



unIMC
UNIVERSITÀ DI MACERATA

STRATEGIC ACTION

**Human Resources Strategy for Researchers incorporating
the Charter and Code and the OTM-R principles**

First Revision, July 2018

Status implementation updated on 16th March 2025



HR EXCELLENCE IN RESEARCH

Years 2015-2020

In 2014 the University of Macerata approved the HR Strategy and Action Plan that was elaborated on the basis of a gap analysis conducted in order to verify the status of implementation of the principles of the Charter and Code within the University itself.

In 2017, after a new gap analysis performed following the OTM-R check list, the University of Macerata embedded the OTM-R principles in the HR Strategy and Action Plan.

In this third release of the document an update of the status of implementation of the activities foreseen in the Action Plan is duly given.

Area 1:

Content and transparency of the calls for application; candidate selection methods and assessment criteria

In 2013 the researchers of the University of Macerata filled in a questionnaire on the status of implementation of the principles of the Chart and Code in University itself.

The results of the questionnaire highlighted the need for immediate intervention on the following aspects:

- ensure more attention to the degree of autonomy, creativity and aptitude for research during the assessment phase of recruitment;
- provide information on strengths and weaknesses of candidates following selection procedures;
- increase publicity of the call for applications launched by UniMC in Italy and abroad;
- provide more information on career prospects;
- increase the level of clarity regarding the commitments that will involve the researcher once the position has been obtained;
- ensure adequate valorization of publications with co---authors.

In 2017 the working group “Excellence in Research” of the University of Macerata was entrusted to adapt the HR Strategy and Action Plan to the principles of the OTM-R.

The relevant actions foreseen in the Plan were embedded in this section.

Priority level: 2

Priority/problem no. 1.1:

Failure to consider non---academic skills in the assessments of merit

Action 1: Assessment of non---predominantly academic skills (knowledge of languages, IT skills, work experience in a non---academic field, etc...)

GAP Principle(s): value of mobility + evaluation appraisal system + judging merit (Code)

Timeframe for implementation: September 2017

Indicator: Insertion of non---predominantly academic skills in the call for applications for fixed term researchers (RTD), doctorate candidates and research collaborators/on-off

Responsibility for implementation: Research Office

Status of implementation: completed

Remarks: All calls for applications for fixed term researchers (RTD), doctoral candidates and research collaborators foresee the assessment of transversal skills (i.e. knowledge of languages, IT skills, project management, etc.). If relevant for the research activities that the candidate

should conduct in case of employment, also work experience in not academic institutions is explicitly mentioned by the call and duly assessed.

Priority/problem no. 1.2:

Lack of transparency regarding assessments during the selection process

Priority level: 2

Action 2: At the end of the procedure for the conferral of research grants and research contracts, all candidates receive a personal evaluation summary report (including assessment of strengths and weaknesses of the candidates)

GAP Principle(s): Transparency (Code)

Timeframe for implementation: September 2017

Indicator: % of personal assessment released by selection committees to candidates / target value 100%

Responsibility for implementation: Research Office

Status of implementation: completed

Remarks: PhD Candidates, post-docs, professors and fixed term researchers receive at the end of their recruitment process a synthesis of their evaluation. Moreover, also in case of calls for proposal funded by internal funds, a summary of the evaluation with strengths and weaknesses is sent to the applicant. Therefore, the indicator's value we have reached is 100%

Priority/problem no. 1.3:

Failure to adequately promote calls for application

Priority level: 3

Action 3: Increase the visibility of the calls for application launched by Ministry for University and Research (MIUR), through a link to the calls for application website of the MIUR and putting it in an evident position on the UNIMC website

GAP Principle(s): Access to career advice

Timeframe for implementation: March 2015

Indicator: MIUR website link on the UNIMC website / on-off

Responsibility for implementation: Research Office

Status of implementation: Completed

Remarks: In order to adequately promote vacancies for researchers posted by the Italian Ministry for University and Research (MIUR), the link to the calls for application website of the MIUR has been inserted on the Unimc website, both in Italian and English version. Respective URL are <https://www.unimc.it/it/dottorato-di-ricerca/mentor-club/mentor-club> and <https://www.unimc.it/en/courses/phd-programmes/boost-your-career>

This action is part of the UNIMC strategy to provide its researchers (especially ESRs) with further career opportunities at a national level.

Action 4: Forward the calls for application launched by UNIMC to the universities with which UNIMC has an agreement

GAP Principle(s): recruitment

Timeframe for implementation: September 2015

Indicator: number of calls for application forwarded to the universities with which UNIMC has

an international collaboration agreement

Responsibility for implementation: International Relations Office

Status of implementation: completed

Remarks: the calls for application which had a remarkable international “spirit”, were advertised not only in Euraxess, but also by relying on the wide network of international partner institutions. This was the case of the yearly calls for International Visiting Fellowships and the Masterclass MSCA- Individual fellowships (i.e. the yearly call for expression of interest to submit a Marie Curie Individual fellowship proposal, by choosing as host institution the University of Macerata). The indicator’s value we have reached is 7.

Action 5: Include the link to Euraxess Job website in the calls for application section of UNIMC website and university portal

GAP Principle(s): Access to career advice

Timeframe for implementation: June 2015

Indicator: link to Euraxess Job present on the UNIMC website / on-off

Responsibility for implementation: Research Office

Status of implementation: Completed

Remarks: In order to adequately promote vacancies for researchers posted by foreign institutions, the link to Euraxess - Jobs has been inserted on the Unimc website, both in Italian and English version. Respective URL are <https://www.unimc.it/it/dottorato-di-ricerca/mentor-club/mentor-club> and <https://www.unimc.it/en/courses/phd-programmes/boost-your-career>. This action is part of the UNIMC strategy to provide its researchers (especially ESRs) with further career opportunities at an international level.

Action 6: At the beginning of each doctorate cycle, organize at least 1 meeting illustrating the divulgation channels of calls for job or research grants that are accessible to doctoral candidates and graduates at an international level

GAP Principle(s): Access to career advice

Timeframe for implementation: June 2015 (every year in June)

Indicator: number of meetings for doctoral students on the divulgation channels of the calls for jobs or grants / target value: 5

Responsibility for implementation: International Research Office

Status of implementation: completed

Remarks: since 2015 the International Research office, named from 2019 Grant office, has been organizing every year training events for the benefit of all researchers and particularly ESRs, aiming to introduce the opportunities for career enhancement given by the EU funding programmes (see Action 52). During the above mentioned events (in total 5), also the Euraxess Portal and other similar resources have been presented. See the following webpage (only in Italian) for details <https://www.unimc.it/it/ricerca/finanziamenti-1/finanziamenti-internazionali/formazione>

Action 7: Divulge the principles of the European Charter and Code for Researchers, inserting the Charter and Code logo and related documents into the university and department websites

GAP Principle(s): Contractual and legal obligations.

Timeframe for implementation: March 2015

Indicator: European Charter and Code for Researchers inserted into the University Website and UNIMC department websites / on-off

Responsibility for implementation: Research Office

Status of implementation: Completed

Remarks: The HR logo is officially displayed in the institutional website homepage, linking to a dedicated section (both in Italian and English) which includes the main documents of the HR Strategy, the European Charter and Code for researchers and an introduction to its importance and relevance within the UNIMC Strategy. This section is available at the following links:

<https://www.unimc.it/it/ricerca/hrs4r/hrs4r-human-resources-strategy-for-researchers>

<https://www.unimc.it/en/research-bck/hrs4r/hrs4r-human-resources-strategy-for-researchers>

Moreover, in order to give even more visibility to the HR Strategy and the Charter and Code, the HR logo is also displayed in the homepage of all UNIMC department webpage. See the following links:

Department of Economics and Law: http://economiaediritto.unimc.it/it?set_language=it - http://economiaediritto.unimc.it/en?set_language=en

Department of Law: <http://giurisprudenza.unimc.it/it> - http://giurisprudenza.unimc.it/en?set_language=en

Department of Education, Cultural Heritage and Tourism: <http://sfbct.unimc.it/it> - http://sfbct.unimc.it/en?set_language=en

Department of Political Science, Communication and International Relations: <http://spocri.unimc.it/it> - http://spocri.unimc.it/en?set_language=en

Department of Humanities: <http://studiumanistici.unimc.it/it> - http://studiumanistici.unimc.it/en?set_language=en

Action 8: Refer to the European Charter and Code for Researchers and the need to divulge its principles during institutional ceremonies at the University, such as for example the inauguration of the academic year

GAP Principle(s): Contractual and legal obligations.

Timeframe for implementation: September 2015

Indicator: number of institutional ceremonies where the European Charter and Code for Researchers is cited

Responsibility for implementation: Rector

Status of implementation: Completed

Remarks: In the considered timeframe, the Charter and Code has been cited in occasion of 3 institutional ceremonies (opening of the academic year).

Action 9: Organize at least 2 events with academics and other important personalities to disseminate the principles of the European Charter and Code for Researchers at UNIMC

GAP Principle(s): Contractual and legal obligations.

Timeframe for implementation: September 2017

Indicator: number of meetings with academics and important persons within the first 3 years / target value: 2

Responsibility for implementation: Vice Rector for European Charter and Code for Researchers

Status of implementation: completed

Remarks: On 25th May 2015 we have organized a workshop: "Excellence in Research after 10 years from the release of the Charter and Code: its contribution to change in Italy and future perspectives" (Excellence in Research a 10 anni dalla Carta europea dei ricercatori. Il contributo al cambiamento in Italia e le prospettive future). The main speaker was a high level figure, prof.

Fulvio Esposito, who was at that time Chair of the Steering Group for Human Resources Management (SGHRM). The workshop was very useful since we had the opportunity to discuss UNIMC HR Strategy and get useful insights for its improvement. <https://www.unimc.it/en/research-bck/hrs4r/excellence-10-years-atfer>

On 9th February 2016, a second workshop named “Promoting gender balance and inclusion in research innovation and training” was organized with the aim to divulge one of the key principles of the Charter and Code, i.e. gender equality. Invited speaker was prof. Tullia Gallina Toschi (University of Bologna), principal investigator of the EU funded project PLOTINA, a project aiming to foster gender equality among the members of its Consortium. This was the occasion to share a best practice of concrete implementation of the principle within the University of Bologna’s context. (<https://www.unimc.it/en/research-bck/hrs4r/the-plotina-manifesto>)

Action 10: At the beginning of each doctorate cycle, organize 1 meeting to illustrate the principles of the European Charter and Code for Researchers, and to provide every new phd student with a copy of the Charter

GAP Principle(s): Contractual and legal obligations.

Timeframe for implementation: September 2015 (every year in September)

Indicator: number of participants to the event with copies of the Charter delivered

Responsibility for implementation: Vice Rector for European Charter and Code for Researchers, supported by Research Office

Status of implementation: completed.

Remarks: from 2015 to 2020, one meeting was organized every year targeting the new enrolled PhD Students. About 370 PhD Students participated at the above mentioned events and received a copy of the Charter and Code.

Action 11: Adapt every call for application for study grants and research grants to the principles of the charter, inserting specific references to it, and including the relative link.

GAP Principle(s): recruitment

Timeframe for implementation: June 2015

Indicator: % of call for applications with a specific reference to the European Charter and Code for Researchers / target value: 100%

Responsibility for implementation:

Research Office with regard to post doc contracts

Human Resources Office with regard to fix---term researcher contracts

Administration of Dep. of Law and Dep. of Humanities, Dep. of Educational sciences, Cultural Heritage and Tourism and Dep. of Political Science, Dep. of Economics and Law with regard to other research contracts

Status of implementation: completed

Remarks: All the calls for applications for study and research grants make specific reference to the principle of the Charter and Code, by also inserting a link to the institutional HR strategy. This is the case of the calls for full and associate professors, fixed term researchers (RTD), post-docs, doctorate candidates and research collaborators, but also of the calls for visiting professors, for Marie Curie fellows and for internal funding.

Priority level: 3

Priority/problem n. 1.4:

Failure to adequately recognize inter---sector mobility experience, experience outside of the academic world and international experience in selections and promotions.

Action 12: Include national and international mobility as a selection criterion for recruitment procedures

GAP Principle(s): Recognition of mobility experience (Code)

Timeframe for implementation: March 2018

Indicator: % of calls where “national and international mobility” selection criteria are inserted (for grants, contract holders and fixed term researchers) / target value: 100%

Responsibility for implementation:

Research Office with regard to post doc contracts

Human Resources Office with regard to fix---term researcher contracts and professors’ contracts. Administration of Dep. of Law and Dep. of Humanities, Dep. of Educational sciences, Cultural Heritage and Tourism and Dep. of Political Science, Dep. of Economics and Law with regard to other research contracts.

Status of implementation: completed.

Remarks: all the calls for applications for full and associate professors, fixed term researchers (RTD), post docs, doctorate candidates and research collaborators foresee the assessment of national and international mobility as a selection criterion for recruitment procedures or as an aspect to be considered as a positive factor during assessment.

Action 13: Make it obligatory to spend a period during the doctoral cycle within public/private structures or national or international research institutes

GAP Principle(s): Value of mobility

Timeframe for implementation: December 2018

Indicator: % PhD programs where mobility of at least 3 months is compulsory / target value: 100%

Responsibility for implementation: Research Office

Status of implementation: Completed.

Remarks: All PhD programmes require at least 3 months of mobility. The Research Doctorate Regulation has been modified in December 2014 (d.r. n. 441 del 5.12.2014), and foresees since 2015 that each doctoral student is required to carry out, during his/her PhD programme, at least three months of study and research abroad. Financial sustainability is ensured by the fact that during the mobility period the salary received by PhD students is increased according to National regulations and by EU financial contribution for staff exchange (e. g. MSCA – RISE and Twinning).

Action 14: Valorize international mobility experience and inter---sector experience for the access to research positions and subsequent career advancements

GAP Principle(s): Recognition of mobility experience (Code)

Timeframe for implementation: September 2017

Indicator: Insertion of mobility experiences as a selection criterion in the calls for application / on-off

Responsibility for implementation:

Research Office with regard to post doc contracts

Human Resources Office with regard to fix---term researcher contracts and professors’ contracts Administration of Dep. of Law and Dep. of Humanities, Dep. of Educational sciences, Cultural

Heritage and Tourism and Dep. of Political Science, Dep. of Economics and Law with regard to other research contracts

Status of implementation: completed

Remarks: all the calls for applications for professors, fixed term researchers (RTD), post docs, doctorate candidates and research collaborators foresee the assessment of intersectoral mobility as a selection criterion for recruitment procedures or as aspect to be considered as a positive factor during assessment.

Priority/problem n. 1.5:

Publications with a co---author are penalized in the assessment of researchers

Priority level: 2

Action 15: Do not penalize publications with co---authors in the assignment of funds to support research within the University

GAP Principle(s): 32 - Co-authorship

Timeframe for implementation: March 2015

Indicator: guidelines revised by the Academic Senate / on-off

Responsibility for implementation: Research Office

Status of implementation: Completed.

Remarks:

Regulations for the assignment of internal funds to support researchers have been revised in November 2015 by the Academic Senate, in a way that co-authorship is not penalized. This aspect has been confirmed also in the following current guidelines available at

<https://www.unimc.it/it/ricerca/valutazione/valutazione-di-ateneo-vtr-1/linee-guida-2017-2019.pdf> where co-authorship is considered as a plus in assigning funds.

OTM-R ACTION PLAN

Action 16: Publish a version of the OTM-R policy in University's website in Italian and English language

GAP Principle(s): Recruitment, Recruitment (Code)

Timeframe for implementation: December 2017

Indicator: insertion of the OTM-R policy in University's website / on-off

Responsibility for implementation: International Research office

Status of implementation: completed

Remarks: The OTM-R policy is published at the following URLs

- in the Italian website: https://www.unimc.it/it/ricerca/hrs4r/otmr_unimc_final.pdf

- in the English website: https://www.unimc.it/en/research-bck/hrs4r/otm-r_unimc_en-2.pdf

Action 17: Update the existing University Regulations to make them consistent with the OTM-R principles

GAP Principle(s): Recruitment, Recruitment (Code)

Timeframe for implementation: December 2019

Indicator: n. of updated Regulations

Responsibility for implementation: Internal Affairs Office

Status of implementation: completed

Remarks: A deep analysis of existing regulations has been conducted in order to detect internal regulations not in line with the OTM-R principles. Following to the analysis, two regulations have been revised.

More specifically, the Regulation for the recruitment of fixed-term researchers has been revised and entered in force with Rector's Decree no. 334 on October 2nd 2019 (<https://www.unimc.it/it/ateneo/normativa/regolamenti-di-ateneo/testo-reg-rtd-allegato-d-r-pubblicazione-ottobre-2019-1.pdf>). Moreover, a new Regulation for the recruitment of associate and full professors was released and entered in force with Rector's Decree no. 333 on October 2nd 2019 (<https://www.unimc.it/it/ateneo/normativa/regolamenti-di-ateneo/testo-reg-chiamate-prof-allegato-d-r-per-pubblicazione-ottobre-2019-3.pdf>).

The Regulations currently in force have been updated following to the OTM-R principles with reference to the following aspects:

- as to the recruitment of fixed-term researchers, the possession of the "national scientific qualification" has been included among the requirements for participation in the selection procedures for fixed-term researchers, thus expanding the number of potential candidates;

- as to the recruitment of professors and fixed term researchers, the selection criteria that can be used must make reference exclusively to the Academic Fields and Disciplines List as outlined by the

Research

Ministry

https://www.cun.it/uploads/4079/Allegato_CAcademicFieldsandDisciplines.pdf?v=

In this way, no further restrictive criterion is allowed and the selection process is more open and transparent;

- as regards the composition of the selection committees for the recruitment of professors and fixed term researchers, the following changes have been made to the related Regulations: 1) the committees are mostly composed by professors who are external to the University; 2) committees' members are designated by drawing lots, and in compliance of the principle of equal opportunities.

As to the regulations related to the PhD students and post-doc researchers, no articles have been

identified as contrasting to the OTM-R principles.
Therefore, the indicator's value we reached is 2.

Action 18: Set up multimedia products to make all those involved in selection processes acquainted with the OTM-R policy

GAP Principle(s): Recruitment, Recruitment Code, Selection (Code)

Timeframe for implementation: December 2018

Indicator: n. of multimedia products

Responsibility for implementation: International Research Office

Status of implementation: completed

Remarks: A power point presentation – named “OTM-R in a nut shell” - has been elaborated and is available in the UNIMC website. It introduces the theme, highlighting the OTM-R main features and benefits. It is targeted to a wide audience: researchers and administrative staff involved in the process.

The resource is available at: <https://www.unimc.it/it/ricerca/hrs4r/otmr-introduction.pdf>

Action 19: Set up OTM-R related guidelines for selection committees

GAP Principle(s): Recruitment, Recruitment Code, Selection (Code)

Timeframe for implementation: December 2019

Indicator: elaboration of guidelines / on-off

Responsibility for implementation: International Research Office, Human Resources Office

Status of implementation: completed

Remarks:

Selection committees have been provided with a comprehensive document illustrating the OTM-R principles they should consider during evaluation (e. g. the importance of experience in other sectors, other disciplines; the value of geographical mobility, etc.). The document is available both in Italian and English language, respectively at:

https://www.unimc.it/it/ricerca/hrs4r/principi_otmr_commissioni-1.pdf

https://www.unimc.it/en/research-bck/hrs4r/otm-r-principles_selection-committees.pdf

Action 20: Provide use of e-recruitment procedures in the Regulations for recruitment of professors, researchers, scholars and temporary researchers

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: Provision of the use of e-recruitment procedures in the Regulations for recruitment of professors, researchers, scholars and temporary researchers / on-off

Responsibility for implementation: Internal Affairs Office, Research Office

Status of implementation: completed

Remarks: Currently, the University Regulations for recruitment of professors, fixed-term researchers, scholars and temporary researchers do not include a specific provision for using e-recruitment procedures. Indeed, after consultation with the General Affairs Office, we agreed that the Regulations should have a more general approach, with no specific indications on technical or operational issues. Therefore, the provision for using e-recruitment tools is included in documents at an operational level, such as guidelines.

Action 21: Implement an e-recruitment platform to be used in the calls for position of professors, researchers, scholars and temporary researchers

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: e-recruitment platform released / on-off

Responsibility for implementation: IT Service Centre

Status of implementation: completed

Remarks: In collaboration with the IT department, all the offices in charge with recruiting researchers have worked to identify a suitable and common e-recruitment platform. The platform that has been chosen, named PICA, foresees different modules according to the different researcher positions to be recruited. So far, the following modules have been purchased and implemented: for associate and full professors, fixed-term researchers, postdoc researchers, research fellows. As to the recruitment of PhD students, it must be noted that, previously, UNIMC had already developed an in-house e-recruitment platform for PhD students. Since the functionality of this platform has been always very good, we decided to continue using this platform for the e-recruitment of PhD students and performed the necessary changes based on OTM-R requirements.

Action 22: Set up a quality control system for the OTM-R policy

GAP Principle(s): recruitment (Code) transparency (Code)

Timeframe for implementation: December 2022 (originally December 2018)

Indicator: quality control system for the OTM-R policy set up / on-off

Responsibility for implementation: International Research Office

Status of implementation: completed

Remarks: The Human Resources department defined a set of Key Performance Indicators useful to monitor the quality and effectiveness of the recruitment process. In particular, we identified the following indicators with related target value or threshold to be reached, which are related to specific aspects of the recruitment process:

- Average number of applications received per open selection / at least 8 – to monitor effectiveness of selections' promotion.
- Number of researchers hired with an "external" background compared to UniMC: at least 1/3 over the three-year period – to monitor incoming mobility.
- Average age of hired researchers: under 45 years old - to monitor access for young researchers.
- Number of female researchers hired/number of male researchers hired in the same period: at least a 1:1 ratio over the three-year period - to monitor gender balance.
- Number of appeals to the Administrative Court (TAR) received: maximum 3 per year - to monitor conflict management.

KPIs are assessed annually and reported to the University governing bodies.

Action 23: Create a link to all open positions in the University's website homepage

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: insertion of a link in the University website / on-off

Responsibility for implementation: Human Resources Office, Communication and Media office

Status of implementation: completed

Remarks: all open positions at UNIMC are advertised in the homepage of the University's website (section research), more specifically at the following links:

- in the English website at <https://www.unimc.it/en/research-bck/work-with-us>
- in the Italian website at <https://www.unimc.it/it/ricerca/posizioni-aperte>

Action 24: In the Regulations for recruitment, indicate the obligation to publish all calls for open positions in Italian and English language

GAP Principle(s): Recruitment (Code)

Timeframe for implementation: December 2021 (originally December 2019)

Indicator: insertion of the obligation to publish all calls for open positions in Italian and English language in the Regulations for recruitment / on-off

Responsibility for implementation: Research Office

Status of implementation: completed

Remarks: Since the majority of calls for open positions requires the Italian proficiency for teaching purposes, the obligation to publish all calls for open positions in Italian and in English would not be appropriate. Regardless, the University is committed to translating calls for open positions when English proficiency is required. For example, since 2023 all Doctoral school's call for applications are published both in English and in Italian

(https://www.unimc.it/it/dottorato-di-ricerca/ammissione-ai-corsi/bando-ate/bando_40_eng-tables-merged.pdf).

Lastly, it must be remarked that the calls for open positions are also advertised with an English document entitled "call overview", which provides the main information about the call (see Action 34).

Action 25: Set up a template for the calls for researchers and professor positions in Italian and English language

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: template for the calls for researchers and professor positions in Italian and English language elaborated / on-off

Responsibility for implementation: Human Resources Office, Vice Rector for Language Services

Status of implementation: completed

Remarks: A template of the call for application in Italian language has been developed for each of the following positions: full professor, associate professor, fixed-term researcher (type A), fixed-term researcher (type B). Templates are stored in an internal repository of the HR Office. A template in English language has not been developed since, at the moment, the majority of open positions for researchers and professors requires the knowledge of the Italian language.

Action 26: Set up a template for the calls for doctorate, scholarship and temporary research positions in Italian and English language

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: template for the calls for doctorate, scholarship and temporary research positions in Italian and English language elaborated / on-off

Responsibility for implementation: Research Office, Vice Rector for Language Services

Status of implementation: completed

Remarks: A template in Italian language has been developed for each of the following positions: post-doc, research fellow, PhD student. Templates are stored in an internal repository of the Research Office.

For postdoc positions, the template includes some specific parts in English that are then transmitted to the Italian Ministry of Research platform (Bandi MIUR), which automatically posts the call for position in Euraxess.

Action 27: Set up a template for the calls for term-contract work positions in Italian and English language

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: template for the calls for term-contract work positions in Italian and English language / on-off

Responsibility for implementation: Administration for each Department, Vice Rector for Language Services

Status of implementation: completed

Remarks: A common template in Italian language has been developed for term-contract work positions and will be used by all departments. The template is stored in an internal repository of the HR departments.

Action 28: Insert a non-discrimination declaration in the calls for positions (particularly with regard to intersectional discrimination)

GAP Principle(s): Non-discrimination + Gender balance + Judging Merit (code)

Timeframe for implementation: December 2019

Indicator: Insertion of a non-discrimination declaration in the calls for positions / on-off

Responsibility for implementation: Vice Rector for Inclusion, Vice Rector for Equal Opportunities Policies

Status of implementation: completed

Remarks: The template for advertising research posts that has been elaborated within Action 33 include a specific declaration on non-discrimination. Moreover, all calls for position include a reference to the principles of the Charter and Code, which obviously include also the principle of non-discrimination.

Action 29: Make the calls for positions text-to-speech readable (in Italian and English language)

GAP Principle(s): Non-discrimination + Judging Merit (Code)

Timeframe for implementation: December 2018

Indicator: % of calls for positions published in text-to-speech readable format

Responsibility for implementation: Vice Rector for Inclusion

Status of implementation: completed

Remarks: All calls for positions are text-to-speech readable. Therefore, the indicator's value we have reached is 100%.

Action 30: Guarantee diffusion and use of specific devices by groups at potential risk of discrimination

GAP Principle(s): Non discrimination + Judging Merit (Code)

Timeframe for implementation: December 2018

Indicator: n. of technological stations with activated devices / on-off

Responsibility for implementation: Vice Rector for Inclusion

Status of implementation: completed

Remarks: The implementation of the University project "Inclusion 3.0" allowed to create 4 technological stations with specific devices in order to guarantee opportunities in terms of accessibility and usability of study materials, tenders, etc.

The workstations are located in specific and central spaces of the University such as the computer lab, the orientation and disability office and the libraries. Each station is equipped with scanners, mouse scanner, screen magnifiers, speech tools, adapted keyboards, speech synthesis and audio editing and concept mapping software.

Action 31: Perform a yearly survey on researchers' wellbeing at work

GAP Principle(s): Research environment; working conditions

Timeframe for implementation: December 2018

Indicator: response rate to survey

Responsibility for implementation: Vice Rector for Equal Opportunities Policies

Status of implementation: completed

Remarks: A first survey on researchers' wellbeing at work has been conducted within the framework of a survey delivered to all figures of researchers in December 2020. The response rate was 44%.

It has shed the light to several needs and expectations, especially with regard to ESRs (e.g. the need of networking with other peers, of mentoring, of career orientation, also outside academia) which has been considered in the elaboration of the ER Strategy 2021-2024.

Action 32: Provide the selection committees with a checklist for correct evaluation of candidates

GAP Principle(s): Selection (Code), Judging merit (code)

Timeframe for implementation: December 2019

Indicator: checklist for correct evaluation of candidates provided to selection committees / on-off

Responsibility for implementation: International Research Office, Human Resources Office, Research Office, Research and Internationalization Department Units

Status of implementation: completed

Remarks: Members of selection committees are provided with a checklist for the appropriate evaluation of each type of open positions.

Action 33: Elaborate a template to publish calls for position, according to the recommendations of section 4.4.1 of the Report of the Working Group of the Steering Group of Human Resources Management under the European Research Area on Open, Transparent and Merit-Based Recruitment of Researchers

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: template to publish calls for position elaborated / on-off

Responsibility for implementation: International Research Office

Status of implementation: completed

Remarks: A template for advertising calls for open position, based on the recommendations of section 4.4.1 of the Report of the Working Group of the Steering Group of Human Resources Management under the European Research Area on Open, Transparent and Merit-Based

Recruitment of Researchers, is available in the internal institutional repository.

Action 34: When advertising the open position, provide information consistent with the recommendations of section 4.4.1 of the Report of the Working Group of the Steering Group of Human Resources Management under the European Research Area on Open, Transparent and Merit-Based Recruitment of Researchers

GAP Principle(s): Recruitment (Code), Transparency (Code)

Timeframe for implementation: December 2021 (originally December 2019)

Indicator: % of calls for position with such information provided / target value: 100%

Responsibility for implementation: Human Resources Office, Research Office, Departments' Administration Heads

Status of implementation: completed

Remarks: All vacancies are advertised with the publication of a document entitled "call overview" which provides information in line with the recommendations provided by the Working Group of the Steering Group of Human Resources Management under the European Research Area on Open, Transparent and Merit-Based Recruitment of Researchers. The document thus provides information about: call title, offer description, research career profile, location, type of contract, job status, expected start date and duration of the contract, annual gross salary, selection criteria and application deadline (<https://www.unimc.it/it/ateneo/bandi-e-concorsi/finanziamenti-ricerca/bandi-assegni-ricerca>;

<https://www.unimc.it/it/ateneo/bandi-e-concorsi/finanziamenti-ricerca/borseattivitaticerca>).

Action 35: Complete the computer-based online applications procedure

GAP Principle(s): Recruitment (Code)

Timeframe for implementation: December 2021 (originally December 2019)

Indicator: computer-based online applications procedure fully working / on-off

Responsibility for implementation: IT Service Centre

Status of implementation: completed

Remarks: In 2021 the e-recruitment platform named PICA (<https://pica.cineca.it/unimc/>) has been fully implemented for the recruitment procedures for R1, R2 and R3 positions (PhD students, post-doc researchers, RTD-A, RTD-B, RTT) and in 2022 also for Associate and Full Professors (R4 positions). Through the Pica implementation, applications, evaluation processes and results are managed in an online platform in compliance with principles of openness and transparency.

Action 36: Guarantee gender balance in the selection commissions

GAP Principle(s): Non-discrimination, Gender balance, Selection (Code)

Timeframe for implementation: December 2019

Indicator: % of commission members belonging to the less represented gender / target value 50%)

Responsibility for implementation: Internal Affairs Office

Status of implementation: completed

Remarks: Also based on the national regulations, gender balance in selection committees is always respected. Indeed, the percentage of commission members belonging to the less represented gender amounts to 49,3%.

Action 37: Set up guidelines for the selection committees with an explanation of the calls criteria and a score grid

GAP Principle(s): Selection (Code), Judging merit (Code), Transparency (Code)

Timeframe for implementation: December 2019

Indicator: guidelines for the selection committees elaborated (target value on)

Responsibility for implementation: International Research Office, Human Resources Office

Status of implementation: completed

Remarks: Members of selection committees for professors and researchers are provided with templates of minutes of the meetings with attached checklists (for each type of research figure to be recruited). The checklist clarifies the evaluation criteria to be adopted in accordance with current legislation. Templates are published on the University website at the following link <https://www.unimc.it/it/ateneo/bandi-e-concorsi/bandi-personale-docente/modelli-verbali-lavori-commissioni-concorso>.

The score grid to be used to assess qualifications, publications and oral examination, for the evaluation of fixed-term researchers, is also provided in the University Regulations.

Action 38: Set up an automated response to confirm that applications were received successfully by the university

GAP Principle(s): Recruitment (Code)

Timeframe for implementation: December 2019

Indicator: automated response set up / on-off

Responsibility for implementation: IT Service Centre

Status of implementation: completed

Remarks: The e-recruitment platforms currently used by the University (one for the PhD students, the other one for fellows, post docs, fixed term researchers and professors) foresee the submission to the applicant of an automated response, stating that the application has been received successfully by the University.

Action 39: Extend the complaints procedure to OTM-R related questions

GAP Principle(s): Complaints/Appeals

Timeframe for implementation: October 2018

Indicator: complaints procedure to OTM-R related questions publicized / on-off

Responsibility for implementation: International Research Office

Status of implementation: completed

Remarks: The possibility to file a complaint has been extended to all aspects of recruitment procedures and OTM-R principles. This possibility is duly advertised in the webpage, where an introduction to the OTM-R principles is provided.

URL in the Italian version is <https://www.unimc.it/it/ricerca/hrs4r/la-policy-otm-r-open-transparent-and-merit-based-recruitment-of-researchers>

URL in the English version is <https://www.unimc.it/en/research-bck/hrs4r/open-transparent-and-merit-based-recruitment-of-researchers>

Action 40: Report yearly on any appeals or complaints filed by staff or doctorate students

GAP Principle(s): Complaints/Appeals

Timeframe for implementation: January 2019

Indicator: n° of reports provided / target value 3

Responsibility for implementation: Quality Assurance Office

Status of implementation: completed.

Remarks: every year, the University Quality Committee (Presidio di Qualità di Ateneo) elaborates a report to be discussed and approved by the Academic Senate. The reports include an overview of all kind of complaints received. No complaints related to research or researchers' recruitment were reported in years 2018, 2019, 2020.

Action 41: Report yearly to Academic Senate on the state of implementation of the OTM-R policy

GAP Principle(s): Recruitment (Code)

Timeframe for implementation: January 2019

Indicator: no. of reports provided / target value: 3

Responsibility for implementation: Vice Rector for European Charter and Code for Researchers, International Research Office

Status of implementation: completed

Remarks: Every year the Vice Rector for European Charter and Code for Researchers reports the status of implementation of UNIMC HR strategy, including OTM-R principles to the Rector and UNIMC leadership. Moreover, a comprehensive and detailed report on the state of implementation of OTM-R principles has been presented to the Academic Senate during its meeting dated 23 March 2021.

Area 2:

Employment stability, financing and salaries

Researchers show a general disagreement on these issues, with the exception of the regulations regarding health and safety in the workplace.

In particular, disagreement has been expressed regarding: the salary (which also constitutes the first of the priorities indicated by the researchers); the stability and continuity of employment conditions; and availability of information regarding supplementary social insurance and social security.

On the basis of the priorities expressed, more attention must be paid towards the following aspects:

- financial incentives;
- improvement of the stability of working conditions;
- information on supplementary social security, in particular in favor of younger researchers (researchers and doctoral candidates).

Priority/problem n. 2.1:

Lengthy waiting times for payments / reimbursements

Priority level: 4

Action 42: Formalization of deadlines for payment of compensation and reimbursement of expenses for researchers, regardless of the kind of contract

GAP Principle(s): working conditions, funding and salaries.

Timeframe for implementation: September 2015

Indicator: publication of an internal regulation – valid for all Departments --- for deadlines of payment, including reimbursement of expenses / on-off

Responsibility for implementation: Internal Affairs Office

Status of implementation: Completed

Remarks: In 2015 the compensation procedures of ESRs (PhD students, research fellows, post-doc) have been centralized and, since then, they are the same used for researchers having a permanent contract. This change had a significant and positive impact in term of punctuality of payments: i.e. ESRs receive their salary/fellowship on the 27th day of the month preceding the month to be compensated and no delay has ever occurred.

As to reimbursement of costs linked to business trips, the procedures of reimbursement are the same for all the figures of researchers and are duly indicated in specific regulations.

Reimbursement must be finalized within 30 days since the presentation of the related request together with supporting documents. Moreover, advance payment corresponding to 75% of foreseen costs to be sustained by researchers can be authorized for all researchers.

Relevant webpage in Italian is https://www.unimc.it/it/ateneo/normativa/regolamenti-di-ateneo/copy_of_regolamenti-di-ateneo/ateneoreg/nuoviregolamentisitoweb.al.06.3.2014/Regolamento.Missioni.pdf

Priority/problem n. 2.3:

Lack of knowledge of social security regulations

Action 43: Improvement of availability of information regarding social security rights on the University website

GAP Principle(s): funding and salaries

Timeframe for implementation: June 2015

Indicator: insertion of specific information on the University website / on-off

Responsibility for implementation: Human Resources Office

Status of implementation: Completed

Remarks: Information regarding social security rights are available in the University website, both in Italian and English language, at the following links:

<https://www.unimc.it/it/ateneo/amministrazione/area-risorse-umane/documenti-aru/prova>

<https://www.unimc.it/en/research-bck/work-with-us-2/working-conditions>

Action 44: Organization of specific meetings with experts on themes regarding social security for researchers

GAP Principle(s): funding and salaries

Timeframe for implementation: June 2016

Indicator: number of specific meetings organized

Responsibility for implementation: Human Resources Office

Status of implementation: completed

Remarks: On 27th June 2016 we have organized a seminar on the themes of pensions system and complementary social security for researchers, named “La tutela pensionistica dopo la riforma Fornero: problemi e prospettive” (Pension system after the Reform made by Minister Fornero: problems and perspectives). This event was aimed to illustrate the main feature of the Italian pension system after the reformation made at that time.

Due to the reduced participation to the event and the scarce interest of researchers, we decided not to organize a similar initiative. We preferred to provide all information on the relevant

UNIMC webpage and to ensure personal assistance, whenever requested (similarly to Action 46)

Priority/problem n. 2.4:

Lack of information on the issue relative to supplementary social security

Action 45: Improvement in availability of information regarding complementary social security, diversified according to the types of researchers involved

GAP Principle(s): funding and salaries

Timeframe for implementation: June 2015

Indicator: Insertion of specific information on the University website / on-off

Responsibility for implementation: Human Resources Office

Status of implementation: Completed

Remarks: Information regarding social security rights has been publicly made available in the University website, both in Italian and English language, at the following links:

<https://www.unimc.it/it/ateneo/amministrazione/area-risorse-umane/documenti-arui/prova>

<https://www.unimc.it/en/research-bck/work-with-us-2/working-conditions>

Action 46: Organization of specific meetings with experts on the themes of complementary social security

GAP Principle(s): funding and salaries

Timeframe for implementation: June 2016

Indicator: number of specific meetings organized

Responsibility for implementation: Human Resources Office

Status of implementation: completed

Remarks: On 27th June 2016 we have organized a seminar on the themes of pensions system and complementary social security for researchers, named “La tutela pensionistica dopo la riforma Fornero: problemi e prospettive” (Pension system after the Reform made by Ministry Fornero: problems and perspectives). This event was aimed to illustrate the main feature of the Italian pension system after the reformation made at that time.

Due to the reduced participation to the event and the scarce interest of researchers, we decided not to organize a similar initiatives. We preferred to provide all information on the relevant UNIMC webpage (see also Action 44) and to ensure personal assistance, whenever requested.

Area 3:

Professional recognition; non---discrimination; research sector

Various critical points emerged with respect to compliance with the principles of the Charter. Several interventions are therefore needed, some of them are at a national level, as far as regulation constraints are concerned, some of them are at university level.

Among the most important principles of the Charter, it is noteworthy that “non---discrimination” is the most disregarded, specifically with reference to age and gender. Within this context, there is also the significant problem of the difficulty in reconciling work and family for the majority of women. As for independence and the freedom of researchers, there is dissatisfaction, especially among younger researchers.

To change current situation, a long term and effective strategy is needed.

The issue concerning the working environment is less critical, in terms of the need for more stimulating and supportive working conditions.

In addition, researchers urgently need reinforced tools (e.g. library resources) and services (e.g. internal services for English) to support their activity. To further stimulate the researchers, it is important to increase the number of meetings that: 1) highlight the strategic value of research; 2) explore opportunities for financing; 3) encourage networking among researchers (inside and outside the university).

Lastly, a consistent lack of information about the following items has emerged: 1) the management of claims by researchers; 2) certain behavioral rules in research activity (for example those relating to the use of funds for research); 3) regulations on copyright and publications.

Priority/problem n. 3.1:

There are forms of discrimination on the basis of age and gender

Priority level: 4

Action 47: Organization of one seminar per year on the theme of gender and age, to involve graduate students, dean, department directors, as well as the local community

GAP Principle(s): Gender balance, Non-discrimination

Timeframe for implementation: December 2020

Indicator: n° of events to be organized / target value: 5

Responsibility for implementation: Vice Rector for Equal Opportunities

Status of implementation: completed

Remarks: In the timeframe taken into account by this report, the Committee for non discrimination and equal opportunities of the University of Macerata organized 5 events linked to the topic of gender balance and equality in research. Hereafter a list is provided:

1. "Promoting gender balance and inclusion in research, innovation and training. The PLOTINA manifesto: notes of a careful fight", seminar held in Macerata by Tullia Gallina Toschi (University of Bologna) on February 9th 2016;
2. "Genere e religioni: studiosi/e a confronto", seminar held on May 18th 2017, promoting a gender-oriented approach in the religion studies;
3. "Training on gender issues", training event for PhD students on the importance of gender equality and gender-oriented research, held in Macerata by Tullia Toschi Gallina and Angela Balzano (University of Bologna) on April 24th 2018;
4. "Il ruolo dei CUG nelle università italiane - strumenti e criticità nella recente normativa", training course held in Macerata, on November 29th-30th 2018 on the role of CUGs (Committees for non-discrimination in the universities) according to the recent national regulations.
5. "Bilancio di genere in ateneo: logica e metodi di un processo condiviso", seminar held in Macerata on 10 September 2019 about the role of "gender budgeting" in the University system.

In general, all events organized to the theme of gender, gender studies, non-discrimination, etc. are listed at the following webpage

<https://www.unimc.it/it/ateneo/organi-di-consultazione-garanzia-valutazione-e-controllo/cug/news-e-attivita>

Priority/problem n. 3.2:

Absence of regulations relating to the manner in which funds are to be used

Priority level: 3

Action 48: Approve a regulation on the use of funds for research, to be advertised appropriately on the website of UNIMC

GAP Principle(s): Accountability

Timeframe for implementation: June 2016

Indicator: regulation enacted and published in the research section of the website / on-off

Responsibility for implementation: Supervisor of the Area for Research and Internationalization

Status of implementation: completed

Remarks: Each department has set up rules for assigning and managing funds for research. Each regulation is duly advertised in institutional webpages, as follows:

Department Economics and Law: <http://economiaediritto.unimc.it/it/ricerca/la-ricerca-nel-dipartimento/fondi-dipartimentali-della-ricerca>

Department of Law: <http://giurisprudenza.unimc.it/it/ricerca/finanziamenti-dipartimentali>

Department of Education, Cultural Heritage and Tourism: <http://sfbct.unimc.it/it/qualita/documenti-e-azioni/rapporti-annuali-e-ciclici-di-riesame-sulla-ricerca>

Department of Political Science, Communication and International Relations: <http://spocri.unimc.it/it/ricerca/qualita-della-ricerca/criteri-assegnazione-fondi>

Department of Political Science, Communication and International Relations: <http://studiumanistici.unimc.it/it/qualita/documenti-e-azioni/ricerca-dipartimentale>

Priority/problem n. 3.3:

Insufficient advertising of regulations regarding researchers

Priority level: 2

Action 49: Rationalize and publicize the regulations relative to claims made by researchers and the management of the same, also with reference to conflicts that may come about with their supervisors

GAP Principle(s): Complaints/appeals

Timeframe for implementation: June 2016

Indicator: Insertion of informative notice on website and sending an e---mail with information to all researchers / on-off

Responsibility for implementation: Vice Rector for Equal Opportunities

Status of implementation: Completed

Remarks: The management of complaints made by all the academic staff has been rationalized and standardized by the Quality System Unit. More specifically, in order to simplify the process, a unique, easy-to-use online tool for sending every kind of complaints has been created. Therefore, senior researchers and ESRs can send a complaint/claim regarding issues linked to research, by using an online form available in the home page (footer) of the University web site.

Obviously, an explanation of the process and timing for complaint management is also given. Related URLs are

<https://www.unimc.it/it/qualita/segnalazioni-e-reclami> (Italian version)

<https://www.unimc.it/en/the-university/quality-assurance> (English version)

Action 50: Advertise the regulations for the intellectual property rights of researchers

GAP Principle(s): professional responsibility / intellectual property rights

Timeframe for implementation: June 2016

Indicator: Insertion of information section within the Research Area of the website / on-off

Responsibility for implementation: Supervisor of the Area for Research and Internationalization

Status of implementation: Completed

Remarks: Documents and resources explaining the basics of Intellectual property rights are duly present in the institutional website. In most cases they are guidelines or factsheets released by the IP Helpdesk of the European Commission and selected among the most relevant ones for SSH researchers.

The information is available in the University website in Italian and English language at the following links: <https://www.unimc.it/it/ricerca/policy/diritti-di-proprietà-intellettuale>
<https://www.unimc.it/en/research-bck/research-policy-2/intellectual-property-rights>

Area 4:

Professional Development, training and mobility programs, supervision and teaching

The results of the questionnaire highlight several critical points that require significant attention, both on a University level and on a Ministerial level, especially in the light of the debate underway regarding the processes and methodologies of research assessment and researcher evaluation in Italy.

The most critical aspects have to do with the following points:

- the periods of temporary mobility, which are not sufficiently promoted and financially supported;
- the training activities to develop teaching skills;
- the systems for the assessment of the activity of researchers.

Other aspects regarding which there is a significant level of dissatisfaction among researchers have to do with the “mentor culture” and the poor remuneration of teaching activity as well as the failure to consider teaching activities within the assessment and professional promotion systems of researchers.

Priority/problem n. 4.1:

There are very few opportunities for international and inter---disciplinary mobility

Priority level: 3

Action 51: Promote internal two-year calls for application to facilitate opportunities for geographical and inter-disciplinary mobility

GAP Principle(s): value of mobility

Timeframe for implementation: December 2016

Indicator: number of early stage researchers and assistant professors in mobility for at least 3 months abroad

Responsibility for implementation: Rector, supported by International Research Office

Status of implementation: completed

Remarks: In 2014 and 2018, the University launched 2 calls for applications to award travel grants to young researchers recruited by UNIMC and aging less than 45 years, with the aim of allowing them to conduct research activities in a foreign institution. Following a selection on a competitive basis, a total of 18 researchers (fixed-term researchers and assistant professor aging less 45 years) spent a period abroad, at the premises of prestigious international research institutions, in order to conduct research activities. Interdisciplinary research initiatives were encouraged.

Action 52: Increase knowledge among researchers of the possibilities associated with participation in competitive European calls for application for enhancement of career

GAP Principle(s): Access to career advice, Continuing professional development, Access to Research training and continuous development

Timeframe for implementation: June 2015 (every year in June)

Indicator: number of meetings to illustrate calls for application and possibilities for financing

Responsibility for implementation: International Research Office

Status of implementation: completed

Remarks: Since 2015 the International Research office, renamed Grant office in 2019, has been organizing training events for the benefit of all researchers and particularly ESRs, aiming to introduce the opportunities for career enhancement given by the EU funding programmes. More specifically, a total of 11 training events, namely focused on Marie Curie Actions, Jean Monnet, Euraxess Portal, SME accelerator have been organized. See the following webpage (only in Italian) for details <https://www.unimc.it/it/ricerca/finanziamenti-1/finanziamenti-internazionali/formazione>

Action 53: Formally request the Italian Ministry of Research and Education to value (rather than penalize) intrasector mobility and disciplinary mobility in the career progression phases and qualification criteria

GAP Principle(s): Recognition of mobility experience (Code)

Timeframe for implementation: March 2015

Indicator: Letter to the Italian Ministry of Research and Education / on-off

Responsibility for implementation: Vice Rector for European Charter and Code for Researchers

Status of implementation: Completed

Remarks: a letter marking amongst the other the importance of intra-sectorial and interdisciplinary mobility in the career development has been signed by the Vice Rector for the implementation of Charter and Code, Prof. Francesca Spigarelli, and formally delivered to the Italian Ministry of Research and Education on 31st March 2015 (ref. prot. N. 4615 – III/11). Unfortunately, no feedback was received.

Action 54: Set up internal awards for every degree course for the best teacher and the best teaching researcher to be assessed by students. The award consists of a plaque to be awarded at the beginning of the Academic Year

GAP Principle(s): Teaching/ evaluation/appraisal system

Timeframe for implementation: March 2016

Indicator: Number of awards assigned

Responsibility for implementation: Rector

Status of implementation: completed

Remarks: Every year teaching is assessed by students through the delivery of evaluation questionnaires. Based on the results of the evaluation questionnaire of the previous 2 years, in March 2018 the Rector assigned an award for the “Best teacher” to those who got the highest score for each of the 5 departments. We did not continue assigning this award since the evaluation questionnaire is “imposed” by the Italian Ministry of Research and has always raised a lot of criticism with regard both to its content and timing.

Action 55: Formally request from Italian Ministry of Research and Education that the quantity and quality of teaching are valued in the career progression processes and qualification criteria

GAP Principle(s): teaching

Timeframe for implementation: March 2015

Indicator: Letter to the Italian Ministry of Research and Education / on-off

Responsibility for implementation: Vice Rector for European Charter and Code for Researchers

Status of implementation: Completed

Remarks: a letter marking amongst the other the importance of taking into account quantity and quality of teaching activities in researchers’ career progression has been signed by the Vice Rector for European Charter and Code for Researchers, Prof. Francesca Spigarelli, and formally delivered to the Italian Ministry of Research and Education on 31st March 2015 (ref. prot. N. 4615 – III/11). Unfortunately, no feedback was received.

Priority/problem n. 4.3:

The internal assessment systems of researchers’ activity should be improved

Priority level: 2

Action 56: Set up a panel of activity indicators for researchers, which might take into account scientific productivity, the quality and quantity of teaching, participation in activities and institutional roles, internationalization, grants won at international level, etc.

GAP Principle(s): teaching, evaluation/appraisal system

Timeframe for implementation: September 2018

Indicator/value: Number of innovative indicators established

Responsibility for implementation: Vice Rector for Teaching Activities

Status of implementation: completed

Remarks: The internal evaluation (VTR) made yearly to research and teaching activities and aimed to the distribution of internal funds has been enriched with new indicators, which express UNIMC new awareness on research quality, internationalization, exploitation of research results and attraction of external funds. The innovative indicators (not included in the previous assessments) are:

- international mobility of at least 1 month
- foundation or collaboration with university spin off companies
- scientific awards
- membership to scientific societies
- direction of public or private research institutions (both national and international)

Moreover, 2 already existing indicators (number of international and national research funded projects) have been modified, by foreseeing the distinction among being the Principal Investigator or Work pack leader, or Task leader or merely Project team member.
Relevant webpage (in Italian) <https://www.unimc.it/it/ricerca/valutazione/valutazione-di-ateneo-vtr-1>

Priority/problem n. 4.4:

Access opportunities to continuous development of skills and knowledge are unsatisfactory and limited

Priority level: 2

Action 57: Create a Mentor Club (Service for Mentoring) to support young and early stage researchers

GAP Principle(s): career development, access to career advice, supervision and Managerial duties

Timeframe for implementation: March 2018

Indicator: Implementation of the service / on-off

Responsibility for implementation: Vice Rector for European Charter and Code for Researchers

Status of implementation: completed

Remarks: Completed

PhD students can discuss/confront about the above mentioned topics with senior researchers belonging to their discipline but not being their supervisor (also with the aim of fostering ESRs' level of independence). For each doctoral program two potential mentors have been identified: one having several collaboration/links with the not academic sector, the other one more focused on the academic environment. The aim is to provide PhD students with useful suggestions for both the potential career paths.

In the future, the impact of Mentor Club will also be maximized by other planned initiatives aimed to give a strong orientation service to those are about to get a doctoral degree (see Actions 86 and 87 of the ER Strategy 2021-2024).

Information about the service is available at <https://www.unimc.it/en/courses/phd-programmes/boost-your-career>

Action 58: Promote the participation in international social networks dedicated to research (such as academia.edu, researchgate.net) among researchers, and in particular, early stage researchers

GAP Principle(s): access to research training and continuous development

Timeframe for implementation: June 2016

Indicator: no. of meetings to illustrate opportunities given by social networks

Responsibility for implementation: International Research Office

Status of implementation: completed

Remarks: within the framework of the 11 training events regarding EU funding (see action 52), also the opportunities for networking and increasing international visibility given by social networks were provided to participants.