

Program Shaping the Future

Acompanhamento e Desenvolvimento de Docentes e Investigador@s
Counselling and Development of Teachers and Researchers

<https://shapingthefuture.tecnico.ulisboa.pt/>

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Agenda

- Coordination
- Objective
- Strategic Vision
- Pillars of Programme Shaping the Future (PSF)
 - I - Mentoring, Counselling, Evaluation
 - II - Funding
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- List of acronyms

Coordination

CADDI

Coordenador de Aconselhamento e Desenvolvimento de Docentes e Investigadores
Coordinator of Counselling and Development for Teachers and Researchers

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N-PRiME group

Disclaimer: I'm new in office, so it's possible I don't have answers to all your questions

Objective

Ensure and transmit to PAX / IAX in PE

- full integration into the academic life of the Department and *Técnico*
- a set of ethical values and good institutional practices
- a strategic perspective on career development that allows you to
 - maximize your potential as a university scholar
 - align your career development plan with *Técnico*'s strategic objectives
 - guarantee all the conditions for a successful probationary period

Strategic vision

Development of PAX / IAX with excellent academic profiles

- scientific, educational and societal contributions with high impact, relevance and visibility
- commitment to teaching excellence
- national and international recognition and projection
- academic and scientific independence
- success in attracting competitive funding
- leadership of scientific team
- demonstration of potential to take on future management / coordination positions

Pillars of Program Shaping the Future

I - Mentoring, Counselling, Evaluation

Monitoring and counselling to ensure the success of the probationary period

(NOTE: some departments have specific regulations)

I - Mentoring, Counselling, Evaluation

- As PAX/IAX in PE, I can
 - interact with my mentor for counselling
Do I know who my mentor is ?
 - request special assistance from *Núcleo de Desenvolvimento Académico* (NDA)
(Gonçalo Moura: goncalo.moura@tecnico.ulisboa.pt)
 - seek mediation from the CADDI, in case of exceptional situations

I - Mentoring, Counselling, Evaluation

- As PAX/ / IAX in PE, I should
 - meet my mentor, at least once a year
 - submit to the President of Dept an annual progress report of PE ([PAX](#) / [IAX-Annex I](#)) + an [academic record](#)
 - meet the CAPE, at least once a year
(for recommendations, based on the progress report)
 - meet the President of the Department, at least once a year
(for annual evaluation, based on the progress report)
(for mid-term evaluation, based on the progress reports)
(for final evaluation, based on the progress reports)

Am I doing this ? / Is this happening ?

I - Mentoring, Counselling, Evaluation

- As PAX/IAX in PE, I can / should

- benefit from a sabbatical leave, ideally

- * in the 7th term (semester) for PAX

- * in the 5th term (semester) for IAX

- Am I doing / planning to do this ?**

- and also...

- * teach only 4h/semester (if PAX and if recruited in 2024/2025 / FCT Tenure+)

- * be dismissed from management obligations during the PE

- * avoid teaching in scattered UCs

- * teach in advanced UCs

- * have access to MSc students

- Is this happening ?**

Timeline

(example for PE of 5 years - PAX)

(for IAX, recede: 2 terms for sabbatical; 4 terms for final evaluation)



Pillars of Program Shaping the Future

II - Funding

Strategy to leverage career development

II – Funding / start-up funds

- As PAX/IAX in PE, I can / should
 - use start-up funds A (until 4k€ / until 7.5k€ - for the duration of FCT Tenure+)
sabbatical component: support for partial sabbaticals (PAX) / release from service (IAX),
of 6m abroad
 - use start-up funds B1 (until 2k€)
basic integration component: computer, participation in conferences
 - use start-up funds B2 (until 1.5k€)
programmatic component: support for the scientific project, depending on experimental intensity

Am I using these funds ?

II – Funding / start-up funds

- How to access component B1
 - **After signature of contract**
 - sign form to open start-up funds' project
 - submit acquisitions of G&S for component B1
 - (some departments have “matching funds” procedure)

II – Funding / start-up funds

- How to access components A and B2

- **Soft competition (“stepping-up” approach)**

- MAY:** internal annual call for components A and B2

- JUNE:** Santander annual call for component A

- I should apply to **BOTH** calls, to obtain the total funds announced for component A

An email will be sent in April announcing the 2025 call

- **Application documents**

- scientific-pedagogical project for the PAX competition

- brief budget justification

- sabbatical info

II – Funding / start-up funds

- When to apply

- **For component B2**

- first call after the recruitment

- **For component A**

- any call during the PE, making sure that the partial sabbatical / release from service is carried out

Use the funds until the 7th term for PAX / 5th term for IAX

Am I using them ?

- Which rules apply

- FCT eligibility rules apply

- there can be no transfer between A/B components

II – Funding / Other opportunities

- FCT-mobility

<https://www.fct.pt/financiamento/programas-de-financiamento/outros-apoios/programa-fct-mobility/>

support to international mobility of researchers

permanent open competition until 31/12/2025, for leaves until March 2026

- Incentives for fund raising

- FCT's ERC Portugal Program

<https://www.fct.pt/programa-erc-portugal-da-fct/>

- * ERC-PT Pre-assessment

- * ERC-PT A-Projects (until 250k€/application)

- Técnico's +Projetos: **to be developed**

- incentives for participation in other funding programs, also nationals

Pillars of Program Shaping the Future

III - Training

Maximize your potential as university teacher

III – Training

- As PAX/IAx in PE, I can / should

- participate in the Workshop Shaping the Future

promote adaptation to the culture of Técnico, addressing: ethical issues, competitive funding, career development, leadership and team management, supervision and motivation of students, new learning contexts, presentation and discussion of success stories

10th edition (2025): June 30 – July 2

- receive observation and follow-up of lectures, once every scholar year during PE

observation of lectures (by NDA)

feedback and recommendations

- have additional training

recommended by NDA, mentor, President of Dept

Am I doing / have I done this ?

Pillars of Program Shaping the Future

IV - Communication

Increase the visibility of PSF at/in Técnico

IV - Communication

- Disseminating counselling and development of teaching / research careers at Técnico
 - creating an institutional image
 - reviewing / updating the website
 - improving the dissemination of information on the PSF and on PAX/IAX recruitment

<https://shapingthefuture.tecnico.ulisboa.pt/>

Human Resources
are the most important asset of any institution

List of acronyms

- **PSF**
Program Shaping the Future
(Acompanhamento e Desenvolvimento de Docentes e Investigador@s)
- **CADDI**
Coordenador do Acompanhamento e Desenvolvimento de Docentes e Investigador@s
- **PE**
Período Experimental
- **CAPE**
Comissão de Acompanhamento do Período Experimental
- **NDA**
Núcleo de Desenvolvimento Académico (NDA)