



# **Agricultural University of Athens**

**Department of Natural Resources Development and Agricultural Engineering**

**MSc: Digital Technologies and Smart Infrastructures in Agriculture**

**Appendix M5.4 Published policy for the support and development  
of the staff of the MSc**

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The Department of CSR & GM aims at the continuous upgrading of its human resources, through:

1. continuous development of its academic staff (faculty members, EDIP, EIB and research staff), by updating their knowledge, broadening their research interests, improving their teaching skills, integrating new technologies in research and education, strengthening relations with productive bodies and developing new skills. The Department of Natural Resources Development and Agricultural Engineering selects its teaching and research staff based on the criteria and qualifications related to the election and development of faculty members, as described in article 143 of Law 4957/2022.

2. the continuous development and development of its administrative staff, through the possibility of training, participation in mobility and promotion to positions of responsibility, in accordance with the provisions of national legislation and the corresponding regulatory framework.

### **ACADEMIC STAFF**

In particular, AUA and the Department support the research work of their academic staff by developing infrastructure and providing for the supply of modern equipment, through coordinated actions to record and highlight new needs and find the corresponding funding.

All academic staff members are encouraged to seek sources of funding for their research through national or international research programmes. For the design and elaboration of their research, the faculty members of the Department are additionally supported by specific actions of the Foundation, such as:

- granting scholarships to PhD candidates, through the establishment of special scholarships,
- organisation of special information seminars on funding opportunities from national or international bodies,
- organization of events to publicize and promote special research achievements of the members of the University.

In addition, the research work of the teaching and research staff is promoted through funding – to the extent of the capabilities of the Department and the Foundation – for their participation in internationally recognized scientific conferences and workshops.

The Department encourages its staff members to publish their work in international peer-reviewed scientific journals. AUA ethically rewards members with a high impact index through the organization of a corresponding event.

The Department encourages faculty members to organize scientific conferences, workshops, seminars, workshops and special lectures at the Department and the University and to invite speakers from Greece and abroad. In addition, it constantly encourages its staff to develop collaborations with international or national public and private bodies, research institutes and

institutions, in order to design and implement actions for the dissemination of scientific knowledge and research to the wider society. At the same time, the Department promotes cooperation with foreign professors, both at educational and research level. Their research work is also enhanced through the access of faculty members to the electronic and printed subscriptions of the Foundation's library, both to databases and to the journals of international publishing houses. These practices encourage not only the increase in quantity, but also the improvement of the quality of the 1 research work of the members of the academic unit, which is a criterion for their selection as lecturers in the context of the operation of the Department's curricula.

The Department grants educational licenses for mobility, further training in Universities and Research Centers around the world and generally for the professional and scientific development of its teaching staff of all levels, in accordance with current legislation and provided that the smooth teaching operation of the Department is not hindered.

A very important factor is also the improvement of the teaching ability of the members of the academic staff and therefore all its members are encouraged to participate in the activities of the Center for the Support of Teaching and Learning (KEDIMA) of AUA (<https://ctl.aua.gr/>), which was created and operates to contribute to the adoption of modern educational methods and practices. Through a series of coordinated scientific actions and actions, KEDIMA seeks to substantially support teachers in providing quality education with high standards. The specific actions refer to the support of teachers by utilizing the tools offered by the new Information and Communication Technologies, so that the teaching work is in line with the new developments in pedagogy, while strengthening the advisory role of the teacher in the educational process. Thus, the aim is to utilize new pedagogical methods and the integration of technological tools aiming at optimal learning outcomes, skills cultivation and equal access to learning, aiming at improving the Curricula and reshaping the social role of the University. Also, the teaching staff is supported in the implementation of appropriate teaching methods and assessment to students with Special Educational Needs, both by the specialized staff of the Liaison Office and by the corresponding guides issued for this purpose.

### **ADMINISTRATIVE STAFF**

The administrative staff is supported by the provision of training programs, which may be organized at the initiative of the Foundation or a service of the Foundation with the aim of training on special issues related to administration and new information systems. In addition, relevant licenses are granted for attending educational programs and seminars, organized by external bodies and institutions, in accordance with national legislation. The Foundation allocates part of its state funding to cover the costs of training programs for its administrative

staff. Also, administrative staff have the right to participate in the Erasmus+ Mobility Program, with the appropriate coverage of the expenses provided by the regulatory framework. Issues related to the development of administrative staff and their placement in positions of responsibility are fully determined by national legislation.