



# THE PEOPLE

*Projeto Reflexões* is one of the permanent actions of integration and continuing education at PUCRS

## ORGANIZATIONAL STRUCTURE AND GOVERNANCE PRACTICES

One of the strategic goals of PUCRS is to prepare the University community for the challenges of society. It intends to produce institutional leaders, managers, faculty, researchers, staff or students to have an active role in contemporary society by conducting a critical analysis of the scenario, thinking up and implementing strategies that consolidate the institution as a University of excellence and contributing to innovation and development of the country.

This is in line with the mission that inspires the Marist actions of evangelization, in view of the Marist charisma, as it produces citizens committed to the promotion of life. The University, the São Lucas Hospital (HSL) and the Brain Institute of Rio Grande do Sul (BraIns-RS) have a close, professional and fraternal relationship

with the Província Marista Brasil Sul-Amazônia, as they seek to achieve the vision of future of the Entities.

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## PERSONNEL MANAGEMENT

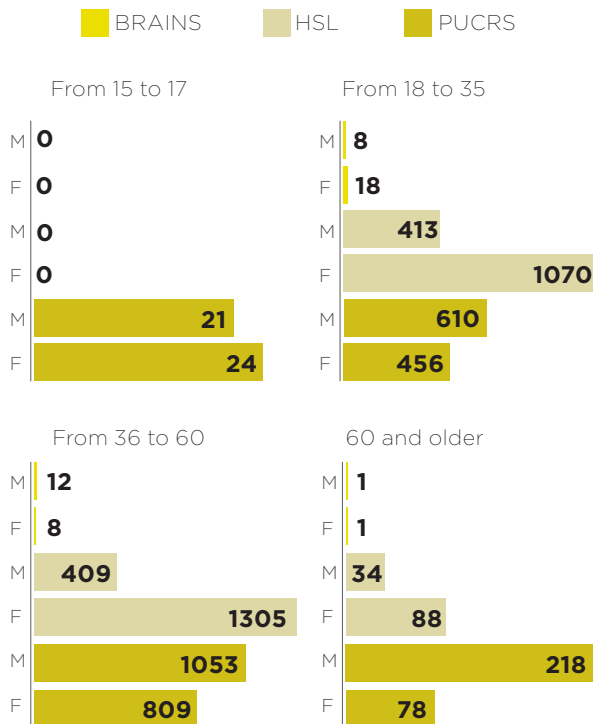
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### Internal audience

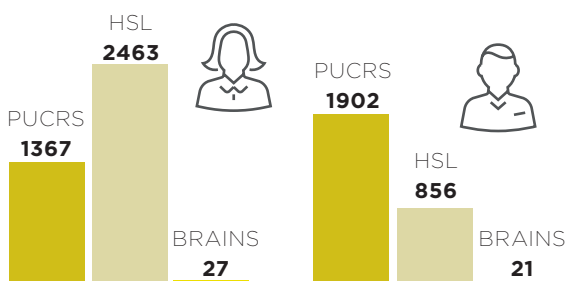
PUCRS makes available a great deal of its data and records in its Statute and By-Laws, as well as in planning and management documentation. Training and development strategies for staff are geared towards their integration into the University community as well as towards the understanding of Marist philosophy and values.

## STAFF FACTS AND FIGURES

### Age group



### Total




Dec 2017 data  
 PUCRS: including young apprentices, faculty and staff (Maintenance and Renovation Division).  
 \* Not including the Marist Brothers.

### Management-level Positions PUCRS

LEVEL OF HIERARCHY	POSITIONS		
1	President	0	1
2	Senior Vice President	0	1
3	Head of the President's Office	0	1
4	The General Counsel	0	1
5	Advisor to the President's Office	3	2
6	Vice President	1	3
7	Directors in an Office of a Vice President	4	5
8	Director	5	7
9	Dean	2	6
10	Associate Dean	8	1
11	Manager	2	6
12	Supervisor	1	8
13	Coordinator	22	37
14	Administrative Officer	13	16
15	Lead Secretary	33	5
<b>Total</b>		<b>94</b>	<b>100</b>
<b>Overall Total</b>		<b>194</b>	

Dec 2017 data

## Management-level Positions: HSL and Brains

	HSL		BRAINS	
				
Chaplain	0	1	0	0
Head	5	2	0	0
Coordinator	27	10	2	0
Director/ Superintendent	1	1	0	1
Lead Secretary / Head Secretary	23	10	3	1
Supervisor	8	2	1	2
Manager	3	1	0	0
Overall by gender	<b>67</b>	<b>27</b>	<b>6</b>	<b>4</b>
Overall total per department*****	<b>94</b>		<b>10</b>	
<b>Overall Total</b>	<b>104</b>			

## Years of service

YEARS OF SERVICE	PUCRS	HSL	BRAINS
Less than 10 years	1,867	2,474	60
From 11 to 19 years	731	450	2
From 20 to 29 years	442	346	0
From 30 to 39 years	177	53	0
40 years or more	40	1	0
<b>TOTAL</b>	<b>3,257</b>	<b>3,324</b>	<b>62</b>

Dec 2017 data

PUCRS: including young apprentices, faculty and staff (Maintenance and Renovation Division). Viamão Campus Average years of service at PUCRS: 11 years; and at HSL, 6 years

## Young Apprentice

As per the provisions of Act No. 10,097/2000, regulated by Decree No. 5,598/2005, PUCRS seeks to give young professionals the chance to have their first work experience in administrative positions at the University and the São Lucas Hospital.

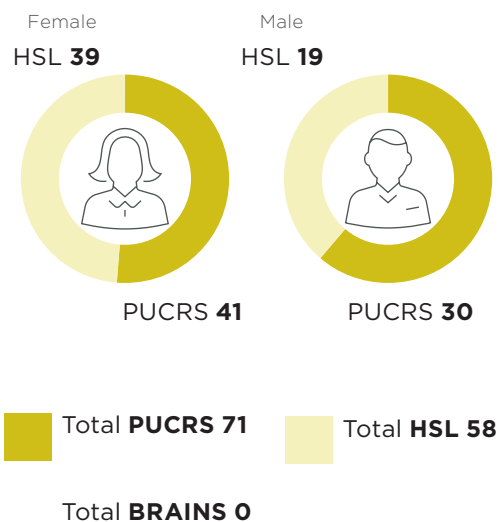
## Valuing Diversity

### SOMAR

PEOPLE WITH DISABILITIES	
PUCRS	104
HSL	97
BRAINS	1
<b>Overall Total</b>	<b>202</b>

\* Starting in 2017, data have been collected separately at Brains and HSL.

## Commitment to Professional





## Development and Employability

Besides promoting continuous training and development, PUCRS offers its staff members educational benefits and support that help them advance in their careers, causing positive impact in their employability, regardless of their relevance to their current position.

The University, the São Lucas Hospital and Brains develop training programs for their staff in occupational health and security, aiming to improve their social, mental, and physical well-being.

## PUCRS

LEVEL OF EDUCATION - FACULTY		
Doctorate	296	454
Master's	122	213
Specialization / Certificate	7	41
Undergraduate Degree	0	8
<b>FACULTY MEMBERS - OVERALL TOTAL</b>	<b>425</b>	<b>716</b>
<b>TOTAL</b>	<b>1,141</b>	

Dec 2017 data

## Level of Education - Staff

	PUCRS		HSL		BRAINS	
	Female	Male	Female	Male	Female	Male
Doctorate	22	20	7	4	0	3
Master's	30	27	17	4	1	0
Specialization / Certificate	100	62	107	29	2	1
Undergraduate Degree	282	238	523	174	9	11
Undergraduate degree - in progress	178	244	79	37	2	0
High School degree	168	356	1,527	534	22	12
High School degree - in progress	53	57	47	17	0	0
Primary Education	61	69	159	48	0	0
Primary Education - Incomplete or in progress	48	113	50	16	0	0
<b>Overall by gender</b>	942	1,186	2,516	863	36	27
<b>Overall Total per department</b>	2,128		3,379		63	
<b>Total</b>	<b>5,570</b>					

PUCRS: including young apprentices, faculty and staff (Maintenance and Renovation Division).  
HSL and Brains: including hourly employees, young apprentices and staff members. At PUCRS, HSL and Brains, these figures do not include the Marist Brothers.

## HEALTH CARE, SECURITY AND WORK CONDITIONS

The University, São Lucas Hospital and Brains extend their commitment to the promotion of social development to their internal audience, by offering a series of strategies and programs with an eye to personal and professional development. All actions carried out lead to the improvement of life and work conditions of staff members.

		PUCRS	HSL	BRAINS
SIPAT - Internal Week for Prevention of Workplace Accidents	Actions	7	7	6
	Participants	414	280	140
* SESMT Training Sessions Provide specific orientation on occupational medicine and safety as well as environmental safety.	Actions	9	11	0
	Participants	3,626	807*	
<i>Cultivando a Vida</i> - Support, counseling and training. Furthers integration, interaction and spiritual and religious cultivation.	Actions	0	10	0
	Participants	0	460	0

Dec 2017 data

\* The SESMT unit at HSL services Brains too.

## TRAINING AND DEVELOPMENT

Both PUCRS and the São Lucas Hospital encourage and provide means to enable the continuing education of professors and administrative staff. This ensures the continuous development of their staff and and greater involvement with the principles guiding the Institution.



Camila Cunha

Integration Activity of the School of Humanities  
In December, each of the eight Academic Schools of PUCRS celebrated an integration activity at Vila Ventura Hotel, in Viamão



PUCRS	2017
<i>Reflexões</i>	47
<i>Programa Institucional de Integração</i> (Integration Program)	192
<i>Programa Institucional de Integração de Jovens Aprendizes</i> (Institutional Program for Integration of Young Apprentices)	38
<i>Programa de Aprimoramento da Gestão</i> (Management Improvement) - started in 2017, as a substitute to the Fórum de Gestão e Lideranças (Management and Leaderships Forum), which came to an end in 2016.	136
Program for Development of Administrative Coordinators of Schools and Trainee Development	380
<i>Vida e Trabalho</i>	56
<i>Cultivando a Vida and Nossa Missão</i>	352
Integration actions involving the Office of the Vice President for Administration and Finance	344
Integration actions involving the Office of the Vice President for Research, Innovation and Development*	120
Integration actions involving the Schools of Technology, Communications, Arts and Design - Famecos, Humanities, Sciences and Health Sciences, Medicine as well as Business School and Law School.	854

\* In December 2017, it was remodeled and took the name Office of the Vice President for Research and Graduate Studies.

## AWARDS AND GRANTS

	PUCRS
Financial Aid for administrative staff and dependents	927
Financial Aid for Faculty and dependents	214
+ Aprender*	132
<b>Total</b>	<b>1,273</b>

\* Short-term programs beginning in the second semester of 2017. Training sessions to staff members are offered by the Center for Continuing Education

## Training sessions for PUCRS, HSL and Brains staff - number of hours

		Internal	External	Total
<b>PUCRS</b>	Participants	<b>5,939</b>	<b>585</b>	<b>6,524</b>
	Hours	<b>15,238</b>	<b>3,976</b>	<b>19,214</b>
<b>HSL</b>	Participants	*15,562	**207	<b>15,769</b>
	Hours	36,708	4,017	<b>40,725</b>
<b>BRAINS</b>	Participants	***467	0	467
	Hours	***567	0	567

\* Training sessions at HSL for staff

\*\* Training sessions outside of HSL (Symposia, Congresses and Teaching Programs) for staff

\*\*\* Training sessions at Brains for staff development

## SPORTS PARK

As a facility designed for sports, PUCRS Sports Park's services and structures are to be used by both University and external users.

Sporting events **132**

Total of participants **22,480**

In 2017, the actions of PUCRS Sports Park reached out to as many as 94,807 individuals

## COMMUNICATION, ENGAGEMENT AND RELATIONSHIP WITH SOCIETY

One of the strategic goals stated in PUCRS' Strategic Plan 2016-2022 is to "Contribute to social, environmental, cultural and economic development with the involvement of Universities, Businesses, Government and Society". This goal is in close connection with the increasingly effective insertion of the University into the social tissue of the community it belongs, in an attempt to interact more and cooperate with the actions involving the other relevant actors in the quadruple propeller (University - Businesses - Government - Society). These efforts are intended to consolidate the leading role to be played by the region in order to improve the quality of life of the community.

### Representation in Public and Private Agencies

The university's faculty, researchers and staff represent the institution in public and private agencies (agencies, associations, boards, councils, foundations, among others), at the local, national and international levels, as a means to relate to society. In 2017, the university was represented in 388 different occasions.

### Institutional publications

The four major institutional publications are made available to the public on the Portal PUCRS. From 2017 on, *Revista PUCRS* will count on 3 yearly issues, each of which being 72-page long. This magazine features major events and innovative actions in an effort to advance discussions on issues that mobilize society and the academia.

An unabridged version of the *Social Report* has been published online since 2003. It contains information about the actions that the University and São Lucas Hospital have been carrying out with their audiences. Brains actions have been featured since 2016.

*PUCRS Magazine*, an abridged international version of *Revista PUCRS*, had its first bilingual - Spanish / English - issue published in Nov 2017 in an attempt to bring the institution closer to Latin America.

The *Catalog of Research* gets an updated version every three years and features the high-impact scientific investigations carried out at the University.

› Find out more on  
[<http://www.pucrs.br/en/publications/>](http://www.pucrs.br/en/publications/).

### Media and Social Networks

PUCRS News Portal (viewings) **12,492.967**

Facebook PUCRS (fans) **119,903**

Twitter (followers) **20,136**

Random news in the media (print, web, TV and radio) **10,854**

## PUCRS Events Center

PUCRS Events Center (Cepuc) organizes and provides support to events, as it seeks to address the needs and interests of both the internal and external community, and strengthen the ever-changing relationship between the University and Society. A large number of events for the dissemination of the scientific, educational, technological, artistic and cultural production can be offered there.

In 2017, a total of 1,483 events were held at PUCRS.



## ACHIEVEMENTS

Cepuc won big at the *Prêmio Caio 2017* (Caio Prize), as it was awarded the *Jacaré de Ouro* (Golden alligator) in the category Small / Medium-sized Convention Center in the Southern Region. Sponsored by *Revista Eventos* and offered by Eventos Expo Editora, this national prize recognized 52 segments of the economy in the area of events, from suppliers to specialized companies.

EXTERNAL EVENTS	
Number of external events	185
Number of participants	249,979*
INTERNAL EVENTS	
Number of events /internal activities (random reservations)	1,008
Number of institutional events	244
Total number of participants	293,075*

\* Approximate number of participants

## PUCRS Ombudsman's Office

The Ombudsman's Office is a channel of communication between the community and PUCRS, which seeks to provide transparency, continuous development and the strengthening of their relationship. The Office will make every effort to analyze and respond to the incoming inquiries. It acts as a mediator between the University and its audiences, as it ensures the confidentiality and impartial character of the actions it takes.

Complaints **66**

Compliments **52**

Requests for Information **117**

Other types of complaints **573**