

# UCA's administrative organisation

## General presentation

HERD PROJECT  
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# Key figures

# Many assets to exploit

## 20 Faculties and Graduate Schools in six broad-based Institutes



Clermont Auvergne INP  
DEM Institute (Law, Economics, Management)  
SVSAE Institute (Life Sciences, Health, Agronomy and Environment)  
Science Institute  
LLSHS Institute (Humanities, Modern Languages, Human and Social Sciences)  
IUT Clermont Auvergne (Technical Education)

## 6 Campuses



Aurillac  
Clermont-Ferrand  
Le Puy-en-Velay  
Montluçon  
Moulins  
Vichy



**38,000**

**students including 5,500 international**

**2,200**



**Faculty research and teaching staff**

**1,560**

**Technical and administrative personnel**

**173 courses**

Bachelor's, vocational degrees, master's,  
paramedical, healthcare qualifications



**400 cooperation agreements  
and 50 double degrees**

# 47 Research structures

- 36 Research teams
- 3 Research Federations
- 5 Doctoral Schools
- 1 Human Sciences Centre
- 1 Science of the Universe Observatory  
(Meteorology & volcanology)
- 1 Pooled technology facilities



## Examples of major research themes

- Natural disasters
- Cancer research
- Microbiology for health and the environment
- Transport and factories of the future
- Robotics and imaging
- Quantum informatics
- Well-being and care for older persons
- International development

## Rankings



### Shanghai 2021

UCA appears in **13** rankings  
**15<sup>th</sup>** French University out of **68**

### THE 2022

UCA is ranked in **9** themes  
THE World Young University Ranking: 173<sup>rd</sup> / 475

## Excellence programme

Winner of **1** initiative I-Site in 2017 (CAP20-25)

### **3** Labex:

Innovative mobility (IMOBS3)  
Research in vulcanology (ClerVolc)  
Sustainable development, governance (IDGM)

**1** NCU Success, professional orientation and  
integration of students (Mon PassPro)

**1** SFRI (7 Graduate tracks)  
and SAPS, PUI and HR4SR certification

## 7 Graduate tracks

- International development graduate track
- Graduate track for intelligent and innovative mobility
- Graduate track for research on volcanoes in the earth system
- Graduate track for changing environments
- Graduate track for nutrition, health and mobility
- Graduate track for mathematics and physics
- Graduate track for humanities and social sciences

## 4 International Research Centres

- Sustainable agro-ecosystems in a context of global change
- Innovative systems and services for transport and production
- Personalised mobility as a key factor in health
- Risks of natural disasters and socioeconomic vulnerability

# UCA's legal status



# Clermont Auvergne University

- A public institution created by the Law of 7 December 2020 in light of the structural recommendations of the CAP 20-25 panel.
- Experimental public entity 'Clermont Auvergne University', in application of the **Presidential Order of 12 December 2018**



**Order of 12 December 2018** concerning the experimentation of new forms of collaboration, grouping or merger of higher education and research organisations. Taken pursuant to Article 37-1 of the Constitution, which authorises laws and regulations to include provisions for experimental entities.

**For a period of 10 years, an EPSCP can group or merge higher education and research organisations (including both public and private research bodies).**

# UCA's structure



# The President and the presidential team

## A new governance,

with the support of : the Executive Board, the Statutory Boards, the Presidential Team, composed of:

**The President (Mathias BERNARD)** is chosen among the UCA's personnel, and elected for 5 years by UCA's Governing Board.

### 4 statutory Vice-Presidents:

- Anne FOGLI (First Vice-President, steering and finances)
- Françoise PEYRARD (Training)
- Vanessa PREVOT (Research)
- Mathis NAPIERALA (Student Vice-President)

## A new governance,

with the support of : the Executive Board, the Statutory Boards, the Presidential Team, composed of:

### 5 functional Vice-Presidents:

- Pierre SCHIANO (Attractiveness, Structuring Projects)
- Marie-Elisabeth BAUDOIN (IR-Europe)
- Blaise PICHON (Campus Life, Culture, Working Conditions)
- Eric TOMASELLA (Innovation, Work integration, Stakeholder Relations)

## A new governance,

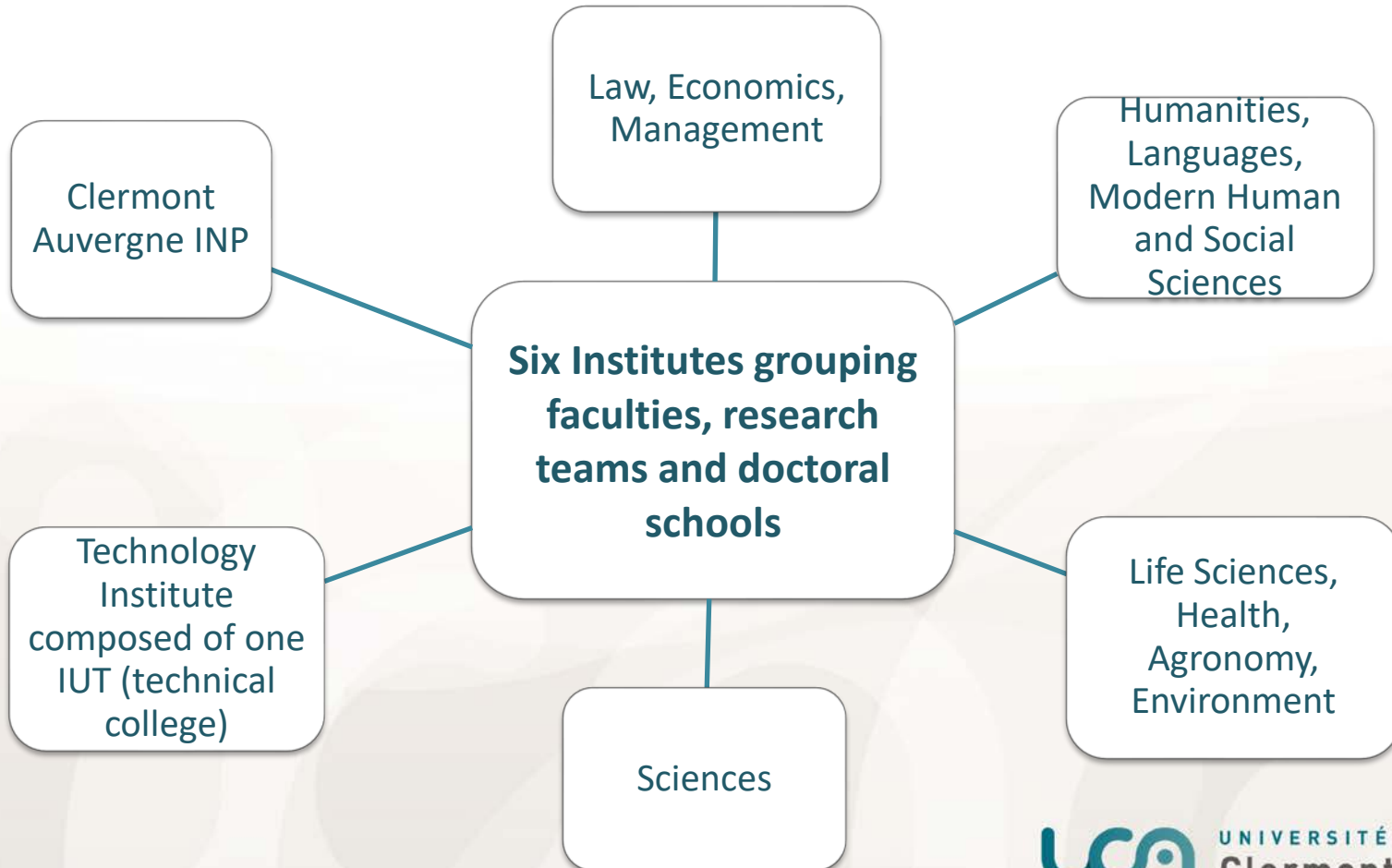
with the support of the Executive Board, the Statutory Boards, the Presidential Team, composed of:

### 7 President's Special Representatives :

- Christophe TESTARD (Administrative Simplification)
- Frédérique BONNEMOY (Sustainable Development and Societal Responsibility)
- Claire BERTHONNEAU (Equality and Combating Discriminations)
- Joël DREVET (Real Estate Strategy)
- Cécilia BRASSIER (Academic Integration of Refugees and Home Internationalisation)
- Valérie LEGUE (Open Science and IS Research)
- Frédéric LIBERT (Sustainable Mobility Projects)

# The Institutes





# Clermont Auvergne University comprises 6 Institutes

The Institutes are primarily policymaking coordination bodies participating in UCA's central governance. They have no operational competences other than those arising from voluntary resource-pooling among faculties and/or research units, or by delegation from central management.



The Institutes are not empowered to act in place of faculties and research units, which are in charge of their own financial means and fully contribute to management and HR dialogue.



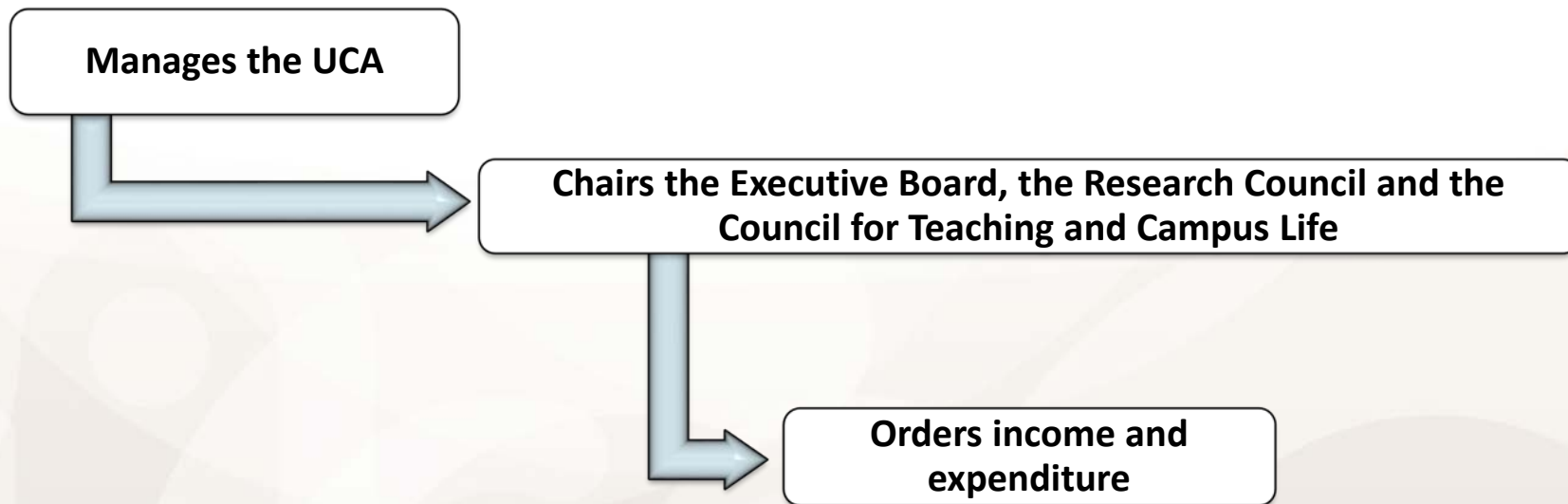
The Institutes pursue five major missions: Contribution to organisational strategy, Contribution to decisions and arbitrations made by UCA, Links between teaching and research, in particular in staffing campaigns, promotion of trans-University projects. Pooling (of teaching, administrative and technical services, etc.)



The Institutes offer a guarantee of balance among the major disciplinary and scientific domains and different types of teaching, in a University committed to a broad multidisciplinary character.

# UCA's governing bodies

# The President



# The Executive Board

## It comprises:

- ❖ The President
- ❖ The Heads of the six Institutes
- ❖ The statutory Vice-Presidents
- ❖ The Student Vice-President
- ❖ A representative of the socioeconomic stakeholders
- ❖ The Head of Administration

**The Executive Board is UCA's governing body in charge of strategic thinking and forward planning. It:**

1. Draws up and monitors UCA's general strategy (upstream and downstream of UCA's central decision-making) concerning training, research, student life, international development, IT, human resources and real estate.
2. Ensures the distribution of human and financial resources among the different Institutes.
3. Ensures the balanced development of the different Institutes.
4. Fosters inter-University cooperation within UCA.

# The Governing Board (1)

## It comprises 39 members:

- 12 representatives of faculty teaching and research staff
- 6 representatives of non-teaching personnel
- 6 representatives of students and persons in continuing training
- 6 representatives of academic partners involved in territorial coordination
- 3 representatives of local authorities
- 6 representatives of UCA's socioeconomic environment

**The Chair is held by a representative of the socioeconomic stakeholders**

# The Governing Board (2)

Its functions are focused on strategic issues and on UCA's overall financial management: part of its prerogatives are delegated to the Research Board and the Council for Teaching and Campus Life. It meets at least four times a year.

## Competencies:

- 1) Setting UCA policy
- 2) Approval of UCA's contractual obligations
- 3) Approval of the budget
- 4) Setting UCA strategy
- 5) Distribution of human resources
- 6) Approval of agreements and contracts
- 7) Adoption of overall strategy for recruiting academic staff.

# The Research Council (1)

## It comprises 43 members:

- 14 representatives of University Professors and staff of similar status
- 14 representatives of other Faculty members, teachers and staff of similar status
- 5 representatives of non-teaching personnel
- 5 representatives of doctoral students
- 5 outside experts

**The Chair is held by the President of UCA or if absent, by the Vice-President for Research**



## The Research Council (2)

It sets and validates UCA's scientific policy. It is organised in electoral colleges and is simplified and aligned with the other bodies.

### Competencies:

Deliberates on proposals made by the Executive Board concerning scientific policy



Allocates the means devoted to research



Sets the rules by which the laboratories are run

# The Council for Teaching and Campus Life (1)

## It comprises 41 members:

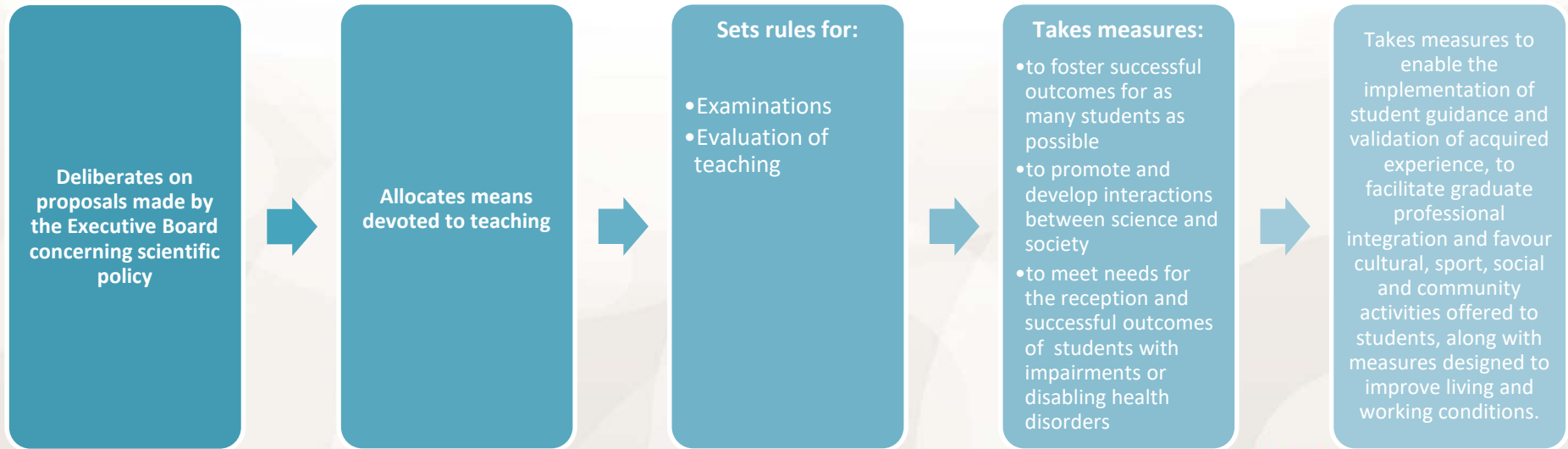
- 8 representatives of University Professors and staff of similar status
- 8 representatives of other Faculty members, teachers and staff of similar status
- 16 representatives of students and persons in continuing training
- 4 representatives of non-teaching personnel
- 5 outside members

**The Chair is held by the President of UCA or if absent, by the Vice-President in charge of training**

# The Council for Teaching and Campus Life (2)

It deliberates on policy concerning curricula and teaching, and student and University life

## Competencies:



# The Council of Faculty and Teaching Staff (CP2E)

## It comprises 32 members:

- ✓ 13 representatives of University Professors and staff of similar status
- ✓ 13 representatives of faculty members and staff of similar status
- ✓ 6 representatives of junior teaching staff: 1 representative per Institute

**The Chair is held by the President of UCA and if absent, by a University Professor chosen by the Executive Board**

# The Council of Faculty and Teaching Staff (CP2E)

## Competencies:

1. Adopts the overall strategy for recruiting Faculty staff
2. Adopts the requirements assigned to Faculty and teaching positions to be filled
3. Deliberates on the setting-up of selection, recruitment and promotion committees

# The Consultative Councils

## The Council of Heads of Research teams

Acts upstream of the Research Council. It meets four times a year.

## The Council of Faculty Heads

Acts upstream of the Council for Teaching and Campus Life and on the general policy of UCA. It meets monthly.

# Organisation of Administrative Services

# Role of the Head and Deputy Heads of Administration (1)

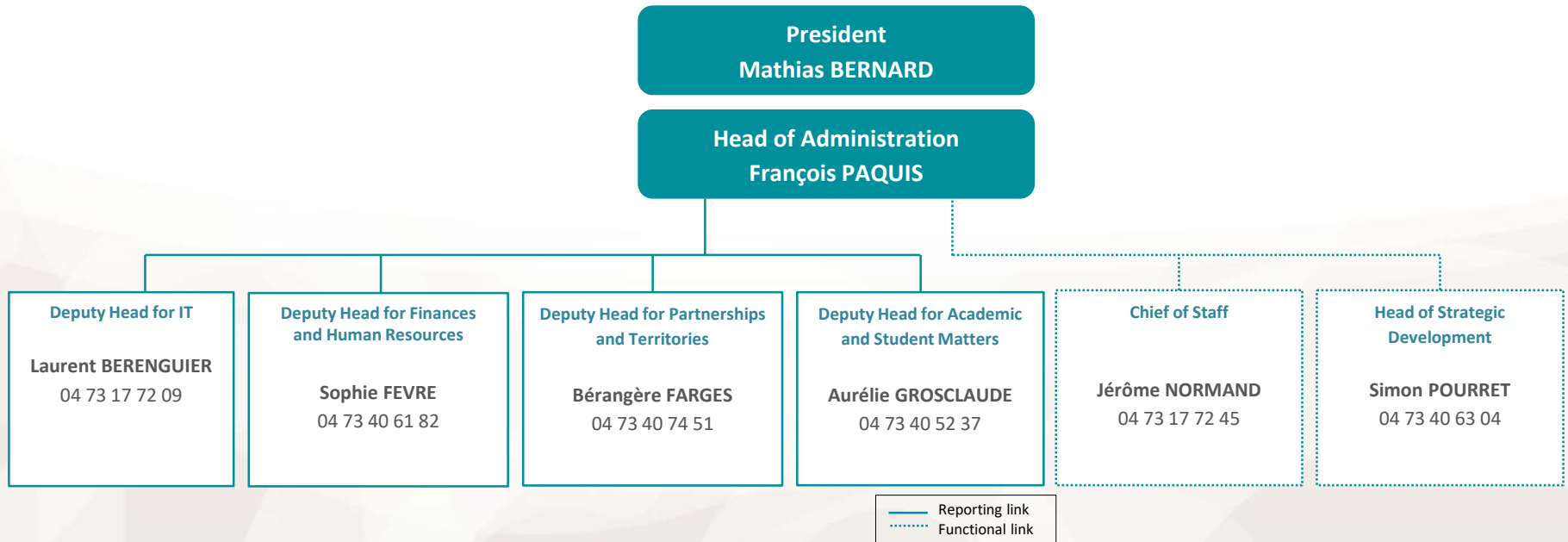
## The Head of Administration:

- ✓ Is a full member of the management team, and participates, with a consultative vote, in UCA's governing bodies.
- ✓ Has statutory and functional authority over the Administrative Services, just as the Vice-Presidents have policymaking authority in their respective areas.
- ✓ Is recruited on a proposal made by the President of UCA. Appointed by order of the Minister for Higher Education, for a minimum term of four years renewable once, with secondment from prior position.

At UCA, the Head of Administration, along with several Deputy Heads and Directors of individual services, ensures a smooth coordination in the preparation and execution of the policies decided, through constant dialogue and exchange.



# Administrative Services organisation chart



# Role of the Head and Deputy Heads of Administration (2)

Help draw up UCA policy and set a strategy for its implementation

The Head and Deputy Heads of Administration:

- ✓ **participate** in the appraisal of UCA's challenges, strengths and weaknesses
- ✓ contribute, by **supporting the policymaking team**, to drawing up an overall development project for UCA, and more specifically, defining its governance
- ✓ **carry forward UCA's project** by identifying the conditions of feasibility of the policy objectives and by formalising the administrative organisation goals as an instrumental part of the project
- ✓ define, in coordination with the policymaking team, the **resource management and optimisation strategy**
- ✓ **promote and steer the drawing-up of strategic master plans** in particular in human resources, real estate policy, information systems, public commands, etc.
- ✓ **alert the policymaking team to the constraints and risks associated with certain decisions and their implications**, and more specifically supervise the risk control and internal audit policy

# Role of the Head and Deputy Heads of Administration (3)

Steer UCA's performance and resource optimisation strategy

The Head and Deputy Heads of Administration :

- ✓ participate, along with the policymaking team, in the budget construction process and the drawing-up of management plans for staffing, and ensure the monitoring of their execution
- ✓ identify financial capacities and critical thresholds
- ✓ optimise means to improve UCA's performance
- ✓ help forward-planned management of workforce, staffing and skills
- ✓ implement a management dialogue approach with all the UCA bodies;
- ✓ ascertain the soundness of all legal acts performed by UCA and guarantee the proper application of procedures

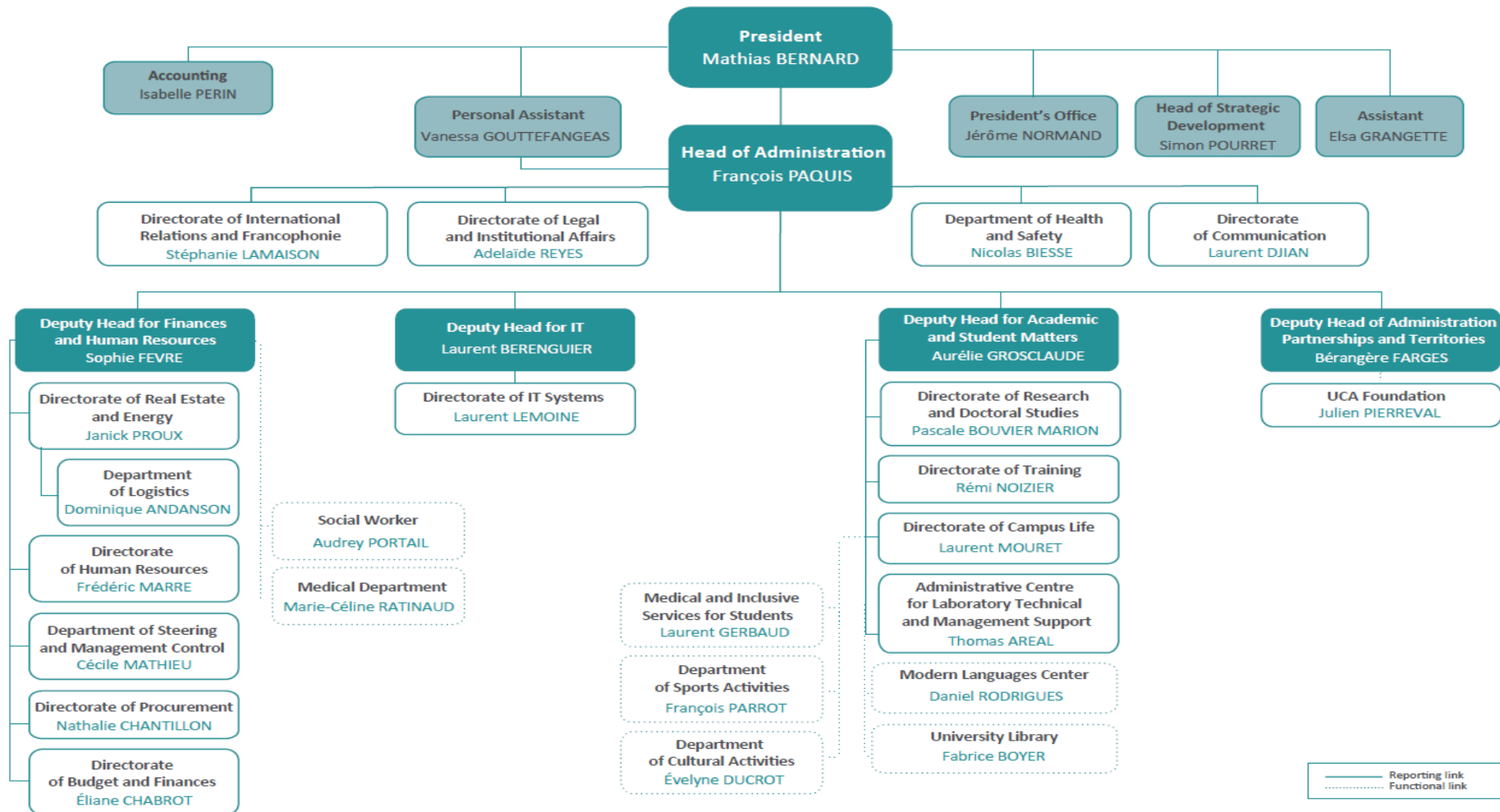
# Role of the Head and Deputy Heads of Administration (4)

Manage and organise the UCA administration

Reporting directly to the President of UCA, the Head and Deputy heads of Administration is responsible for all the non-academic personnel working at UCA, whatever their status, and can delegate certain areas of responsibility to the Assistant Heads. The Head and the Assistant Heads are specifically in charge of:

- ✓ **Leading UCA's management team:** Deputy Heads, Directors, administrative and financial officers in the various faculties, research units, etc.
- ✓ **Setting collective and individual objectives for direct collaborators and ensuring their evaluation**
- ✓ **Fostering the development of the personnel's skills and expertise**

# UCA organisation chart



# Zoom on the role of the Deputy Head for Academic and Student Matters

## Oversees :

- ✓ Director of Research and Doctoral Studies
- ✓ Director of Training
- ✓ Director of Campus Life
- ✓ Head of the Administrative Centre for Laboratory Technical and Management Support
- ✓ Veterinarian officially attached to the pooled animal facility

## Missions:

- ✓ **Support to services:** HR, special issues, inter-University issues covering several administrative sectors
- ✓ **Steering of structuring projects** for UCA in research, e.g. future investment project
- ✓ **Participation in UCA's governance:** Research Council, Council of Heads of research teams
- ✓ **Participation on the steering committee** for UCA's research projects: information systems (CAPLAB national project for steering research activities; ADUM, steering of doctoral schools), HRS4R certification

**Thank you**