



ΠΑΝΕΠΙΣΤΗΜΙΟ ΠΕΙΡΑΙΩΣ
UNIVERSITY OF PIRAEUS

DEPARTMENT OF DIGITAL SYSTEMS



DEMOKRITOS

INSTITUTE OF INFORMATICS AND TELECOMMUNICATIONS



Policy for the Support and Development of the Personnel

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The Master's Program in Artificial Intelligence (MSc in AI) aims to continuously and significantly strengthen its academic community by providing rich learning, teaching, research, and practical experience opportunities. This is achieved through collaboration with educational, research institutions, as well as with industrial organizations both in Greece and abroad.

- The MSc in AI encourages and supports the ongoing improvement of the research quality of its teaching and research staff, fostering the necessary culture within the program and among all members of its academic community.
- The MSc in AI strives to connect teaching with research and production. It encourages student participation in activities led by the research laboratories of the MSc in AI implementing entities, as well as involvement in production activities related to the program's objectives, specifically in the development and application of Artificial Intelligence methods. Under the supervision of faculty members and researchers, students gain research and development experience, enrich their knowledge, deepen their understanding of their field, and develop essential skills.
- The MSc in AI collaborates seamlessly with the University of Piraeus and the "Demokritos" National Centre for Scientific Research (NCSR) for the utilization of resources from partner organizations, to enhance the scope and quality of supporting services for its academic community and achieve its goals.

Based on its quality policy, the AI Master's Program:

- Aims to train and enhance the outcome and experience of its academic staff, providing opportunities for collaboration with domestic and international educational/research institutions, as well as industrial organizations working on AI innovation.
- Encourages the continuous improvement and growth of the research output of its teaching staff, fostering and disseminating the necessary culture within the institutions implementing and operating the program and toward its academic community, supporting research in innovative areas of AI.

To achieve these goals, the MSc in AI commits to supporting the teaching work of its faculty through:

- The development of the necessary infrastructure and provision of support services for the effective and seamless implementation of its educational and scientific objectives.
- Building connections with domestic and international organizations with a particular research and developmental focus on Artificial Intelligence and fostering academic/research collaborations with them.
- Providing substantial incentives for the quality delivery of educational services to students.
- Rewarding excellence and promoting good practices for all members of the academic community of the AI Master's Program.

Regarding the research work of the faculty, the MSc in AI supports both basic and applied research efforts in a wide range of Artificial Intelligence fields according to the program's curriculum. Specifically, the program encourages student participation in research and innovation under faculty supervision. Students are provided with opportunities to deepen their knowledge in AI and develop skills by engaging in research programs, joining research teams in laboratories of the involved institutions, or in research and development teams of production organizations. These students actively contribute to teams consisting of faculty members, researchers, active PhD candidates, and postdoctoral researchers, gaining experience in collaborative research, role distribution, adhering to schedules, and meeting submission deadlines.

Through this process, the MSc in AI aims to develop research laboratories and research groups by integrating new talents, working on innovative research AI topics that faculty members may not have had the chance to pursue due to a lack of human resources.

Thus, the MSc in AI is supported by its research laboratories and groups and, in turn, supports the research laboratories and groups of its partner institutions, aiming to conduct high-level research both independently and through collaboration, to develop stronger and broader research groups with complementary interests.

Development of Academic Staff:

The MSc in AI commits to supporting and developing its staff by:

- Offering courses that reflect the academic and research priorities of AI, thus developing a coherent and inclusive curriculum that covers a wide range of technological and scientific topics relevant to AI, in line with international academic standards and the needs of Greek society, as well as the domestic and international labor markets.
- Developing research laboratories and their activities by staffing them with new talents possessing the necessary knowledge and skills to develop innovative solutions.
- Disseminating research results from activities of research laboratories and the program (mainly from Master's theses or projects by postgraduate students).
- Attracting collaborations with educational and research institutions both in Greece and abroad, as well as with industry.
- Recruiting postgraduate students with high performance and potential for research, and innovation.

The need for new academic staff arises from the restructuring of the curriculum, international trends, and emerging needs in AI. Appointments of academic staff are made based on high standards regarding the research and teaching work of candidates in the subject matter they are to teach, their available time in relation to other responsibilities they have as faculty members or researchers/professionals.

Finally, the faculty's training is also achieved through the Erasmus+ program, implemented at the institutional level by the University of Piraeus, and is a key element of the strategic mobility of the academic unit. For the Department of Digital Systems, this is centrally coordinated by the departmental coordinator and offers faculty and administrative staff the opportunity to

move to partner universities abroad. In this way, faculty members can teach in a different academic environment or even gain training from members of the host institution's community. Faculty members generally move to other educational institutions (mainly abroad) for short periods (several days) for educational (sabbatical) leave, or as part of academic/research activities.

As part of the mobility strategy, the Department of Digital Systems and the School of Information and Communication Technologies at the University of Piraeus make every effort to meet the faculty's requests for educational leave while simultaneously aiming to cover the administrative and educational gaps that may arise.