

POLICY

FOR THE SUPPORT, DEVELOPMENT AND EVALUATION OF STAFF

The Department of Physical Education and Sports Science (Thessaloniki) aims at the continuous upgrading of its human resources, as well as at encouraging the strengthening of education and research. The policy for the support, development and evaluation of staff was updated at the Department General Assembly 703/18-2-2026.

Selection and recruitment of staff

The Department faithfully applies the procedures required by the current law of the Greek state regarding staff selection and recruitment procedures. In addition, it has adopted practices in the process of staff selection and advancement which ensure transparency and meritocracy in the selection and advancement of teaching staff. In the context of transparency, the Department has posted on its website the criteria/qualifications for the election and advancement of ΔΕΠ members (<https://www.phed.auth.gr/>), as described in άρθρο 143 του Ν. 4957/2022.

In summary, it is stated that the assessment for the election or advancement of a Δ.Ε.Π. member is based on the overall teaching and research work of the person under review, including the evaluation of his/her teaching ability; on his/her overall scientific and research activity, with emphasis on international presence; on his/her contribution to the utilization of knowledge and to technology transfer, as assessed through patents that he/she has secured; on participation in the exploitation of research results that have led to the establishment of spin-off companies and participation in such companies as a member or shareholder; as well as on attracting funding for research and on recognized social presence and intervention. The scientific ethos of the candidate is also taken into account as an essential element in the formation of his/her personality.

Evaluation of staff

The research work of the Department members:

1. is systematically monitored and evaluated by the Research Policy Committee through the preparation of the annual internal evaluation (self-evaluation) report, in which the research activities of ΔΕΠ members as well as of all teaching staff of the Department are recorded. The annual self-evaluation report is submitted to ΜΟΔΙΠ at the end of the academic year.
2. is disseminated:
 - A) within the Department
 - Posting of publications by year on the laboratory websites
 - Integration of research results into teaching
 - Closed meetings of teaching staff with related subject areas
 - Open procedures for the defense of diploma, postgraduate and doctoral theses.
 - B) in the Greek and international academic and scientific community
 - Publications in reputable Greek-language and foreign-language scientific journals
 - Presentations at conferences
 - Meetings/workshops held in the context of the implementation of research projects
 - C) in the local and national social environment
 - Short articles in the local and national press
 - Speeches at workshops of local social and cultural associations
 - Participation in cultural activities of Municipalities and Communities
3. is rewarded through the institution of honoring researchers who have distinguished themselves for their contribution to science by international bodies that assess research activity (Research Activity Award).

The teaching work of the Department members is assessed through the following procedures:

At the end of each academic semester, the teaching staff complete the Course Assessment Form (M2) for the courses they teach. The form is submitted online to ΜΟΔΙΠ (<https://qa.auth.gr/>) and is taken into account for the preparation of the internal evaluation (self-evaluation) report. In addition, teaching work is evaluated by students at the end of each academic semester. The evaluation is conducted per course through the anonymous completion of a special questionnaire on the ΜΟΔΙΠ website (<https://qa.auth.gr/>). The 5 questions of the questionnaire concern the course, 4 concern the instructor, and 2 concern the student's self-evaluation. At the same time, by decision of the Senate, before graduating from our Department, students are asked to complete

the Study Assessment Form. The results of the evaluation are posted on the Department website with the aim of informing teaching staff. Instructors update the content and teaching methods of their courses on an annual basis, while they take into account both self-evaluation and student evaluation in order to improve their teaching work.

Support and development of staff

The Department of Physical Education and Sports Science (Thessaloniki) encourages the research activity and scientific development of staff through the following actions:

- granting educational leaves for mobility and further training at universities and research centers around the world. More specifically, the granting of leave concerns all ranks of teaching staff for:
 - Scientific reasons in Greece or abroad (άρθρο 157 του ν. 4957/2022) (one year for every six years of continuous service or six months for every three years of continuous service). The leave is granted after the completion of three years of actual service at the AEI.
 - Employment in Chairs of Hellenic Studies at foreign AEI, up to three academic years (άρθρο 158 παρ. 5 του ν. 4957/2022)
 - Parallel employment at foreign AEI, up to one (1) academic semester per academic year (άρθρο 158 παρ. 3 του ν. 4957/2022).
 - For Other Educational Personnel ΕΕΠ and ΕΔΙΠ, educational leaves and leaves for conferences, seminars, etc. are granted according to the provisions of άρθρο 6 του ΠΔ. 147/2009.
- ensuring quality and sufficient spaces for conducting research and procuring modern scientific equipment. More specifically, the research activity of staff is supported by the equipment of the 6 laboratory units operating in the Department (<https://www.phed.auth.gr/el>), while the Department provides the human resources for conducting research (e.g. researchers) through the operation of 4 postgraduate study programmes (ΠΜΣ) of the Department and 2 interdepartmental postgraduate study programmes (ΔΠΜΣ).
- training of staff through the invitation of recognized scientists from abroad to teach in the Department and through the organization of scientific conferences
- regular information on research funding opportunities (calls, submission dates, websites) through the ΑΠΘ ΕΛΚΕ information system for ΔΕΠ members.
- assistance in claiming competitive international and Greek research programmes in cooperation with ΕΛΚΕ.
- promotion of cooperation with universities and research centers abroad

The Department of Physical Education and Sports Science (Thessaloniki) supports the educational activity and professional development of staff through the following actions:

- the introduction of innovative teaching methods and the use of new technologies. The Department encourages innovation in teaching methods through the use of modern technologies. All courses are supported through the Moodle course e-learning support platform (<https://elearning.auth.gr/>). All courses use multimedia technologies for teaching, while most use ΤΠΕ for student assessment. A significant number of laboratory courses use modern technologies and specialized software for statistical analysis, movement analysis and recording of biometric data. In 74% of all courses, students are trained in the research process (<https://qa.auth.gr/>).
- cooperation with the ΑΠΘ Center for Teaching and Learning Support (<https://kedima.auth.gr/>). The Center for Teaching and Learning Support deals, among other things, with supporting Postgraduate Study Programmes in teaching matters, particularly through the use of new technologies in teaching, taking special care for their use in support of teaching persons with disabilities. The Center cooperates with teaching staff and students, as well as with various organizational units of the Institution (such as the General Directorate of Technical Services and Computerization, the IT Center, the Library and Information Center), in order to make the use of new teaching methods more effective and to propose optimal solutions to possible problems. In addition, the Center for Teaching and Learning Support:
 - Organizes learning cycles, training actions, seminars, etc.
 - Collects, designs and develops research and training material.
 - Ensures the creation of a repository of supportive research and training material (in printed or electronic form), as well as good practices.
 - Cooperates with other corresponding structures of domestic and foreign AEI and develops joint actions and synergies.
 - Organizes a Registry of cooperating ΔΕΠ members or external experts on teaching and learning issues, in order to support individual and/or specialized actions of the Office.

The Center for Teaching and Learning Support may support staff by participating in additional educational activities, such as providing services for the preparation of studies, the development of innovative educational material related to Teaching and Learning in Higher Education, as well as undertaking related research work.

The above actions, on the one hand, strengthen the connection between teaching and research and, on the other hand, promote the scientific and professional development of staff.