



## ACTION PLAN DELLA CARTA EUROPEA DEI RICERCATORI

*Steering Board Meeting*

*19 Gennaio 2015*



HR EXCELLENCE IN RESEARCH

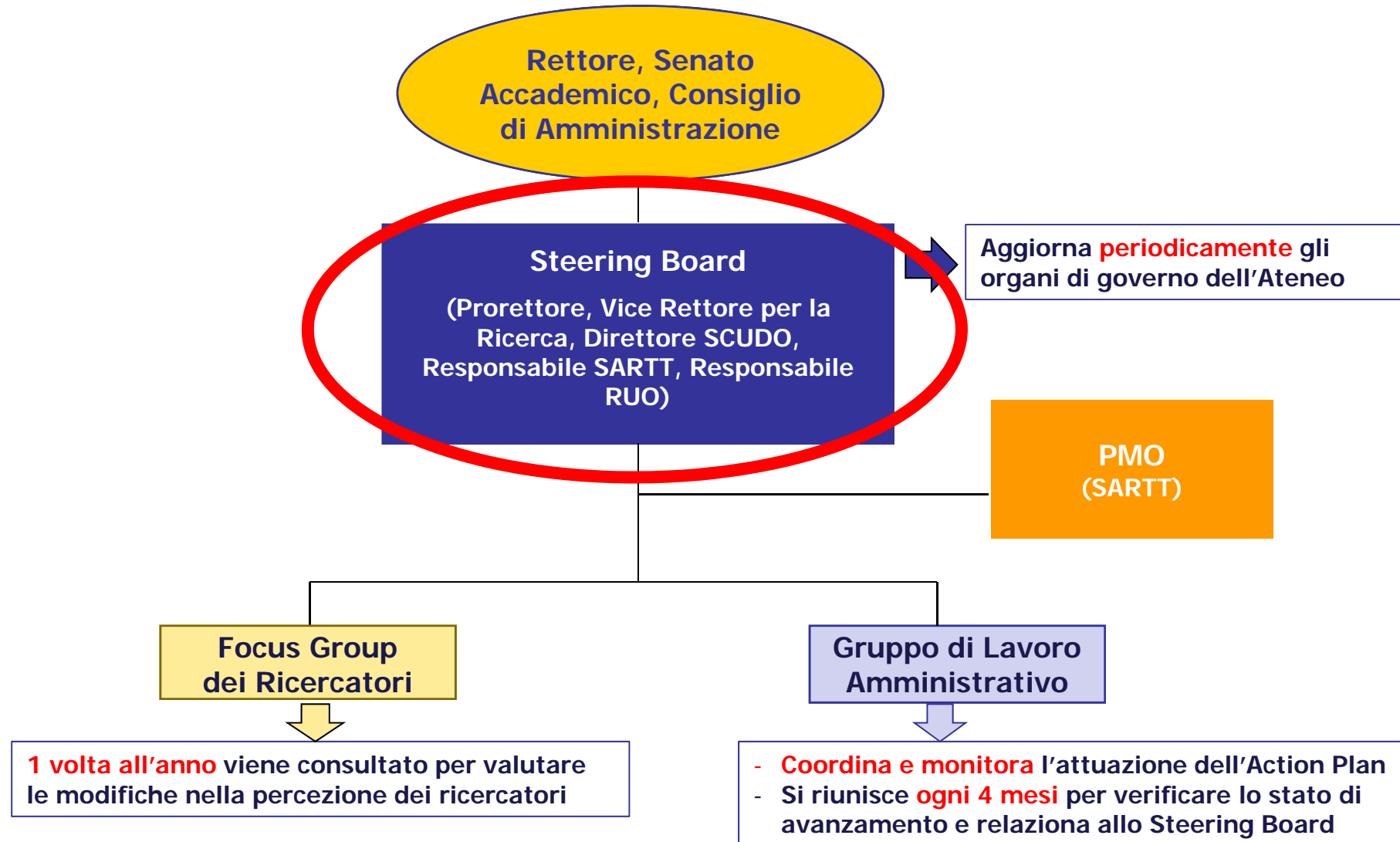


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## ORGANIZZAZIONE E MONITORING PLAN





Il Politecnico ha portato a termine i primi 3 dei 5 step del processo «Human Resources Strategy for Researchers» lanciato dalla Commissione Europea:

### 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)



Azioni realizzate:

- **Avviate le 27 azioni** dell'Action Plan
- **10 azioni completate**

**Integrazione con il Piano Strategico** di Ateneo:

- Integrazione con 18 azioni della Mappa, per gli obiettivi:
  - *A.5.2) Maggiore qualificazione del III livello di formazione*
  - *B.1.2) Promozione ed incentivazione della progettualità nella ricerca sia fondamentale che collaborativa; incentivazione alla partecipazione a progetti di eccellenza*
  - *B.2.1) Sostegno alle iniziative significative di collaborazione con le realtà imprenditoriali*
  - *B.2.2) Promozione della valorizzazione industriale dei risultati della sua ricerca*
  - *B.3.1) Attrazione di docenti e ricercatori stranieri di qualità, preferenzialmente in ambiti strategici*
  - *C.2) Trattenere e attrarre giovani ricercatori capaci*
  - *C.3) Valutazione multidimensionale del personale docente*
  - *C.5) Annullare le barriere (di genere, di disabilità, ..)*



## **RISULTATI E PROSSIME ATTIVITÀ**



### **Adeguamento** alle novità introdotte in **Horizon 2020**:

- L'art. 32 del nuovo modello di grant agreement valido per tutti i progetti collaborativi di Horizon 2020 vincola alla realizzazione di misure per l'attuazione della Carta Europea dei Ricercatori
- la guida dei referee dei progetti ERC fa riferimento alla verifica del rispetto dei principi della Carta da parte della Host Institution
- nelle proposte Marie Curie è esplicitamente richiesto di descrivere come verranno rispettati e attuati dai beneficiari i principi della Carta

### Partecipazione come **relatori ai seguenti eventi**:

- *CESAER Mutual Learning Workshop "The Human Resource Excellence Logo", KU Leuven, 17 Settembre 2013*
- *CESAER HR Conference 2014 "Human Resources in Academia", TU Delft, 21-22 Maggio 2014*
- *Mutual Learning seminar "Sharing experience to better implement the Human Resources Strategy for Researchers", DG Research & Innovation, Bruxelles, 9 ottobre 2014*



### **Interazione e integrazione tra Aree:**

- **2014: 4 riunioni** del Gruppo di Lavoro Amministrativo per il monitoraggio dell'Action Plan (25/02; 31/03; 25/07; 29/10)
- coinvolgimento di tutte le aree dell'Amministrazione Centrale a partire dalla fase di Gap Analysis
- il lavoro in gruppo ha consentito di condividere informazioni sulle attività già esistenti, identificare sovrapposizioni e esigenze comuni e quindi ottimizzare i processi e i flussi di attività

### **Interazione e coinvolgimento delle diverse categorie di ricercatori**

- **2014: 2 riunioni** del Focus Group dei Ricercatori (25/02; 20/11)
- La composizione del Focus Group garantisce la rappresentanza delle diverse culture scientifiche, delle diverse categorie di personale che svolge attività di ricerca e la presenza paritetica di uomini e donne
- La valutazione periodica delle azioni svolte effettuata dal Focus Group è finalizzata a verificarne l'efficacia, recepire suggerimenti e informare sulle iniziative e i servizi disponibili in Ateneo per il personale di ricerca





## RISULTATI VERSO L'INTERNO

- I componenti del Focus Group dei Ricercatori hanno espresso i seguenti commenti generali:
  - *apprezzamento per il lavoro svolto, per aver affrontato con serietà ed efficacia le criticità che erano emerse nella Gap Analysis, traducendole in azioni concrete di miglioramento*
  - *apprezzamento per il metodo di lavoro utilizzato, che vede il coinvolgimento allo stesso tavolo del personale amministrativo e di quello di ricerca: il risultato è un proficuo scambio di informazioni che bisogna trovare la modalità di trasferire in maniera diffusa a tutti i docenti, in modo che a loro volta possano trasmetterle agli assegnisti di ricerca, ai dottorandi ecc.*
- I commenti specifici sono riportati in rosso nelle slide relative ai diversi blocchi di azioni dell'Action Plan



### ***LE TIPOLOGIE DI AZIONI***

- i. SUPPORTING BASIC RESEARCH AND FRONTIER RESEARCH*
- ii. RAISE AWARENESS OF THE CODE OF ETHICS*
- iii. SUPPORTING DISSEMINATION AND PROTECTION OF RESULTS*
- iv. SUPPORTING PUBLIC ENGAGEMENT*
- v. SUPPORTING INTERNAZIONALIZATION*
- vi. TRAINING ON TRANSFERABLE SKILLS*
- vii. CAREER ADVICE*
- viii. RELATION WITH SUPERVISORS*



## SUPPORTING BASIC RESEARCH AND FRONTIER RESEARCH

### ACTIONS 1- 2

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
1	Difficulties in fund raising for basic research and frontier research	To implement effectively the concept of "research freedom" in domains where the performance of research is conditioned by the difficulties in fund raising	To define actions for promoting curiosity driven research
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



## ACTIONS 1- 2

### Carried out activities

- Milestones:
  - ✓October 2013: Adoption by Board of Governors of the Project "ERC@PoliTO"
  - ✓January-April 2014: "Open days" on the calls 2014 of Horizon 2020 and the call 2014 'SIR' launched by MIUR
  - ✓March 2014: Adoption by the Board of Governors of the Strategic Plan 'Orizzonte 2020'. One of the priorities is to promote the quality of research through actions dedicated to enhance basic research and the exploitation of the results
  - ✓December 2014: Adoption by the Board of Governors of the Action Plan of the Strategic Plan 'Orizzonte 2020
  - ✓March 2014: Adoption by the Board of Governors of the "Bibliometric Criteria" for the evaluation of researchers' publications
  - ✓April-July 2014: definition and calculation of parameters for the distribution of "Fondo di finanziamento ai Dipartimenti (FFD)" to support basic research of Departments
  - ✓June 2014: Adoption by Board of Governors of the Initiative "La ricerca dei talenti" funded by Fondazione CRT"
  - ✓October 2014: Board of Governors confirms the Project "ERC@PoliTO" also for the year 2015
- Indicators: see next slide

- In progress activities
  - ✓Design the call for proposals of the initiative "La ricerca dei talenti" funded by Fondazione CRT
  - ✓ Assessment of scientific publications to award "Premialità sulle pubblicazioni di Ateneo rispondenti a criteri di qualità" and the share of FFD related to publications

### Next activities

- Next period deadlines:
  - ✓27 November: training on how to design and write an ERC proposal
  - ✓December 2014: Individual training on ERC proposal preparation
  - ✓November 2014-March 2015: Support to participants in FET and ERC calls
  - ✓December 2014-March 2015: publication of the call for proposals of the initiative "La ricerca dei talenti" funded by Fondazione CRT
- Activities to be started
  - ✓Planning of activities of Project 2015 "ERC@PoliTO" and of the new Project "H2020"

### Critical points

No critical points for carried out activities/next activities



### Indicators

- ERC Indicators:
  - ✓ 33 submitted proposals in response to calls for proposals 2014 (18 in 2013 and an average of ten/year in FP7)
  - ✓ 5 researchers passed 1st step of evaluation (0 in 2013 and an average of 1/year in FP7)
  - ✓ 2 Starting Grants funded (0 in 2013, 3 in FP7)
- Number of Infodays and Training events organized to support the participation to call for proposals dedicated to basic research and frontier research: 11 (4 in 2013)
- Number of submitted proposals for funding of basic research and frontier research: 95 (58 SIR; 16 Starting Grant ERC; 8 Consolidator Grant ERC, 9 Advanced Grants, 4 FET)
- Number of approved proposals for funding of basic research and frontier research: Results 2014 are not yet available



### PROSSIME ATTIVITÀ

- SVOLGIMENTO DELLE ATTIVITÀ 2015 DEL PROGETTO “ERC@PoliTO” (Resp. Area SaRTT. Altri: RUO, SSSI)
- DEFINIZIONE E LANCIÒ DEL PROGETTO BIENNALE DI ATENEO “PROGETTO PER IL MIGLIORAMENTO DELLE PERFORMANCE DELL’ATENEO IN HORIZON 2020” (Resp. Area SaRTT)

#### *Focus group dei ricercatori:*

- Appreziate le azioni svolte e in particolare i risultati raggiunti con il progetto ERC@POLITO
- Sottolineata l’importanza dell’adozione nel marzo 2014 da parte dell’Ateneo dei criteri bibliometrici, in linea con la VQR e con i modelli di valutazioni internazionali. È stata sollecitata la loro applicazione alle future occasioni di suddivisione della premialità dei singoli dipartimenti, per omogeneità e concordanza delle strategie e delle politiche di indirizzo e incentivazione



## RAISE AWARENESS OF THE CODE OF ETHICS

### ACTIONS 3-4-5

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
3	Limited awareness among University staff about the adoption of a Code of Ethics	To spread awareness of the Code of Ethics within the University, as well as informing the external stakeholders of the fact that the University adopts a Code of Ethics	Code of Ethics available on the intranet webpage dedicated to the different staff categories
4			To create a web page which shows that Politecnico has adopted the Code of Ethics
5			To insert a reference to the Code of Ethics in the preamble of every agreement and contract with an external organisation



## ACTION 3-4

### Carried out activities

- Milestones achieved:
  - ✓ November 2013: Code of Ethics has been published in the new web page  
[http://www.polito.it/ricerca/carta\\_europea/](http://www.polito.it/ricerca/carta_europea/)
  - ✓ Code of Ethics has been added to the list of documents available on the specific intranet web page of different categories of staff  
[https://www.swas.polito.it/intra/web\\_cds/ampe/](https://www.swas.polito.it/intra/web_cds/ampe/)
  - ✓ The new employee signs for acknowledgement a list of documents, including the Code of Ethics
- Completed activities:
  - ✓ Actions 3 and 4 have been completely implemented
- INDICATORS : Make / No make
- In progress activities:
  - ✓ Design of a new web section dedicated to Opportunities for researchers

### Next activities

- Next period deadlines:
  - ✓ The Code of Ethics will be published in the new web section dedicated to Opportunities for researchers

### Critical points

No critical point for carried out activities / next activities





## ACTION 5

### Carried out activities

- Milestones achieved:
  - ✓ Autumn 2014: reference to the Code of Ethics has been included in Art. 1 of new general Regulation for agreements and contracts
- INDICATORS : Make / No make
- In progress activities:
  - ✓ reference to the Code of Ethics will be included in the contract models attached to the new general Regulation for agreements and contracts

### Next activities

- Next period deadlines:
  - ✓ Approval of the new general Regulation for agreements and contracts by the Board of Governonrs in early 2015

### Critical points

No critical points



**PROSSIME ATTIVITÀ**

- LE AZIONI PREVISTE SONO STATE COMPLETATE



## SUPPORTING DISSEMINATION AND PROTECTION OF RESULTS

### ACTIONS 6-7-8-23

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
6	The University does not have yet sufficiently effective tools for the protection of unpublished works	To enhance the ability of the University to protect the unpublished works of its researchers	Feasibility study for the adoption of a software to detect plagiarism
7			To make available the unpublished documents through open access, using best practices for attributing the non-commercial DOI for their identification
8	Need for a consolidation of good practices in dissemination and exploitation of results	To consolidate the ongoing procedures by supplementing them with complementary activities	Integration of the PORTO system with the OpenAire for OpenAccess
23	Raise awareness on issues concerning the protection of IPRs		Definition of a «Project for the creation of a support service for the author in the negotiating stage with the publisher» related to new contract 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



## ACTION 6

### Carried out activities

- Milestones achieved
  - ✓ An analysis carried out by the Library and Museum Area has demonstrated that a software for detection of plagiarism in thesis is not necessary since the number of requests is very low
  
- INDICATORS
  - ✓ Number of requests of thesis, stored in libraries, to check plagiarism.

### Next activities

- Next period deadlines
  - ✓ By the end of 2014 the outcomes of the analysis will be discussed with the Information Technology Area
  
- Activities to be started

### Critical points

No critical points



## ACTION 7

### Carried out activities

- Milestones achieved
  - ✓ Library and Museum Area together with Information Technology Area established a procedure for attributing the non-commercial Digital Object Identifiers (DOI) to unpublished documents, using the tool provided by the Conference of the Rectors of the Italian Universities (CRUI)
- Completed activities
  - ✓ The Action has been completely implemented
- INDICATORS
  - ✓ Procedure activated yes / no
  - ✓ Number of requirements fulfilled.
- In progress activities

### Next activities

- Next period deadlines
  - ✓ End of 2014
- Activities to be started
  - ✓ Advertising this new service.

### Critical points

No critical points



## ACTION 8

### Carried out activities

- Milestones achieved
  - ✓ December 2013: Compliance of Porto for OPENAIRE publication
  
- Completed activities
  - ✓ The Action has been completely implemented
  
- In progress activities
  - ✓ Informing researchers on this new procedure

### Next activities

- Next period deadlines
  - ✓ Beginning 2015
  
- Activities to be started
  - ✓ Porto revision for compliance with Horizon 2020
  - ✓ IRIS FP7 Openaire compliance evaluation
  - ✓ IRIS Horizon 2020 Openaire compliance evaluation

### Critical points

No critical points



## ACTION 23

### Carried out activities

- Milestones achieved
  - ✓ Library and Museum Area has fulfilled professors' requirements about publishing agreements for authors, analysing drafts and consulting legal experts. Templates of new contractual formulas are now available
- Completed activities
  - ✓ Support to users has increased.
  - ✓ In Library and Museum Area web page a guide to copyright for authors (instructions about publishers' policies and templates of Addenda to the Copyright Transfer Agreements) has been published
- INDICATORS
  - ✓ Number of requirements fulfilled

### Next activities

- Next period deadlines
  - ✓ End of 2015
- Activities to be started
  - ✓ Increasing skills of librarians involved in support for users

### Critical points

For carried out activities:

- Encountered problems that have affected the work plan
  - ✓ Copyright is a very specific field in continuous development. Librarians involved in support for users need legal advice by other structures of Politecnico



## PROSSIME ATTIVITÀ

### AZIONE 6

- **MONITORAGGIO CONTINUO** (VALIDAZIONE DELL'ANALISI EFFETTUATA DA BIBLIO IN MERITO ALLA NON NECESSITÀ DI DOTARSI DI UN SOFTWARE PER IL CONTROLLO ANTIPLAGIO (Resp. BIBLIO. Altri: IT)

### AZIONI 7-8

- LE AZIONI PREVISTE SONO STATE COMPLETATE

### AZIONE 23

- DATA LA CRESCENTE ESIGENZA DI SUPPORTO SULLE PROBLEMATICHE LEGATE AL COPYRIGHT, STRUTTARE IL SERVIZIO CON UNA MAGGIORE SINERGIA CON LE COMPETENZE GIÀ ESISTENTI IN ARENEO (NEXA) (Resp. BIBLIO)

### *Focus group dei ricercatori*

- Emersa la richiesta di un supporto maggiore per l'impaginazione e l'editing grafico dei prodotti di ricerca e per la corretta definizione del Copyright dei prodotti di ricerca con gli editori o sul web (VERIFICA CON SCUDO)





## SUPPORTING PUBLIC ENGAGEMENT

### ACTIONS 11-12

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
11	Lack of specific training actions on communicating science to non-specialist audience	To provide training for communicating scientific work using instruments that can be modified according to the audience	To strengthen the participation of the University in initiatives dedicated to communicate the results of scientific research to the general public
12			Definition of a Plan for promoting the support offered by the Relations with Media Office for the communication of the results of scientific research to the general public



## ACTION 11

### Carried out activities

- Milestones achieved
  - ✓ October 2013: definition of a plan for participation in initiatives
  - ✓ June 2014: check of the number of the events which have been attended
- Completed and in progress activities
  - ✓ The Corporate Image Unit has been in charge of organizing many events with the aim of involving a wide public of citizens in Politecnico di Torino researchers' activities and to highlight the mission of our university towards the well-known triple helix model. Most of these actions are referred to young people and students
- INDICATORS
  - ✓ More than 60 events organized and supported (in 2013: less than 50)
  - ✓ More than 70 graphic productions (in 2013: 50)

### Next activities

- Next period deadlines
  - ✓ Autumn 2014-Autumn 2015
- Activities to be started
  - Main activities will be related to actions dealing with:
    - ✓ EXPO-TO 2015
    - ✓ Torino 2015 Sport European Capital
    - ✓ Disseminating best practices in order to support the achievement of the label of Sustainable Campus (2014/2015)

### Critical points

- ✓ Internal audience, such as researchers and students are very busy with their core business, therefore sometimes it is difficult to encourage them to take part in events, public exhibits, roadshows... They are overloaded with information, news, invitations, newsletter...
- ✓ Citizens in general are easy to be engaged with outreach activities only if they are directly involved and can experience a benefit



## ACTION 12

### Carried out activities

- Milestones achieved
- ✓ Definition of a Plan for promoting the support offered by the Office for Relations with Media
- ✓ explored the possibilities and costs related to expanding the networks and the channels for disseminating the results of research at the international level
- Completed and in progress activities
- ✓ meetings and interviews with the Heads of departments to present the Departments' activities on the university's newsletter
- ✓ explored the possibilities and costs related to expanding the networks by Alpha Galileo

#### INDICATORS

- ✓ 10 meetings with the Heads of departments
- ✓ About 12 meetings and contacts with researchers to support the dissemination of research results

### Next activities

- Next period deadlines
- ✓ By June 2015
  
- Activities to be started
- ✓ To collect information on Awards received by POLITO researchers and to define a communication strategy

### Critical points

No critical points



### PROSSIME ATTIVITÀ

#### AZIONE 11

- LE AZIONI PREVISTE SONO STATE COMPLETATE (Resp. CORE)

#### AZIONE 12

- LE AZIONI PREVISTE SONO STATE COMPLETATE
- PIANIFICARE UNA STRATEGIA DI RACCOLTA DEGLI 'AWARD' RICEVUTI E LORO COMUNICAZIONE ALL'ESTERNO (Resp. CORE)



## SUPPORTING INTERNAZIONALIZATION

### ACTIONS 13-20-21

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
13	Low percentage of research staff coming from abroad compared to the total research staff	To promote Politecnico di Torino at an international level to attract researchers from abroad	Plan for the promotion of Politecnico di Torino to attract researchers from abroad by enhancing existing excellence in terms of facilities
20	Outgoing mobility support	To strengthen the support for the outgoing mobility of research staff of the University	To create a helpdesk for the research staff of Politecnico di Torino for outgoing mobility
21	Coordinated dissemination of the various funding opportunities for incoming and outgoing mobility	To increase the number of researchers who participate in incoming and outgoing mobility	To create a web page dedicated to the different funding mobility opportunities for researchers



## ACTION 13

### Carried out activities

- Milestones
  - ✓ Mapping of existing promotional material
  - ✓ Funds devoted to transnational mobility projects
  - ✓ Funds devoted to innovative laboratories for multidisciplinary research
- INDICATORS
  - ✓ Identification of promotional tools
- In progress activities
  - ✓ Plan definition
  - ✓ Mapping of research facilities
  - ✓ Implementation of a dedicated area of the web site

### Next activities

- Next period deadlines
  - ✓ Mapping of research facilities completed
  - ✓ Launch of the new web site
- Activities to be started
  - ✓ Definition of a 'Welcome kit for international researchers'
  - ✓ Definition of a new procedure to map external visiting researchers (duration of secondment; activities; etc.)

### Critical points

For next activities:

- ✓ The tool 'anagrafe della ricerca' is not available



## ACTIONS 20-21

### Carried out activities

- Milestones achieved
  - ✓ Definition of the contents of a web site dedicated to incoming and outgoing mobility opportunities
  - ✓ Direct link to Euraxess web site
- INDICATORS
  - ✓ Design of a new web site dedicated to incoming and outgoing mobility opportunities and direct link to Euraxess web site
- In progress activities
  - ✓ Implementation of a dedicated area of the web site

### Next activities

- Next period deadlines
  - ✓ Launch of the new web site area
- Activities to be started

### Critical points

No critical points



## PROSSIME ATTIVITÀ

- CREAZIONE DELLA NUOVA SEZIONE DELL'AREA "IL MONDO DELLA RICERCA" DEL SITO WEB DI ATENEO DESTINATA ALLE **OPPORTUNITÀ PER I RICERCATORI** (RESP. INTE. Altri: SaRTT, CORE, IT, GESD, BIBLIO)





## TRAINING ON TRANSFERABLE SKILLS

### ACTIONS 9-10-22-24

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
9	Need for a consolidation of good practices in dissemination and exploitation of results	To consolidate the ongoing procedures by supplementing them with complementary activities	Widespread training on <b><u>Open Access</u></b> and on the related copyright issues addressed to the research staff, to the PhD students, to the administrative staff
10	Lack of specific training actions for communications aimed at a non-specialist audience	To provide training for the dissemination of scientific work using instruments that can be modified according to the audience	Starting from PhD students, training courses on <b><u>effective communication of science to non-specialist audiences</u></b> , enhancing the potential of Open Access as a means of interaction, involvement and access of citizens to scientific research



## TRAINING ON TRANSFERABLE SKILLS

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
22	Raise awareness on issues concerning the protection of IPRs	To consolidate the ongoing procedures by supplementing them with complementary activities	To intensify internal training related to <b>IPR</b> , creating at least one training course per year
24	Lack of teacher training	To create a uniform and widespread procedure that ensures the acquisition of skills and educational tools suitable for higher education	Launch of courses (even on-line) on <b>'teaching the teachers'</b> , 'communicating in the classroom' dedicated both to permanent research staff and to temporary research staff



## ACTION 9

### Carried out activities

- Milestones achieved
- ✓ Training seminars on Open Access addressed to research staff and workshops with international authorities have been organized. Recurrent meetings with referents for Open Access in the Departments have been increased. A satisfaction questionnaire has been addressed to students supporting referents for Open Access.
- Completed activities
- ✓ 2 meetings with prof. Shieber and prof. Guédon; 5 seminars held by prof. J.C. De Martin in the Departments
- INDICATORS
- ✓ Number of training events: 7 (In 2013: 1)
- ✓ Number of researchers involved: around 200 (in 2013: around 60)

### Next activities

- Next period deadlines  
End of 2015
  
- Activities to be started
- ✓ A training course on Open Access for Ph.D. students about “Scholarly communication in the digital age” has been planned together with Doctorate School and will be held in May and June 2015 by prof. De Martin.
- ✓ OA team is planning to ask permission from the most important publishers to make available articles written by Politecnico research staff in PORTO .

### Critical points

For carried out activities:

- ✓ Finding the suitable communication method to join a big audience in a widespread way



## ACTION 10

### Carried out activities

- Milestones achieved
  - ✓ April 2014: training courses on effective communication starting from PhD students
  - ✓ October 2014: working on a new edition of the training course
- Completed activities
  - ✓ the first training course (8 hours) has been delivered

#### INDICATORS

- ✓ One training course attended by 12 PhD students
- In progress activities
  - ✓ upgrade of the program

### Next activities

- Next period deadlines
  - ✓ A new edition at the end of 2014
- Activities to be started

### Critical points

No critical points



## ACTION 22

### Carried out activities

- Milestones achieved
  - ✓ Several events have been organised : PhD courses , seminars and counseling activities involving students, academic researchers, enterprises (spin-off)
  - ✓ Creation of the Interdepartmental Laboratory of Technology Transfer
  - ✓ Update of rules for the establishment of Polito spin-off
  
- Completed activities
  - ✓ educational events organized: 2
  - ✓ training events organized: 7
  - ✓ meetings face to face on patents carried out: 27
  - ✓ meetings face to face on spin-offs carried out: 2

### Next activities

- Next period deadlines
  - ✓ planned training events : 2, in april 2015
  - ✓ new Rules of Polito on Intellectual and Industrial Property, in early 2015
  
- Activities to be started
  - ✓ Course on IPRs clauses on the agreements and contracts for technical staff

### Critical points

No critical points



## ACTION 22

### Indicators

- ✓ educational events organized: **2** (in 2013: 2)
- ✓ training events organized: **7** (in 2013: 6)
- ✓ meetings face to face on patents carried out: **27** (in 2013: 21)
- ✓ meetings face to face on spin-offs carried out: **2** (in 2013: 2)



## ACTION 24

### Carried out activities

- Milestones achieved
- ✓ Analysis of similar initiatives carried out in other Universities
- Completed activities:
  - ✓ Comparison with other universities offering similar courses
- Indicators:
  - ✓ Number of courses
- In progress activities:
  - ✓ Organization of different initiatives on transferable skills for research careers

### Next activities

- Next period deadlines
- ✓ Organization of dedicated training paths for transferable skills
- ✓ Search for lecturers

### Critical points

- For carried out activities
- ✓ Courses on transferable skills are expected to be organized for researchers. It is better to plan them organically rather than offering them spot.
- ✓ Some delay is expected also because the Italian rules on external teaching require a long procedure to identify them.



### PROSSIME ATTIVITÀ

- ✓ CREAZIONE PAGINA WEB CON ELENCO CORSI E MODULI ATTIVATI, CON COLLEGAMENTO AL MATERIALE DISTRIBUITO E ALL'EVENTUALE REGISTRAZIONE (Aree coinvolte: tutte quelle che organizzano corsi in transferable skills, con supporto IT)
- ✓ DEFINITO IL FRAMEWORK DELLE COMPETENZE TRASVERSALI UTILI AL RICERCATORE, FINALIZZAZIONE DEL PROGETTO DELLA SCUDO DI SVILUPPO DELLE COMPETENZE TRASVERSALI E (Resp. GESD-SCUDO)
- ✓ ATTIVAZIONE DEI MODULI DI FORMAZIONE DEL CATALOGO DEI TRANSFERABLE SKILLS DELLA SCUDO E LORO REGISTRAZIONE PER RENDERLI FRUIBILI A TUTTE LE CATEGORIE DI PERSONALE DI RICERCA (Resp. GESD-SCUDO, con supporto IT)





### ACTIONS 16-17-18-19

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
16	Lack of communication on career development opportunities outside the University	To strengthen the strategy of the University in relation to career development, especially for temporary researchers	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
17	Need to strengthen job placement service for temporary researchers		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.)



## CAREER ADVICE

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
18	Lack of support to individuals in identifying and learning how to communicate their competencies and skills	To strengthen the awareness of individual researchers in relation to the value of their competencies	To start courses on how to communicate and enhancement of competencies
19			To create an online handbook containing the guidelines for the identification and enhancement of skills and competencies, through the collaboration with industry experts



## ACTION 16

### Carried out activities

- Milestones achieved
  - ✓ considering the opportunity to extend the existing services to temporary researchers
  - ✓ Completed activities
  - ✓ To promote job offers addressed to PhD and temporary researchers through the web site;
- INDICATORS
  - ✓ number of job offers addressed to PhD candidates;
  - ✓ number of temporary researchers to whom the 2014 Career day event was promoted;
- In progress activities
  - ✓ tracking expectations of temporary researchers considering outcomes from the previous actions/projects

### Next activities

- Next period deadlines
    - ✓ Following to previous actions it is fundamental to agree upon a feasibility study
- Activities to be started:
- ✓ Definition of Feasibility Study (both in terms of goals and cost) : identifying the suitable strategy to increase the employability of the best temporary researchers for recruitment companies.



### Critical points

For "Carried out activities":

- Encountered problems that have affected the work plan
  - ✓ The work plan has been respected.
  - ✓ The inclusion in the job market for temporary researchers/ Research fellows, who are highly qualified professionals for high technological innovation requires a more specific approach and a better understanding of the target audience. Besides, the monitoring of the expectations of the Research fellows.

For next activities:

- Critical points that need the involvement of the Steering Board
  - ✓ Feasibility study (cost and professional assets to be involved in order to support this target range in joining the workforce)



## ACTION 17

### Carried out activities

- Milestones achieved
  - ✓Collecting specific data referring to temporary researchers/ research fellows according to previous actions outcomes in the Politecnico/ and other useful experiences in other Universities
- Completed activities
  - ✓Tracking of previous actions already carried out in Politecnico
- INDICATORS
  - ✓validity of the proposals made by the group in order to adapt the existing services to the temporary researchers/research fellow;
  - ✓In progress activities tracking expectations of research fellows considering outcomes from previous actions/project already carried out.

### Next activities

- Next period deadlines
  - ✓Following to previous actions it is fundamental to agree upon a feasibility study
  - ✓Definition of Feasibility Study which takes into consideration of peculiarities of the research fellow including the possibility to create online lessons over specific soft skills(CV, social branding and web reputation, public speaking..)



### Critical points

For "Carried out activities":

- Encountered problems that have affected the work plan
- ✓ The work plan has been respected.
- ✓ The inclusion in the job market for Research fellows, who are highly qualified professionals for high technological innovation requires a more specific approach and a better understanding of the target audience. Besides, the monitoring of the expectations of the Research fellows.

For next activities:

- Critical points that need the involvement of the Steering Board
- ✓ Feasibility study



### Carried out activities

- Milestones achieved
- ✓ Analysis of similar initiatives carried out in other Universities
  
- Completed activities
- ✓ Comparison with other universities offering similar courses
  
- Indicators
- ✓ Number of courses
- In progress activities:
- ✓ Organization of different initiatives on transferable skills for research careers

### Next activities

- Next period deadlines
- ✓ Organization of dedicated training paths for transferable skills
- ✓ Search for lecturers

### Critical points

- For carried out activities
- ✓ Courses on transferable skills are expected to be organized for researchers. It is better to plan them organically rather than offering them spot.
- ✓ Some delay is expected also because the Italian rules on external teaching require a long procedure to identify them.
- No critical points for next activities



### PROSSIME ATTIVITÀ

#### AZIONE 16

- L'AZIONE È STATA COMPLETATA
- È emerso che sarebbero necessari servizi specifici per dottorandi e assegnisti di ricerca

#### AZIONE 17

- Realizzazione di Piano di Fattibilità che contempla la possibilità di fruire tramite la rete di corsi su soft skills (CV, social branding and web reputation, public speaking..) (Resp. GESD)
- Valutare quali possibilità di rispondere alla richiesta del Focus Group di accedere al servizio di counselling a prezzi 'convenzionati' (resp. GESD)

#### AZIONI 18-19

- Analisi e valutazione degli strumenti di autovalutazione delle competenze disponibili on-line (es. <http://rdfplanner.vitae.ac.uk/>) (Resp. GESD-SCUDO)
- Ricerca di sinergie con altre realtà ed esperienze (es. Collegamento con progetto dell'Università di Lione finanziato dalla regione Rhone Alpes per creare uno strumento di autovalutazione delle competenze). (Resp. GESD-SCUDO)

#### *Focus Group dei Ricercatori*

- Proposto che l'Ateneo si faccia promotore di una convenzione per rendere disponibile, con spese a carico dei singoli utenti, un servizio di coaching rivolto al proprio personale di ricerca non strutturato
- È stato richiesto che sul sito web di Ateneo venga fornita un'informativa organica e completa sul percorso da seguire per chi vuole intraprendere la carriera accademica
- Suggesto di inserire sul sito di Stage & Job una descrizione della figura dell'assegnista di ricerca, le cui caratteristiche sono poco conosciute a possibili datori di lavoro esterni all'accademia (Resp. RUO con GESD)





## RELATION WITH SUPERVISORS

### ACTIONS 26-27

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
26	Impossibility to express anonymously about the adequacy of supervisors	Creation of a tool to monitor the satisfaction of the relation between the PhD candidates/ research fellows and the supervisors	To create an anonymous on-line questionnaire on the adequacy of the supervisor
27	Real lack of uniformity in carrying out the supervisor role	To optimize the operational procedures related to the supervisor figure	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.)



## ACTION 26

### Carried out activities

- Milestones achieved
  - ✓ May 2013: definition of a questionnaire
  - ✓ June 2013: distribution of a questionnaire
  - ✓ December 2013: results presentation to the Academic Senate and publication on the website ([http://www.polito.it/ricerca/carta\\_europea/action\\_plan/](http://www.polito.it/ricerca/carta_europea/action_plan/))
- Completed activities
  - ✓ The Action has been fully implemented
- Indicators:
  - ✓ % completed questionnaires: 66%
  - ✓ % research fellowships satisfaction about relation with the tutor (support the professional growth): 71%

### Next activities

- Next period deadlines
  - ✓ the outcomes of the questionnaire regarding the need for Job placement support will be used in Action 16
  - ✓ Action 27 should provide guidelines to regulate the relationship between the temporary researcher and the supervisor
  - ✓ June 2015: The questionnaire could be distributed to Research Fellows every 2 years (decision to be assumed by Academic Senate)

### Critical points

No critical points



## ACTION 27

### Carried out activities

- Milestones achieved
  - ✓ (March – June 2014) Analysis of national and international state of the art
  - ✓ (July 2014) Discussion of this material with the Director of the Doctoral School
  - ✓ (July 2014) Submission to Vice Rector for Research and Technology Transfer, Vice Rector for Teaching, Director of Doctoral School
- Completed activities: see next slide
- Indicators: creation of guidelines

### Next activities

- Next period deadlines
  - ✓ Waiting for a common agreement on the definition of internal guidelines to regulate the relationship between the researcher and the supervisor

### Critical points

No critical points



### Completed activities

- Analysis of (1) national legislation, (2) PoliTO regulations and (3) international state of the art (identification of most virtuous universities)
- Identification of most common issues:
  - ✓ Overview – reason, objectives and importance of guidelines
  - ✓ Preliminary supervisor's decision – **Why** am I interested in this exercise? **Do I have enough time** to supervise this researcher? **Do I have the necessary knowledge** to supervise this student's research topic? **How would I overcome any barriers** that might arise from gender, age, cultural differences?
  - ✓ Supervisor's involvement
  - ✓ Supervisor's practical issues –
    - (1) Define **clear responsibilities** from the very beginning of the supervision;
    - (2) **Set goals** and agreements on possible **joint supervision**;
    - (3) **Establish periodic meetings** (appropriate length, involved people and place);
    - (4) **Support writing** and **conference-participation**;
    - (5) **Support researcher's integration** in the department life, facilities and growth possibilities;
    - (6) **Manage controversies**;
    - (7) Make a **critical review** of the entire research activity and be sure to appropriately prepare students for their thesis defense



**PROSSIME ATTIVITÀ**

AZIONE 26

- L'AZIONE È STATA COMPLETATA
- IL QUESTIONARIO VERRÀ RIPROPOSTO CON CADENZA BIENNALE

AZIONE 27

- APPROVAZIONE DELLE LINEE GUIDA



## ELIMINATION OF ARCHITECTURAL BARRIERS

### ACTION 14

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
14	Sporadic presence of architectural barriers, especially in the departments	To limit or to completely eliminate the problem of the architectural barriers	Census update of the architectural barriers still existing and definition of the related «Time and Economic feasibility study for the removal of the existing architectural barriers»



## ACTION 14

### Carried out activities

- Milestones achieved
  - ✓ July 2014 - kick-off of the Census update of the architectural barriers still existing in Departments
- INDICATORS
  - ✓ Updated census of the architectural barriers still existing in Departments
  - ✓ Planning Document for the interventions
  - ✓ Economic Planning Document
- In progress activities
  - ✓ Census update
  - ✓ Time and economic feasibility study for the removal of still existing architectural barriers

### Next activities

- Next period deadlines
  - ✓ 2014 December – Census update completed and delivery of the Time and economic feasibility study for the removal of still existing architectural barriers
  - ✓ approval of the annual plan and of the three-year plan for the implementation of the interventions by the Board of Governors
  - ✓ 2015 January – December: Starting the implementation of the interventions
- Activities to be started
  - ✓ Detailed planning of the interventions

### Critical points

No critical points



**PROSSIME ATTIVITÀ**

- L'AZIONE È STATA COMPLETATA





## RATIO OF PERMANENT TO TEMPORARY RESEARCHERS

### ACTION 15

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
25	Absence of quantitative data collection and analysis about the ratio between temporary staff and permanent staff	A more reliable identification of the most driving fields of research of the University, able to provide a greater continuity of contract offers	Periodic monitoring and reporting on the updated value of the staff ratio between permanent and temporary research staff



Ratio of permanent research staff to temporary research staff is now available in the intranet at

<https://www.swas.polito.it/intra/infogene/stat/default.asp>

DEFINIRE UN AGGIORNAMENTO PERIODICO (Resp. RUO)



## COMPLAINTS AND APPEALS

### ACTION 25

n.	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS
25	Lack of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers	To provide an impartial supervisor to deal with complaints and appeals of the research staff	Feasibility study for an impartial supervisor to deal with complaints and appeals



Feasibility study delivered in December 2014



**PROSSIME ATTIVITÀ**

- IL PIANO DI FATTIBILITÀ È DISPONIBILE
- VALUTAZIONE DEL PIANO