiences, compare institutional practices and co-develop inclusive and innovative approaches to people management in higher education.</p> <p>The programme addresses the changing role of university administration in a complex academic environment. It brings together professional communities - academic staff and administrative staff - to build mutual understanding, clarify expectations and identify practical ways to work as one ecosystem for knowledge creation, transfer and social impact.</p> <p>The event combines short inputs, case studies, round tables and hands-on workshops. In continuity with previous SEA-EU editions, it focuses on three priority areas: performance and evaluation of administrative staff; communication and collaboration between academic and administrative communities; and future-oriented career development, promotion and selection processes. Participants will leave with a shared set of practices and a practical action roadmap for follow-up within the Alliance.</p>
Application details and deadline	<p>Nomination Deadline : Each SEA-EU Office or IRO must send nominations by 17 July 2026.</p> <p>Nominations (Reporting name and last name, e-mail address) have to be sent to both the following e-mail addresses:</p> <ul style="list-style-type: none"> - seaeu.upn@uniparthenope.it - mobilitastaff.erasmus@uniparthenope.it

	After the nomination has been submitted by the sending university and the nomination has been confirmed by the receiving university, to register, participants should contact their University's SEA-EU Office or IRO.
Staff Week dates	20-22 October 2026
Number of participants	Minimum number of participants: 8. Maximum number of participants: 24. Each SEA-EU university may propose up to 3 participants.
Mobility costs	Participation is free of charge. Selected meals will be provided by the hosting institution. Travel and accommodation costs may be covered through Erasmus+ Staff Mobility funds, subject to the rules of each home university. Please contact your local International Office for eligibility and paperwork.
Contact	General information: seaeu.upn@uniparthenope.it Participants whose mobility is funded through the Erasmus+ Programme are required to submit all the necessary documentation to the Erasmus Office (mobilitastaff.erasmus@uniparthenope.it), copying Sea Eu office in all correspondence. Requests for MA signatures must be transmitted to the Erasmus Office at least 20 days before the start of SW.

Contents

Target group / Expected profile of participants	<p>SEA-EU HR professionals, HR administrative staff and colleagues involved in staff development, performance management, recruitment, organisational change and academic-administrative services.</p>
Requirements	<p>The programme will be held in English. Participants should be able to actively take part in discussions, workshops and group activities conducted in English.</p>
Learning outcomes and working method	<p>By the end of the Staff Week, participants will be able to:</p> <ul style="list-style-type: none"> - compare HR performance and evaluation models used in SEA-EU universities; - identify practical communication strategies between academic and administrative staff; - map strengths, gaps and innovation opportunities using the KISS matrix; - define follow-up actions for cooperation within the SEA-EU Alliance. <p>The programme combines short institutional inputs, peer presentations, round tables and mixed working groups. Outputs will include a comparative KISS matrix and a short action roadmap to support future SEA-EU HR cooperation.</p>
Agenda	<p>Day 1 - 20 October</p> <p>Performance, engagement and motivation</p> <p>The aim is to analyse performance management tools and models that can support employee engagement, motivation and organisational learning. The session will compare approaches used in European universities, focusing on indicators, appraisal processes and the link between performance, recognition and development.</p> <p>09:00 - Meeting point (Palazzo Pacanowski) and registration 09:30 - Welcome address 09:40 - Introduction to the Staff Week objectives 09:45 - Team-building activity: mapping expectations across SEA-EU institutions 10:45 - Coffee break 11:00 - The performance cycle in Italian universities: the case of Parthenope University of Naples (SMIVAP and PIAO)</p>

12:45 - Round table: Encouraging, empowering and engaging employees through performance appraisals
 13:30 - Lunch (provided)
 20:00 - Dinner (provided)

Day 2 - 21 October

Building bridges between academic and administrative staff

The purpose of the day is to identify the conditions that enable effective cooperation between academic and administrative communities. The focus will be on internal communication, co-creation of services and change management in higher education institutions.

09:00 - Meeting point (Palazzo Pacanowski) and registration

09:30 - Administrative staff motivation: the identity dilemma

10:45 - Coffee break

11:15 - SEA-EU Office Workshop, curated by the SEA-EU Office and led by Giovanna Apice: Change Readiness Lab: What to Keep, Improve, Start and Stop in Our Institutions

Interactive workshop to reflect on existing practices, identify what should be preserved, improved, newly introduced or discontinued in order to help universities better respond to organisational, cultural and professional changes.

12:30 - Round table: From walls to bridges - turning group outputs into shared recommendations

13:30 - Lunch (provided)

15:00 - Guided sightseeing tour of the historic centre of Naples

Day 3 - 22 October

Career development, promotion systems and pay transparency

The session will discuss transparent and inclusive approaches to career development and promotion for administrative staff. It will also consider the implications of Directive (EU) 2023/970 on pay transparency and gender-based pay discrimination.

09:00 - Meeting point (Palazzo Pacanowski) and registration

09:30 - SEA-EU partner presentations: career development and promotion systems for administrative staff

10:45 - Coffee break

	<p>11:15 - Comparative discussion: selection processes, emerging professional profiles and skills for the future university</p> <p>12:30 - Closing round table: shared lessons, outputs and future directions</p>
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Practical information

Location	Parthenope University of Naples. Main meeting point: Palazzo Pacanowski.
Accommodation	See HERE . Participants are responsible for booking accommodation unless otherwise specified by their home university.

