

Axis 3: Resources for Development and Modernization

3.1. Infrastructure

The infrastructure of the University is crucial both for the quality of research and for the quality of life of staff and students. The UoC aim is for continuous upgrading of the research infrastructure of all the institutions of the research ecosystem of Crete to support high level collaborative research between the participating institutions as well as joint research activities with partners worldwide. Housing infrastructure is also an important resource for securing accommodation for students from outside Crete, as well as for scientific collaborators and participants in summer schools, conferences and other scientific events that require mobility.

By 2025 the UoC aims to

- Modernise, improve and increase the available research infrastructure by utilizing public investment funds, the University's assets, and sponsorships from foundations and other institutions
- Encourage and monitor the joint use of these facilities for interdisciplinary collaborations
- Improve and increase the number of student residences to at least three times the current capacity so that the University can respond better to its social mission and overcome disadvantages deriving from its regional position
- Improve infrastructure for sports and cultural activities, with facilities at the Gallos Campus in Rethymnon as a priority

3.2. Economic Resources

The University needs continual renewal and upgrading to be able to provide high quality education and research. This presupposes obtaining resources from a variety of sources, especially as the resources available from the state are increasingly limited and the mechanisms for their utilization are becoming increasingly rigid. It is therefore imperative to seek the establishment of an institutional framework that will ensure adequate levels and flexibility in the use of state funding, and also for UoC academic staff to attract funded research and educational programmes from which a small percentage can be invested in actions of high added value to improve the image of UoC, teaching, research and the social contribution of the University.

By 2025 the UoC aims to

- Restructure and improve policy for the use of UoC assets
- Improve procedures of the financial, legal and technical services to facilitate maximum absorption of state funds
- Reduce electricity consumption by 50% and minimization of other running costs in the context of a green policy

¹ 391/19-07-2018 Senate decision

- Increase external funding for research and educational projects by 60%
- Conclude joint programme agreements with companies for technology transfer
- Attract sponsors and donations in critical areas of development for UoC

3.3. Human Resources

The University needs adequate staffing, both in terms of teaching and research staff and in terms of administrative and technical staff. The recruitment of new staff in all categories is necessary both to ensure a balanced age distribution and to attract people with new expertise/competences in emerging areas of activity. In an ever-evolving academic landscape with new challenges and demands, human resources must also evolve and take on new roles and responsibilities that are necessary to realize high quality education and research. Implementation of the UoC strategy depends on the dynamism, enthusiasm, ingenuity and perseverance of the University's human resources and its ability to harness this HR potential to achieve UoC goals.

By 2025 the UoC is committed to

- Increasing mobility, communication and cooperation with staff with similar duties in other universities in Greece and abroad
- Training in new digital technologies aimed at increasing productivity, reliability and documentation of activities
- Distributing tasks and describing associated goals as derived from the overall UoC Strategic Plan
- Reorganization of the University services in the interests of greater economy, efficiency, and to increase the range and quality of the services offered
- Improving the terms and conditions of employment and the degree of staff satisfaction with their work