

OECD Workshop on Stimulating Knowledge Transfer - Lisbon - 7th-8th Nov 2017

# **International and intersectoral mobility of human resources in Portuguese HE: A few notes for reflection**

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# Portuguese HE – Systemic/Institutional Patterns in HR:

## Background:

- Tradition of strong National Regulation and high degree of formalization;
- High inbreeding and Low career mobility;
- Strong academic drift (even in Polytechnics);
- Collaboration with Society perceived as an peripheral issue;

## Recent Trends:

- Growing Autonomy and Decline of civil service ties (e.g. Foundations);
- Competition, Performance's Assessment, and ideas of differentiation;
- Dominance of (narrow) Research performance in academic careers;
- Widening of Activities (including research related ones);

## **Management of HR - Attractiveness and Mobility:**

- **HEIs Missions - Institutional and Individual Differentiation;**
- **Academic Careers – Balance between National vs. Institutional Rules;**
- **Distinguishing Recruitment and Promotion;**
- **Mobility – Societal, Systemic, Institutional;**
- **Rewards System – Diversity, Comprehensiveness, Values;**

# A Broader Account of Research-related Outputs in a Diverse System

(Rosa et al, 2017)

*Output and outcome indicators per dimension*

*Scientific, Technological and Artistic Outputs*

Number of peer reviewed publications per full-time equivalent academic, normalized by scientific area

Number of artistic outputs per full-time equivalent academic

Number of Scopus citations per full-time equivalent academic, normalized by scientific area

*Knowledge Transfer*

Number of patents per full-time equivalent academic, normalized by scientific area

Royalties and licence agreements revenue per full-time equivalent academic, normalized by scientific area

Volume of business of start-ups and spin-offs per full-time equivalent academic, normalized by scientific area

*Consultancy*

Revenue generated by consultancy agreements and service provision, per full-time equivalent academic, normalized by scientific area

*Co-research and Co-Innovation*

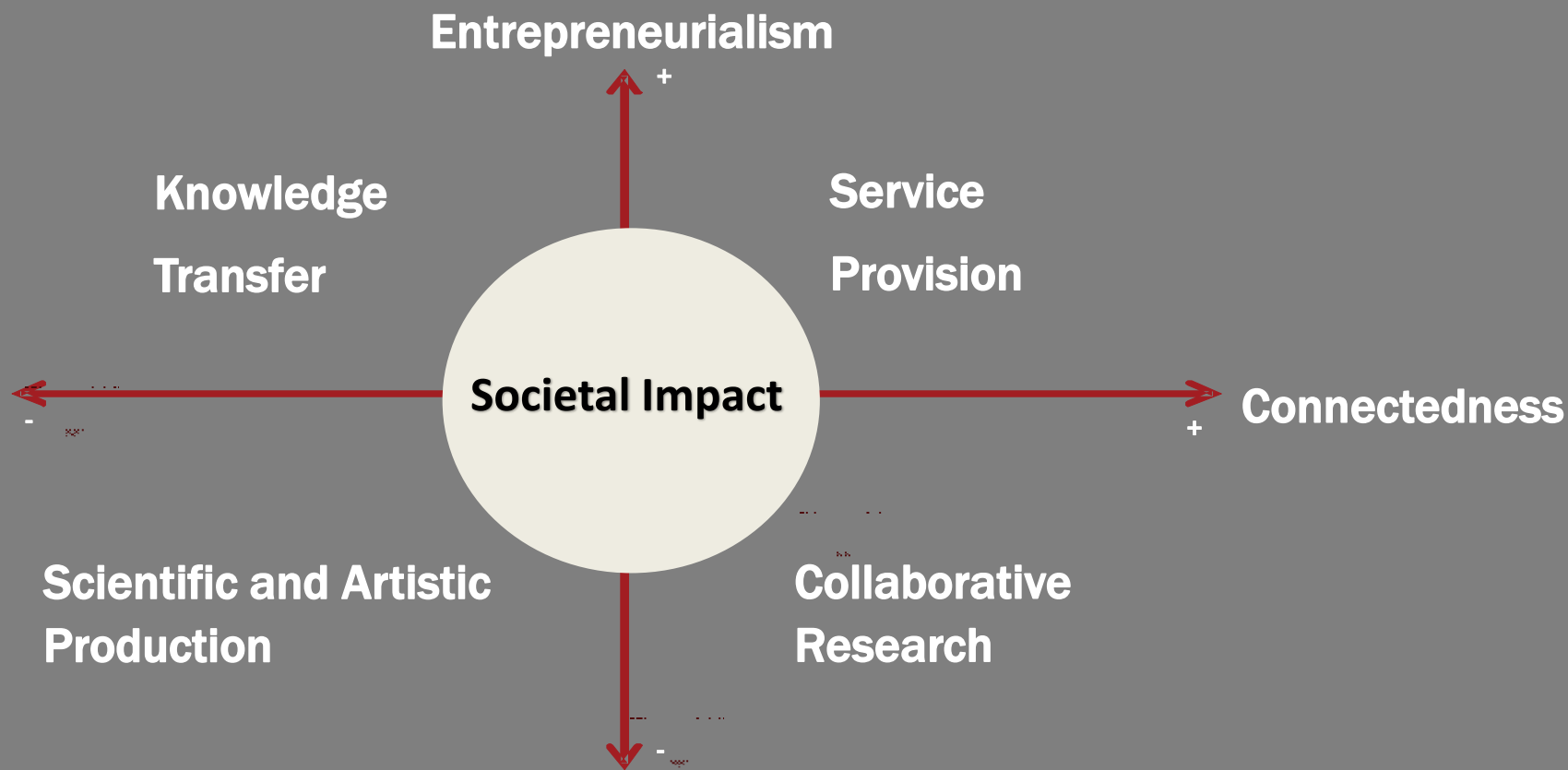
Number of co-patents per full-time equivalent academic, normalized by scientific area

Number of publications with non-academic partners, per full-time equivalent academic, normalized by scientific area

Number of artistic outputs with non-academic partners per full-time equivalent academic

# A Positioning System for Higher Education Institutions

(Rosa et al, 2017)



***Thank you!***

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