10 years HR Excellence in Research Award@POLITO

Claudia De Giorgi
Vice Rector for Quality, Welfare and Equal Opportunities
10 years HR Excellence in Research @POLITO

**Endorsement to the EU Charter & Code**
- 2005

**HR Excellence in Research Award**
- 2013

**Action Plan 2015-2018**
- 2015 - 2018

**Action Plan 2019-2021**
- 2019-2021

**Action Plan 2022-2024**
- 2022-2024

**Participation to HRS4R**
- 2011

**Action Plan 2013-2015**
- 2013-2015

**POLITO4IMPACT Strategic Plan 2018-2024**
- 2018

**HR Excellence in Research Award Renewal**
- 2021
Our objectives

Offer an **healthy and supportive environment** for our researchers
Promote actions starting from **their needs**
Give evidence that **we care** for their wellbeing and career

**Inside**

Contribute to **European Research Area**
**Attract** researchers from abroad
Build the future of **European Universities**

**Outside**
HR Excellence in Research@Polito: a success story

Polito Governing Bodies strongly endorse the Charter & Code

All categories of our community participate in the process
Researchers Administrative Staff Institutional Representatives

Strategic Plan POLITO4IMPACT matches the Action Plan of the European Charter

The ‘HR Strategy For Researchers’ is also a POLITO Strategy

Win Win situation
Some numbers

+ **80** actions implemented since 2013
+ **60** researchers involved in the Focus Group over the years
+ **20** Institutional members involved in the process over the years
+ **30** staff involved in Working Groups

  4 surveys addressed to researchers
Results are countless
A driver of innovation (1)

HRS4R pushes HR policies into the foreground of POLITO institutional agenda

- Research Ethics Committee
- Researcher Ombudsperson
- Research Integrity Regulation

Research Integrity & Ethics

Gender Balance & Diversity

- Rector’s Advisor for Gender Equality and Diversity
- Gender Equality Report and Gender Equality Plan
- Gender Observatory
A driver of innovation (2)

HRS4R pushes HR policies into the foreground of POLITO institutional agenda

- Training courses on transferable skills
- PhD supervision training
- Declaration of Intent between supervisor and PhD candidate
- Individual Development Plan for postdoctoral research fellows
- Coaching for early career researchers
- On-boarding and Career Planning meetings
- Career Center Division in the Research and Innovation Department
A stronger Community

HRS4R provides new space for dialogue and contributes to a better working environment

University database on research

Co-creation of actions with researchers and staff

Collaborative Work

Vice-Rector for Quality, Welfare and Equal Opportunities

Work-life balance measures

Psychological support

Welfare and Organizational Well-being
A more attractive and inspiring environment

HRS4R claims for a positive working environment where talent of researchers can be expressed

- Visiting Professors
- Negotiation of Starting Grants with external researchers
- Attraction of ERC and MSCA candidates
- Funding of PhD mobility

Attraction of Talented Researchers

Support to Research Freedom

- Support for competitive funding programs for R&I
- Grants for basic research for tenured faculty members
- Starting Grants for temporary and tenure-track assistant faculty members
Impact, Public Engagement and Knowledge Sharing

HRS4R claims for public engagement and encourages dialogue with society

- Rector Delegate for Culture and Communication
- Biennale Tecnologia
- Public Engagement events

Research Communication

Exploitation and Innovation

- Vice Rector for Technology Transfer
- Training on IPR
- Proof of Concept Calls
Impact, Public Engagement and Knowledge Sharing

HRS4R claims for public engagement and encourages the dialogue with society

Rector’s Advisor for Open Science

Adoption of POLITO Open Access Policy (coming soon a Data Management Policy)

PoliTo Working Group on Open Access

Information and training on Open Science

Open Access and Open Science
More Transparent Career Path

HRS4R increases awareness of researchers about their career path

Launch of new sections of the website on Working in research @PoliTO

Actions against recruitment bias

Statement in calls for professors to encourage participation of minorities and woman

Recognition of different dimensions of researchers’ work in the calls for professors

Permanent Observatory for monitoring the academic environment
Always looking towards Europe

HRS4R enables POLITO to contribute to the discussion on supporting researchers careers

- Contribution to the revision of the European Charter for researchers
- Coordination of the national Working Group on HRS4R
- Coordination of the H2020 project of one of the European Universities Alliances, Unite!, that aims at building a HRS4R at Alliance Level
- One of the first Universities to sign the COARA Agreement on Reforming Research Assessment
The Future

Bringing the strategy closer to the researchers also through their Departments

Strengthen the support for researchers’ career development

Increase awareness and strengthen the communication of HRS4R results

Promote opportunities for discussion on the principles of the Charter