



# KOLEGJI ESLG

## **STAFF DEVELOPMENT PLAN FOR THE STUDY PROGRAM MANAGEMENT OF REAL ESTATE AND INFRASTRUCTURE**

The Staff development plan of the program of Management of Real Estate and Infrastructure (MA) has the following key objectives:

- to provide a framework for allowing appropriate development opportunities for current staff that are designed to improve their pedagogical and research skills and enhance their personal growth
- to facilitate the process of change;
- To promote a developmental ethos;
- to include the development of the staff as part of HR compensation plan;
- to embed all staff development activity into the institutions' academic calendar.
- Staff development is an integral part of the Department strategic planning process.

The framework for development opportunities of the academic staff, which aims to improve the pedagogical and research skills and enhance the personal growth of academic staff is regulated with Habilitation Rules of Nova Univerza under the Association Agreement between ESLG and Nova Univerza, Nova Gorica, Slovenia.

Under Habilitation Rules and under Association Agreement academic staff of ESLG can earn academic titles from Assistant Professor to Full professor, should they meet the eligibility requirements under Habilitation Rules of Nova Univerza.

Under habilitation rules the academic staff applying for habilitation into one of academic titles should earn points in pedagogical ability and research capacity (both quantitative and qualitative). Since Habilitation Rules of Nova Univerza are the same as all habilitation standards across Slovenia, any academic staff of ESLG can earn the academic title and automatically become part of academic council of Nova Univerza and be eligible to teach also in the territory of Republic of Slovenia.

The development plan of the staff is as follows:

- Hire teaching assistants from among best master studies graduates;
- Encourage and sponsor their PhD studies at Nova Univerza in the Management of Real Estate PhD program;
- Promote them to lecturers once they are PhD candidates;
- Once they become PhD graduates, initiate the process of post-doc habilitation;



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- Under HR compensation plan differentiate between different academic titles of academic staff in terms of seniorship in order to positively reinforce those promoted to higher titles;
- Promote professors with senior academic titles to management positions within the College;
- Promote two existing Associate Professors to Full Professors and promote three assistant professors to Associate Professors;
- All other lecturers with PhDs promoted to Assistant Professors;
- Hire external full time professors from the field of law, architecture and spatial planning, and management;
- Hire professors from UBT as part-time professors covering elective courses within the study program;
- Under Association Agreement have the academic staff delegated from Nova Univerza Slovenia in some of the specific courses of the master program to increase the ethnic diversity;
- Hire other international professors as full time or Visiting Professors;
- Implement the Memorandum of Cooperation with Norwegian University for Science and Technology to have NTNU professors teach at master program either as co-lecturers or as full bearers of specific courses;
- Increase the gender balance of academic staff;
- Strengthen policy and procedures that support strong academic credentials and a record of successful instruction;
- Strengthen policies and procedures that support academic staff active engagement in scholarship, pursuit of best practices in their fields, and expertise in their course content;
- Habilitated professors of ESLG can serve as doctorate mentors for PhD candidates from Kosovo studying at Nova Univerza in the field of real estate management.

Under the development plan, around 4 lecturers have been picked from the master student graduates, and all of them have enrolled PhD studies at Nova Univerza. There are also 3 other external candidates who have enrolled into PhD studies at Nova Univerza and who upon graduation will be offered full time positions within the department. Two of them have already submitted final drafts of PhD thesis.