

# Third space at HES-SO – University of Applied Sciences and Arts Western Switzerland

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## Research within 6 faculties of

- **Design and Fine Arts**
- **Business, Management and Services**
- **Engineering and Architecture**
- **Music and Performing Arts**
- **Health**
- **Social Work**

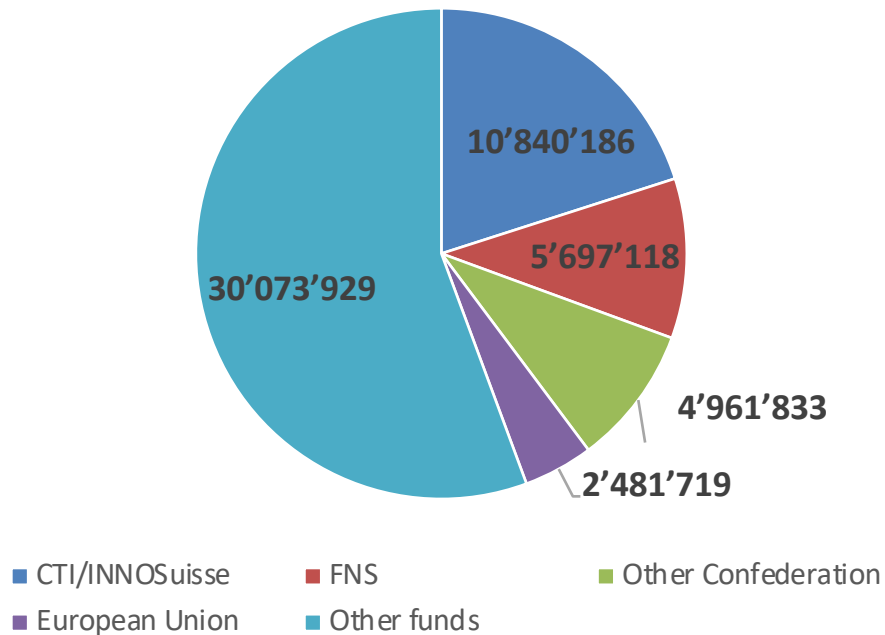


- 7 cantons and 28 schools
- More than 20'000 students and 10'000 staff (3000 FTE)

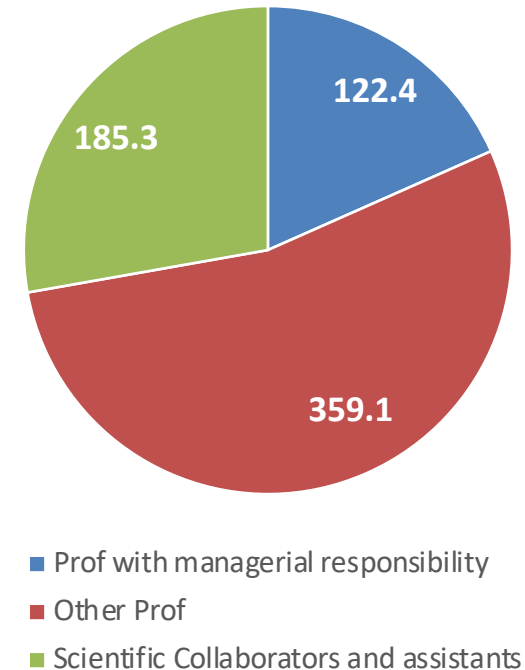
# Research

- **54'054'785 research external funds in 2017 (27% HES)**

External research funds at HES-SO

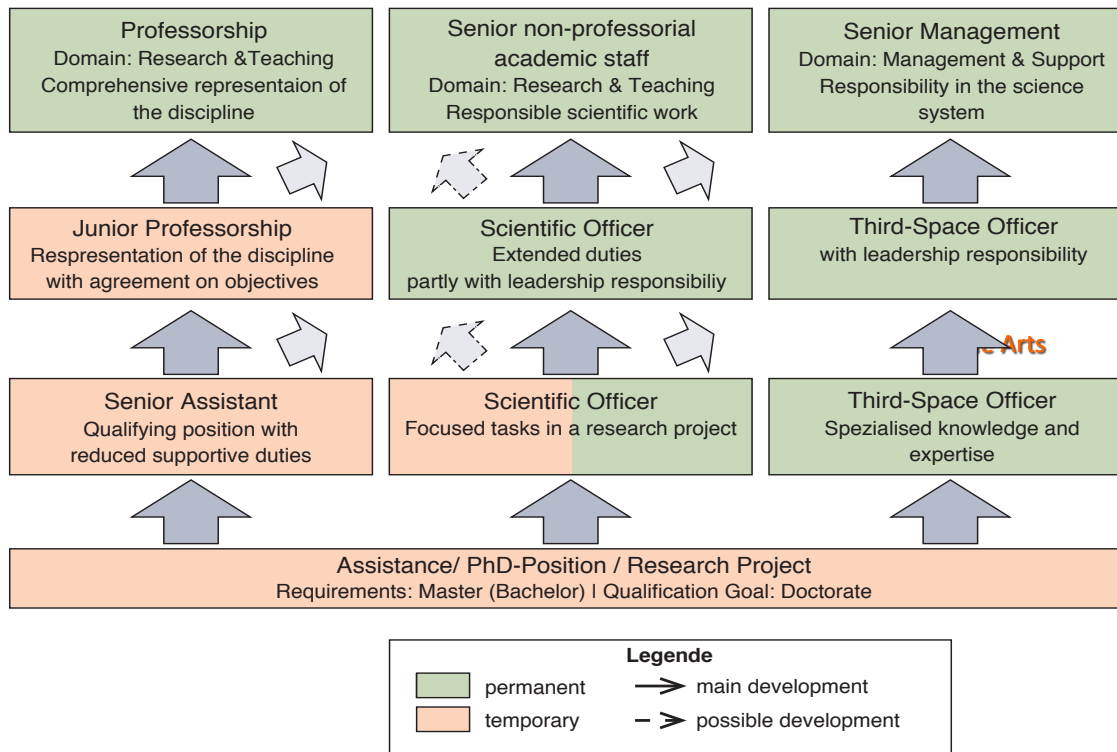


Full Time Equivalent Ra&D (22% of total)



# HES-SO Career pass

## Career paths in the science system



Graph: A model for future career paths in the science system / translated version

**Main differences: not the quality of research !**

- **Dual career : impact on age**
- **Few PhD in our disciplines - tight link with university academic careers**
- **Use-inspired basic research and applied research : impact on publications AND motivations**

## Third space «classical» academic leadership : continuity with academic career

- **Deans and positions for management of research (Institute, laboratory, etc)**
  - Strong academic experience (either teaching and/or research)
  - Relatively stable but permeability with academic position
  - Parallel academic activity (research)
- **Rectors, directors : administrative staff**
  - Not permanent but reconductible
  - PhD or academic experience not always required and thus not always recognized ! (managerial shift)
  - Less permeability with academic positions : what after ?

## Third space new positions and new job profiles to support academic activities

- **Grant office, International relations and programs, etc.**
  - Stable
  - No permeability with academic position
  - PHD not required but a plus
- **Project managers for scientific information, open science, digital transformation in teaching and research, managing accountability, etc.**
  - Same conditions and perspectives but PhD or strong academic experience often a “hidden condition”
  - In addition : project management, managerial skills, skills or ease with technology
  - Understanding of multi or inter disciplinary issues: often social sciences !

## At stake

- **More accountability (management of research), new paradigms (open science, digitalisation, ...), increase of legal issues, pressure for financing research (entrepreneurial researcher) :**
  - need for specialists who are familiar with academic issues in order to concentrate on academic activities (collective activities)
- **Limited financial resources : need to find a balance**
  - Scientific activity thought as collective with complementary skills and tasks
  - Risk of delegating these support roles to young researchers at the expense of their academic careers
  - Risk of increased pressure on Professors / researchers to the detriment of both the quality and the quantity of research

## At stake

- **Clear strategy at institutional level on third space positions**

- Recognition of the need of high academic qualifications (HR strategy, career path, call for application and salaries – presently based on administrative salary scales and job descriptions in which PhD or academic experience are not valued)
- Training offers for additional skills

- **Career and not a position by default**

- enhance the value of the career as a possibility in which strong academic experience is recognized as core competence
- Gender inequalities (engineering sciences; neurosciences...)