



1° incontro Monitoraggio Action Plan Carta Europea dei Ricercatori



HR EXCELLENCE IN RESEARCH



Indice

- Il percorso svolto finora**
- La valutazione della Commissione Europea**
- Organizzazione**
- Ruoli e Responsabilità**
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Il percorso svolto finora

- Nel 2005 il Politecnico di Torino ha sottoscritto la raccomandazione europea che contiene la **Carta europea dei ricercatori e il Codice di condotta per l'assunzione dei ricercatori**
- Nel 2011 il Politecnico è entrato a far parte dell'**Institutional Human Resources Strategy Group** della Commissione Europea, che riunisce le istituzioni europee che si impegnano a dare concreta attuazione ai principi contenuti nella Carta e nel Codice attraverso un processo di accreditamento che autorizza l'utilizzo del logo "HR Excellence in Research"
- **Vantaggi per l'Ateneo:**
 - rafforzare la visibilità internazionale dell'Ateneo con un impatto positivo sulla nostra attrattività nei confronti di risorse umane per la ricerca altamente qualificate
 - migliorare gli indicatori di Ateneo di internazionalizzazione dei ricercatori
 - avviare un confronto con altre università sull'attuazione dei principi contenuti nella Carta e nel Codice
 - ricevere l'acknowledgement da parte della Commissione europea che consentirà l'utilizzo del logo "HR Excellence in Research"



Il percorso svolto finora

Il Politecnico ha portato a termine i primi 3 dei 5 step previsti per i membri dell'Institutional Human Resources Strategy Group:

GENNAIO 2013

1. Analisi interna dell'attuazione della Carta e del Codice (**Gap analysis**) ✓
2. In base ai risultati emersi, definizione di un Piano d'azione (**Action Plan**) ✓
3. Utilizzo del logo "HR Excellence in Research" in seguito al rilascio dell'acknowledgement da parte della Commissione Europea ✓

NOVEMBRE 2013



HR EXCELLENCE IN RESEARCH

4. Dopo due anni, valutazione interna per verificare lo stato di attuazione dell'Action Plan (nov. 2015)
5. Ogni quattro anni, verifica da parte della Commissione Europea per il rinnovo dell'Acknowledgement (nov. 2017)



La valutazione della Commissione Europea (Novembre 2013)



HR EXCELLENCE IN RESEARCH

Alcuni commenti dei 3 valutatori:

Gap Analysis

A very thorough analysis has been carried out by Polito which included a comprehensive survey of the existing national and internal legal framework. It is clear that key groups have fed into the analysis.

Institutional HR Strategy for Researchers / Action Plan

The detailed work on the analysis is translated into a solid set of actions which includes a monitoring plan. This is exemplary planning.

Acknowledgement / general comments

The submission was extensive and very detailed. It shows strong commitment by the Politecnico di Torino to improve their H&R policies.

Polito have undertaken an extremely thorough and wide-reaching analysis and set in motion a series of concrete actions which will, no doubt, lead to a number of improvements. The organisation of the process within Polito is particularly noteworthy involving, as it does, key personnel and departments with a clearly articulated action plan including a monitoring facility. Award of the logo would only require publication of the action plan.

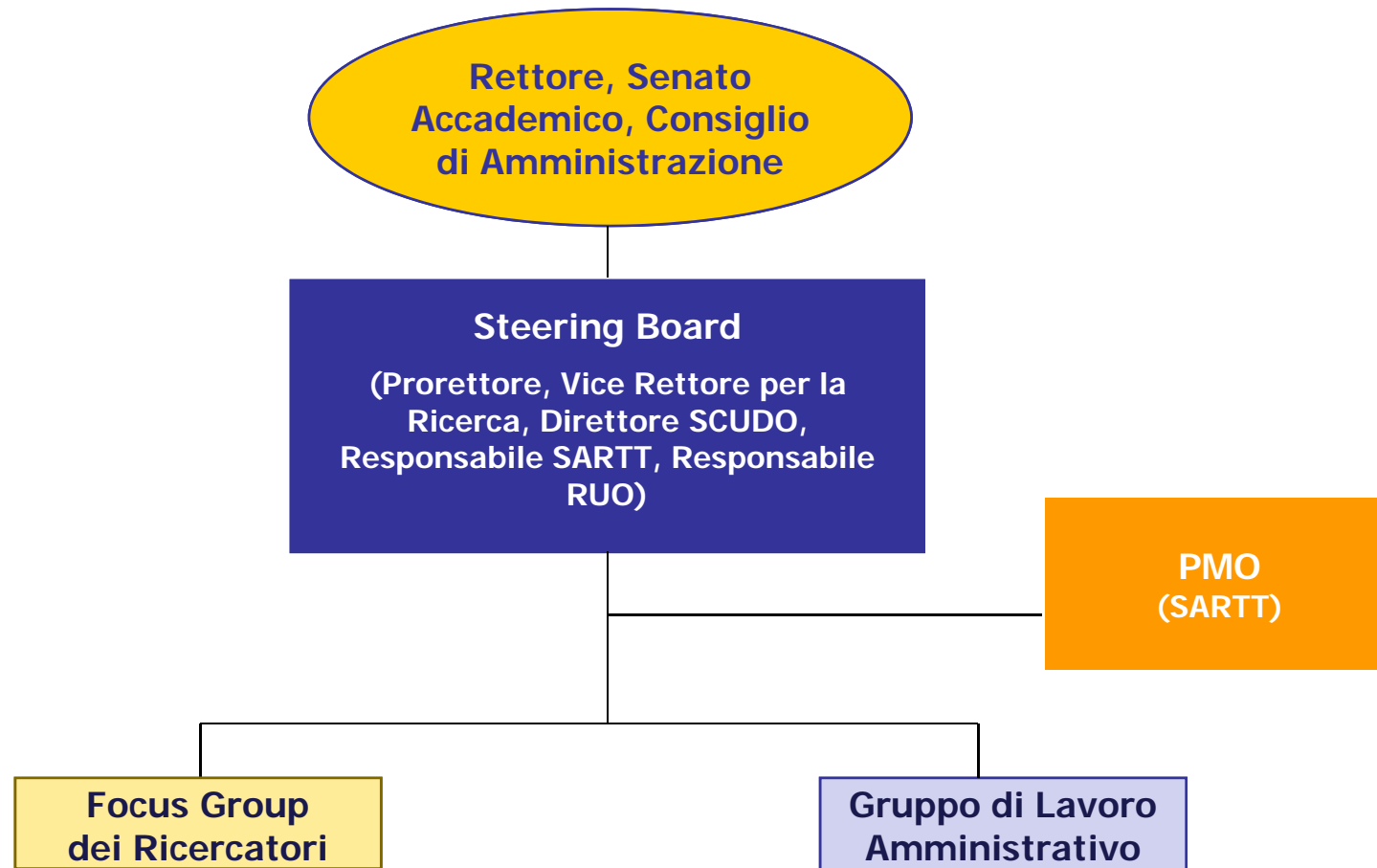


http://www.polito.it/ricerca/carta_europea/

The screenshot shows a web browser window displaying the 'Carta Europea dei Ricercatori' page. The browser's address bar shows the URL http://www.polito.it/ricerca/carta_europea/. The website header features the Politecnico di Torino logo and navigation links: 'SCOPRIRE L'ATENEO', 'DIDATTICA E STUDENTI', 'IL MONDO DELLA RICERCA' (highlighted), 'INNOVAZIONE PER LE IMPRESE', and 'AMMINISTRAZIONE E SERVIZI'. The main content area includes a breadcrumb trail: 'Home > Il mondo della ricerca > Carta Europea dei Ricercatori'. A left sidebar lists various university services, with 'Carta Europea dei Ricercatori' selected. The main text, titled 'CARTA EUROPEA DEI RICERCATORI', describes the university's commitment to the European Recommendation on the Code of Conduct for Researchers, signed in July 2005. It explains that the Code and the Charter are key elements of EU research policies aimed at strengthening research careers. The text further details the Charter's principles regarding researchers' roles, responsibilities, and rights, and the Code's goal of improving recruitment procedures. To the right, there is a logo for 'hr' (HR Excellence in Research) and a 'Link correlati' section listing related documents like the 'Carta Europea dei Ricercatori' and 'Codice etico della Comunità universitaria piemontese'. The Windows taskbar at the bottom shows the system clock as 18:52 on 23/02/2014.

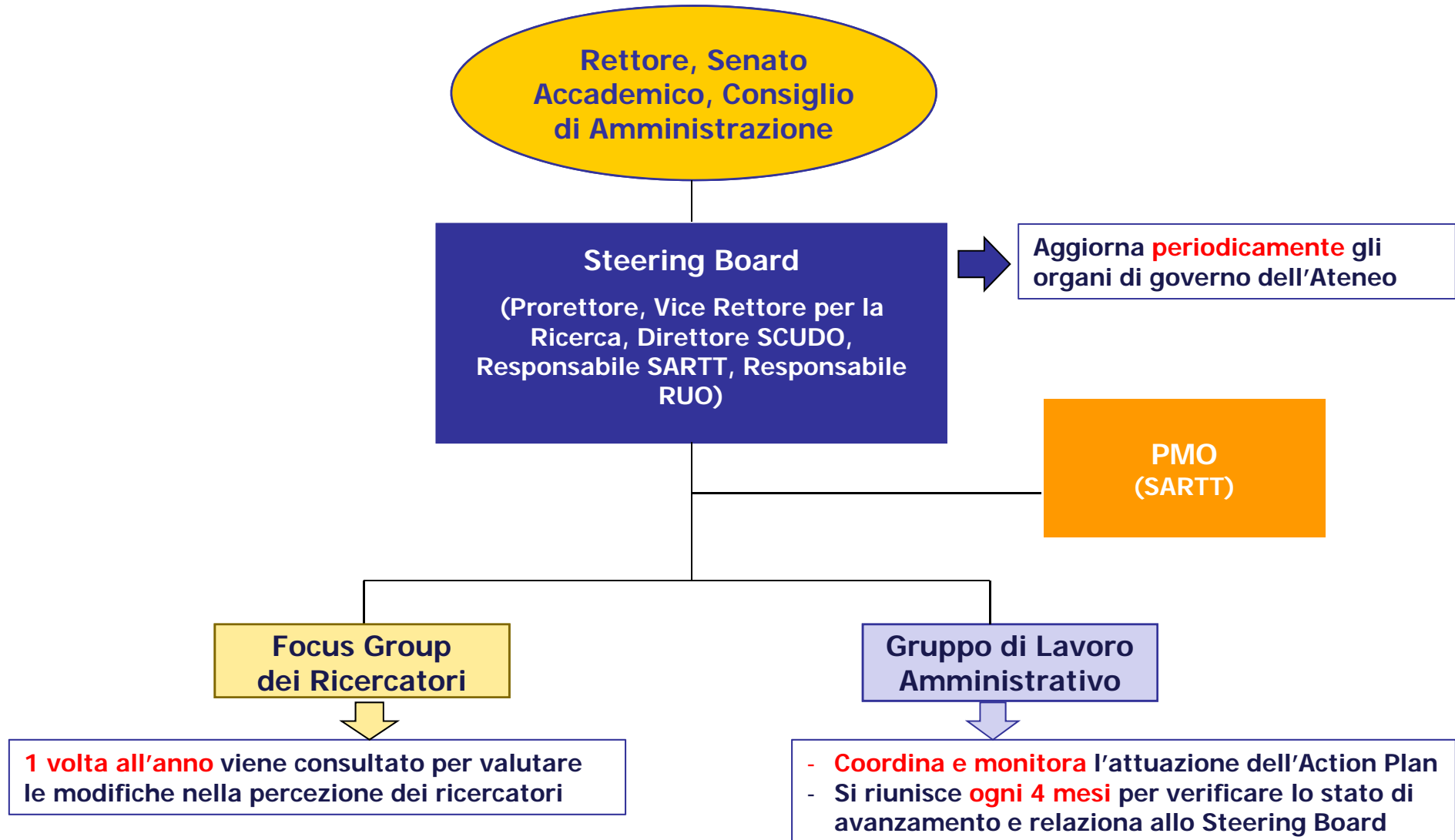


Organizzazione





Organizzazione





Organizzazione

GRUPPO DI LAVORO AMMINISTRATIVO PER LA CARTA E IL CODICE

- monitora e coordina l'attuazione dell'Action Plan
- è composto dai referenti di ogni azione designati dai responsabili delle Aree/Servizi coinvolti
- si riunisce ogni 4 mesi per verificare lo stato di avanzamento complessivo, relazionando poi in merito allo Steering Board

FOCUS GROUP DEI RICERCATORI

- fornisce pareri sui cambiamenti nella percezione dei ricercatori rispetto all'attuazione dei principi della Carta e del Codice
- è composto da 10 rappresentanti delle diverse culture scientifiche e delle diverse categorie di personale che svolge attività di ricerca, garantendo la presenza paritetica di uomini e donne. I componenti sono stati individuati sulla base delle candidature ricevute in risposta a un invito rivolto a tutti i professori, ricercatori, assegnisti di ricerca e dottorandi. In rappresentanza dei professori ordinari partecipano il Prorettore e il Direttore della Scuola di Dottorato
- viene consultato con cadenza annuale



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Ruoli e Responsabilità

		AREE									
		SARTT	RUO	GESD	IT	CORE	BIBLIO	SSSI	INTE	EDILOG	ALEG
1	To define actions for promoting curiosity-driven research							A. Marino * CdA, SA			
2	To strengthen information and training activities on funding opportunities for basic research and frontier research and to identify actions to increase the participation of researchers	M. Onorato, C. Biglia	G. Marino, C. Lumini					A. Marino			
3	The Code of Ethics will be added to the list of documents available on the intranet webpage MyPoli which the permanent staff and research fellows approve and sign		C. Lumini, G. Marino								
4	To create a web page which shows that Politecnico has adopted the Code of Ethics				M. Innocenti	T. Vitrano					
5	To insert a reference to the Code of Ethics in the preamble of every agreement and contract with an external organisation	S. Loccisano									

 Task leader
 Task member



Ruoli e Responsabilità

		AREE									
		SARTT	RUO	GESD	IT	CORE	BIBLIO	SSSI	INTE	EDILOG	ALEG
6	Feasibility study for the adoption of a software which is commercially available which serves as plagiarism checker				P. Tealdi		N. Fiorio				
7	To make available the unpublished documents through open access, using best practices for attributing the non-commercial Digital Object Identifiers (DOI) for their identification				P. Tealdi		N. Fiorio	A. Marino			
8	Integration of the PORTO system with the OpenAire for OpenAccess				P. Tealdi		N. Fiorio				
9	Widespread training on Open Access and on the related copyright issues addressed to the research staff, to the PhD students, to the administrative staff (including points 3 and 31). For PhD students also focusing on the information in order to foster the open access to publications and to doctoral thesis			C. Lauritano			N. Fiorio				

 Task leader
 Task member



Ruoli e Responsabilità

		AREE									
		SARTT	RUO	GESD	IT	CORE	BIBLIO	SSSI	INTE	EDILOG	ALEG
10	Starting from PhD students, training courses on effective communication of science to non-specialist audiences, enhancing the potential of Open Access as a means of interaction, involvement and access of citizens to scientific research			C. Lauritano		T. Vitrano					
11	To strengthen the participation of the University in scientific work dissemination initiatives					E. Tinozzi					
12	Definition of a Plan for promotion of the support offered by the Relations with Media Office for the communication of the results of scientific research to the general public through multiple channels (media, website, University social network, ...)					T. Vitrano					
13	Plan for the promotion of Politecnico di Torino to attract researchers from abroad by enhancing existing excellence in terms of facilities (e.g. Cittadella, research facilities, job and support services, dedicated funding to external researchers etc.).	V. Romano, C. Biglia	C. Lumini, G. Marino			E. Tinozzi			S. Vacca	P. Lerario	

 Task leader
 Task member



Ruoli e Responsabilità

		AREE									
		SARTT	RUO	GESD	IT	CORE	BIBLIO	SSSI	INTE	EDILOG	ALEG
14	Census update of the architectural barriers still existing and definition of the related "Time and economic feasibility study for the removal of the remaining architectural barriers"									P. Lerario	
15	Periodic monitoring and reporting on the updated value of the staff ratio between permanent and temporary research staff		G. Marino					C. Chiaberge + RDPS (M. Ravera)			
16	To extend the services offered by the Job Placement Office to temporary researchers, with particular reference to events such as Career Day and employment opportunities advertised on the related website		G. Marino	M. Fassetta							
17	A feasibility study of a "Project about the establishing of a counselling service", which train the researcher in improving skills for the job market (e.g., writing a cv, presenting on a job interview, etc.)			M. Fassetta		T. Vitrano					

 Task leader
 Task member



Ruoli e Responsabilità

		AREE									
		SARTT	RUO	GESD	IT	CORE	BIBLIO	SSSI	INTE	EDILOG	ALEG
18	To start courses on how to communicate and enhancement of competencies			C. Lauritano							
19	To create an online handbook containing the guidelines for the identification and enhancement of skills and competencies, through the collaboration with industry experts			C. Lauritano							
20	To create a helpdesk for the research staff of Politecnico di Torino for outgoing mobility	C. Biglia							S. Vacca		
21	To create a web page dedicated to the different funding mobility opportunities for researchers	C. Biglia			M. Innocenti	T. Vitrano			S. Vacca		
22	To intensify internal training related to IPR, creating at least one training course per year	S. Loccisano									

 Task leader
 Task member



Ruoli e Responsabilità

		AREE									
		SARTT	RUO	GESD	IT	CORE	BIBLIO	SSSI	INTE	EDILOG	ALEG
23	Definition of a "Project for the creation of a support service for the author in the negotiating stage with the publisher" in relation to: new contractual formulas "Licence to publish"; "Addendum" to the Copyright Transfer Agreement for retention of the author's rights (rights of re-use); use of CC Licenses						N. Fiorio	A. Marino			
24	Launch of courses (even on-line) on 'teaching the teachers', 'communicating in the classroom' dedicated both to permanent research staff and to temporary research staff			C. Lauritano							
25	Lack of an impartial figure, outside the University, deputised to collect complaints and appeals.										R. Pavarino
26	To create an anonymous on-line questionnaire on the adequacy of the supervisor	C. Biglia	G. Marino	C. Lauritano	M. Innocenti			A. Marino			
27	Drafting of guidelines to regulate the relationship between the temporary researcher and the supervisor (nature and length of reports, periodicity of meetings and reports, etc.)		G. Marino	C. Lauritano *Macii, Tabacco, Canavero							



Task leader

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Piano di lavoro

		2013						2014						2015																			
		6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	
1	To define actions for promoting curiosity-driven research																																
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MONITORING																																	



K Kick-off of the Monitoring Plan



M ADMIN-WG meets every 4 months to track progress, reporting thereupon to the Steering Board



FGR Researchers Focus Group will be consulted once a year



GB Update of University's governing bodies (once a year)



ASS Self-assessment of progress made (INDICATORS!!!)



milestones



Piano di lavoro

		2013						2014						2015																				
		6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12		
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10	Starting from PhD students, training courses on effective communication of science to non-specialist audiences, enhancing the potential of Open Access as a means of interaction, involvement and access of citizens to scientific research				■	■	■	■																										
11	To strengthen the participation of the University in scientific work dissemination initiatives				■	■	■	■				■	■	■	■	■	■	■	■															
12	Definition of a Plan for promotion of the support offered by the Relations with Media Office for the communication of the results of scientific research to the general public through multiple channels (media, website, University social network, ...)				■	■	■	■																										
MONITORING					HR				K	M				M					FGR+M	GB		M				M						ASS (FGR+M)		

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Stato di avanzamento lavori al ...

Attività svolte

- Milestones raggiunte nel periodo
- Attività completate

- Attività in corso

Prossime attività

- Scadenze nel prossimo periodo

- Attività da iniziare

Punti di attenzione

Per le attività svolte:

- Evidenziare problemi riscontrati che impattano sui piani di lavoro

Per le prossime attività:

- Evidenziare punti di attenzione che richiedano il coinvolgimento del comitato di coordinamento
- Evidenziare eventuali rischi



Stato di avanzamento lavori al ... IN ENGLISH (il file 'Template Monitoraggio.doc' in allegato è da compilare ogni 4 mesi)

Carried out activities

- Milestones achieved
- Completed activities

- In progress activities

Next activities

- Next period deadlines

- Activities to be started

Critical points

For carried out activities:

- Encountered problems that have affected the work plan

For next activities:

- Critical points that need the involvement of the Steering Board
- Possible risks



'SMART' INDICATORS:

- Specific
- Measurable
- Available/Achievable in a cost effective way
- Relevant for the programme
- available in a Timely manner

STATO DELL'ARTE: attraverso gli indicatori individuati fare una fotografia della situazione all'avvio dell'azione

MONITORAGGIO PERIODICO: aggiornare gli indicatori