



University of Rijeka

***Modernisation and Reconstruction
of
University Management and
Structure***

Ghent , September 2009

Weaknesses

UNIRI Strategy 2007-2013
SWOT Analysis

**Fragmentation of the
University**

**The number of officers
and employees with
necessary
qualifications is not
optimized**

**A lack of specialties for
various job groups**

**Nonexistent stimulative
system of rewarding
and promoting**



Weaknesses II

Unclear and unstable financial conditions, untransparent and rigid financial framework

A high dependency on budget resources

The inability to establish a stable financing of developmental projects and already established systems

Low public awareness about some essential University issues

Underdeveloped University information system

Inadequate linkage at the Ministry-University-Faculty level



Weaknesses III

An insufficient and weak linkage between professions and scientific fields

The fragmentation of resources, study programmes and research

A heavy teaching load results in a deficit of professors and space, inadequate use of work hours and a decrease in research potential.



Difficulties at Administration Level

**Integration process –
resistance towards all
integration segments in
administration structures
(management level,
technical level)**

**Slowness of administrative
support in the acceptance
and implementation to
higher education reform**



Difficulties at Administration Level II

Insufficient level of knowledge at all administration levels in the field of new management systems

Inefficient and irrational internal structure of administrative services (slowness in changing current classification)

Slowness (resistance!) in understanding the need for professional training (particularly in the use of IT tools)

Frequent conflicts when seeking union rights and needs for modernization in the administration



Thank you!

