



HR ACTION PLAN 2021-2023

Area 1. ETHICAL AND PROFESSIONALS ASPECTS

N. Action	Action	Expected date of realization (2021-2023)	Areas involved	Indicator	Documentations	OUTPUT 2021
1. Freedom of Research						
2. Ethical Principles						
02.01	To commit the members of the university community to take appropriate behaviours, to respect the principles of integrity, fairness, good faith, proportionality, objectivity, transparency, fairness and reasonability and to act in a position of independence and impartiality, without prejudice to conflicts of interest.	2021-2022-2023	Human Resource Area Higher Education and Advanced Studies Area	Number of interest conflicts/Number of procedures for recruitment	- Resolution S.A. n. 245/2021 and BoD resolution no. 280/2021 “Approval of the Regulations of the UNIFG Psychological Research Ethics Committee” - D.R. n. 692/2021 Appointment of members of the UNIFG Ethics Committee of Psychological Research	0 (2021)
02.02	Development of a Code of conduct of good practices in research that takes into account the issues connected with privacy and the guidelines on the collection of sensitive data based on the provisions of the privacy guarantor (GDPR)	2022	Legal Affairs Area Responsible of Data Protection Research Area	Y/N	Under definition	Action planned in 2022



			Transparency, Anticorruption and Training Area General Affairs Area			
3. Professional responsibility						
4. Professional behavior						
5. Contractual and legal obligations						
6. Financial responsibility						
7. Good conduct on research sector						
8. Disseminations, exploitations of the results						
08.01	Continue to promote calls for scientific publications.	2021-2022-2023	Research Area - Research service and project management	Number of participants for scientific publication call within 1 week from the call's opening (x+1 year)/ /Number of participants for scientific	Scientific Publication Call 2021 – D.R. n. 274/2021	2021/2020: N. 19/15



				publication call within 1 week from the call's opening (x year)		
08.02	To monitor the update of the UniFg Institutional Research Information System (IRIS)	2021-2022-2023	Research Area - Research service and project management	Number of publications on IRIS (x+1 year)/ Number of publications on IRIS (x year)		2021/2020 Number of publications on IRIS N. 1152/1388
08.03	To encourage dissemination of results on other web-platforms such as "Research Gate", using also the newsletter "Information & Opportunity" sent by the UniFg Research service	2021-2022-2023	Research Area - Research service and project management	Number of Researchers using Research Gate (x+1 year)/Number of researchers using Research Gate (x year)		2021/2020 Number of researchers using Research Gate N. 1361/ 1163
08.04	To disseminate notes of address on initiatives aimed to promote and valorize technological innovations and on Third Mission's initiatives	2021-2022-2023	Third Mission Area	Number of communications (x+1 year)/ Number of communications (x year)		2021/2021 N. 3/17
08.05	To upgrade the UniFg spin-off web page and the related database.	2021-2022-2023	Third Mission Area	Minimum time for updating the spin-off's database (7 days from the company's communication)	Link SPIN OFF UNIFG page: https://www.unifg.it/it/terza-missione/partnership-e-collaborazioni/imprenditorialita-accademica-spin-e-start	2021/2020 N. updating in minimum time N. 18/3
08.06	To upgrade the UniFg web page on patents and the related database.	2021-2022-2023	Third Mission Area	Minimum time for updating the patent's database (7 days from the company's communication)	There were no new patents in 2021 LINK Patents UNIFG Page: https://www.unifg.it/it/terza-missione/valorizzare-la-ricerca/gestione-della-	2021 0



					<u>proprietà-intellettuale-brevetti/brevetti-unifg</u>	
08.07	To organize events and/or participations for the enhancement of patents, knowhow and innovations of exclusive ownership of the UniFg.	2021-2022-2023	Third Mission Area	<p>Number of events related to each patent, knowhow and innovations (x+1 year)/</p> <p>Number of events related to each patent, knowhow and innovations (x year)</p>	<p>Maker Faire – Roma – Bullybuster Project</p> <p>(https://www.italian.tech/dossier/cronache-dal-futuro/2021/10/01/news/maker-faire-roma-top-20-progetti-319667768/)</p> <p>Biovaria (26-28 April 2021)</p> <p>Patents: Kit for in vitro diagnosis of infertility or abortion risk for women</p> <p>License agreements with ABM (Canadian company) and with RAM</p>	<p>Anno 2021/2020</p> <p>N. 2 / 5</p>
				<p>Number of agreements related to the valorization of patents, knowhow and innovations (x+1 year)/</p> <p>Number of stipulations related to the valorization of patents, knowhow and innovations (x year)</p>		N. 2 / 2
				<p>Number of UNIFG participants in the valorization events</p>		N. 4



08.08	To disseminate research results through the UniFg Communication Area in the newspapers and in national and local television networks.	2021-2022-2023	Communication Area	Number of published articles (x+1 year)/ Number of published articles (x year) /	Online newspaper creation: UNIFGMAG Homepage UNIFG Magazine Online magazine creation: Elementa. Intersections between Philosophy, Epistemology and Empirical Perspectives (edonline.it)	2021/2020 N. 43 on UnifgMag N.B Unifgmag in online from april 2021
08.09	Increase the number of research agreements with companies and local authorities in order to enhance the actions to enhance the results and experiences deriving from the results of scientific research.	2022	Grant Office Area Third Mission Area Research Area - Research service and project management	Number of licenses, transfers and / or research agreements with respect to the innovations generated for each year	D.R. n. 905/2021	2021 Grant office Area N. 8 Third Mission Area N. 11 Research Area N. 41 Research grants for the implementation of the regional initiative "RIPARTI: Research grants to share with companies
08.10	To promote the widest dissemination of knowledge through open access, immediate and free from any restriction to the results and data of scientific research (Open access)	2021	Library System Area	No. open access articles published by UniFg researchers per year	data taken from the IRIS / FAIR research catalog	2021 N. 360
9. Public Engagement						



				economic context of reference, as well as national and international (x+1 year)/ Number of initiatives promoted by the University aimed at promoting and disseminating the results of scientific research in the socio-economic context of reference, as well as national and international (x year)		
09.02	To promote public engagement rewards and allocate budgets for such rewards.	2021-2022-2023	Third Mission Area	Rewards number (x+1 year)/ Rewards number (x year)		The University has provided a budget for the PE reward of € 5,000. The University reported the fund provided for the 2019 EP rewards in 2020, but, due to the Covid pandemic, it was preferred to bring the fund back in 2021
09.03	Strengthen scientific and cultural dissemination actions by promoting initiatives such as the "Research and Innovation Festival", the "Researchers' Night", trade fairs, open days, university scientific conferences, open to the contribution of institutions / structures of territorial extra-university research, in order to foster scientific communication between different research groups and develop collaborations and common project ideas, which flank the more traditional conferences and seminars and other events of public utility.	2021-2022-2023	Communication Area Third Mission Area Research Area Departmental Research Services	No. events for year	Communication Area Link EVENTS UNIFG page: https://mag.unifg.it/ageda Research Area	2021 Communication Area: N. 90 Third Mission Area N. 5



					<p>“Researchers’ Night 2021” Participants: n. 1130</p> <p>10 December 2021: Unità HR Science and art of scientific dissemination Participants: n. 50</p> <p>Departmental Research Services</p> <p>- Medical Department: “EUROPEAN RESEARCHERS’ NIGHT 2021” 1) Saves a friend laboratory c/o Skill Lab by prof. Lucia Mirabella Anesthesiology 2) What breed of friend are you? By prof. Rosa Santacroce teacher of genetics 3)Start up Foamille, Research and discovery story a cura di prof. Liso Arcangelo Ematology The dialogues between art and science: 4) Molecular architecture and biology</p>	<p>Research Area N. 2</p> <p>Departmental Research Services</p> <p>Medical Department: N. 12</p> <p>DEMeT: N. 3</p> <p>DISTUM: N. 4</p>
--	--	--	--	--	---	--



					<p>by prof. Nazzareno Capitanio; 5) Sculpture and cosmetic surgery by prof. Michele Cassano; 6) Painting and cytology by prof. Matteo Gelardi Art and Science: from the Microcosm to the Macrocosm 7) From the Micro to the macrocosm by prof. Matteo Gelardi 8) Medical disclosure report "Diabetes mellitus: a challenge won by medicine" Lyons Club Southern Dauni Mountains by prof. Bellanti 9) Conference "Present ourselves: from donor to recipient on organ donation - Area Nuova e AIDO – Virtual meeting on 22/05/2021 by prof. Conese; 10) Science and Art of Dissemination Seminar. Languages and techniques – Aula Magna DEMeT by prof.ssa Petito HR' member on 10/12/2021 11) Seminario Creativity and Creative</p>	
--	--	--	--	--	---	--



					<p>thinking by prof. Petito HR'member 12/07/2021 12) Seminar “Leadership in organization” by prof. Petito HR'member 15/07/2021</p> <p>- DEMeT: Scientific dissemination day: International Day of Mathematics: Mathematics without borders (<a href="https://www.demet.uni-
fg.it/it/events/international-day-mathematics">https://www.demet.uni- fg.it/it/events/international-day-mathematics), N. Participants: more than 500 students. Gara Maths Challenge 2021. N. Participants: more than 600 students.. Scientific dissemination of STEM disciplines. (<a href="https://www.demet.uni-
fg.it/it/area-
studenti/servizi-gli-
studenti/maths-
challenge">https://www.demet.uni- fg.it/it/area- studenti/servizi-gli- studenti/maths- challenge) DEMet Laboratory about “EUROPEAN RESEARCHERS' NIGHT 2021” open to citizens:</p>	
--	--	--	--	--	---	--



					<p>“Sustainability beyond greenwashing” in DEMeT (21.09.2021)</p> <p>- ECONOMY DEPARTMENT</p> <p>“EUROPEAN RESEARCHERS’ NIGHT 2021”: The Research UNIFG between “Health and proper sustainability” Blockchain technology or not blockchain technology? Quality of processes and products for the well-being and protection of the planet (https://www.unifg.it/it/ricerca/attivita-di-ricerca/eventi-e-iniziativa/la-notte-dei-ricercatori/la-notte-dei-ricercatori-2021)</p> <p>Organization of Case competition with PhD students UNIFG about world conference IFAMA (International Food Agribusiness Management Association), June on virtuale mode (from Costa Rica)</p>	
--	--	--	--	--	--	--



					<p>Organization panel 'Blockchain Technology Application in Agriculture: Opportunities and Challenges' with prof of Economy Department about <u>The Blockchain and Cryptocurrency Summit</u> organized by University of Naples Federico II, University of South Florida e Academia Central, 2021/22. Seminar open + wine tasting 'Sustainable processes and sensory tasting paths: ELDA wineries', 10 December 2021 (by prof. Fiore and winemaker Dr. Ambrosino)</p> <p>- DISTUM: "EUROPEAN RESEARCHERS' NIGHT 2021, TeleXbe, The CAPITANATA: The integrated service led by the person models, measurement and factor analysis</p>	
--	--	--	--	--	---	--



09.04	Encourage exchange to and from the territory by creating tools for disseminating news regarding research, scientific dissemination and in-depth study.	2021	Communication Area	No. of news published for year	5 podcast: PhD students' tells Dottorandi raccontano... Podcast su Spotify	N. 43
09.05	To add an HR banner at the bottom of all outgoing UniFg emails	2021	Communication Area Information Systems Area	Y/N		Y
09.06	To add the HR logo on the identification plates of all the offices involved in the implementation of the HR strategy and on the gadgets	2021	Communication Area Area Affari Tecnici e Negoziali	Y/N		Y
09.07	Production of an informative video on HR strategy and C&C principles	2023	Communication Area Research Area	No. views per year		Action planned in 2023
09.08	To create a press office at the service of University scientific communication in order to foster a widespread culture of public engagement	2021	Communication Area	Y/N		Y
09.09	To promote maximum transparency in University procedures, through the use of open databases available on the institutional website	2022	Transparency, Anticorruption and Training Area Web applications unit	Y/N		Action planned in 2022
10. Non Discrimination						
10.01	To establish a "Positive Action Plan" for the protection of equal opportunities between men and women, but also for actions of varying nature, aimed at preventing and removing all possible sources of discrimination related to age, disability, sexual orientation, race, religion and personal convictions.	2021-2022-2023	Unique Guarantee Committee (CUG) Communication Area	Number of complains for discriminatory activities (x+1 year)/ Number of complaints		No complain received in 2021



				<p>for discriminatory activities (x year)</p> <p>Number of University initiatives aimed at reducing discrimination (x+1 year)/ Number of University initiatives aimed at reducing discrimination (x year)</p>	<p>1) The assignment was entrusted with an occasional employment contract as a Trust Adviser</p> <p>2) Questionnaire addressed to the entire academic community to find out about the situation regarding the issue of discrimination and harassment in the workplace and outline any areas of intervention that can be implemented by the governance</p> <p>3) Regulations for the activation and management of an alias identity for people in gender transition</p> <p>4) 19 May 2021 Seminar: "Girls Just want have right"</p> <p>5) Membership of the national network: University on the net against gender violence UN.I.RE.</p>	<p>2021/2020</p> <p>N. 8/1</p>
--	--	--	--	---	---	---------------------------------------



					<p>6) Subscription to the online database 100Esperte the goal is to identify high-profile scientists and economists within the universities of Southern Italy to become part of the database, and to disseminate the results of their research to the mass media.</p> <p>7) Regulations for the activation and management of an alias identity for people in gender transition</p> <p>8) adoption of the GEP - Gender Equality Plan (Academic Senate - session of 22.12.2021)</p>	
10.02	Creation of a plan for home-work travel	2022	Third Mission Area	Y/N	<p>- Link: Piano degli Spostamenti Casa Università Università di Foggia (unifg.it)</p> <p>- Assignment Mobility manager D.D.G N. 541/2021</p> <p>- Transitional discipline for agile work at the University of Foggia Resolution CdA N. 87/2021</p>	Y



10.03	Improve the accessibility of web pages by removing barriers that prevent interaction or access to the UniFg website by people with even temporary disabilities.	2022	Communication Area Area Sistemi Informativi	Y/N		Action planned in 2022
10.05	Strengthening the counseling and psychotherapy service by activating an anti-violence service	2021	Unique Guarantee Committee (CUG) Communication Area	No. of users of the service for year	Selection of the Trusted Counselor D.D.G. n. 38/2021	2021 N. of users of the psychological counseling service: N. 96 N. of users of the Trusted Counselor: N. 1
11. Evaluation systems						

Area 2. Recruitment procedures

12. Recruitments

12.01	Dematerialize the recruitment administrative procedure by adopting a web platform in SAAS (Software as a Service) mode, which covers the various phases of the recruitment procedure.	2021	Human Resource Area	Y/N	PICA - Università degli studi di Foggia (cineca.it)	Y
12.02	To report in the selection notices a note that recalls the principles of C&C	2022	Human Resource Area Area Affari Legali	Y/N		Y
12.03	To translate into English language the main regulations such as those relating to the recruitment of all types of researchers (PhD, Research grants, RTD-A and B, Professors), the University Statute and the code of ethics.	2023	Research Area - Unità Strategia HR	Y/N		Assignment procedure started

13. Recruitments

14. Selection



15. Transparency						
16. Evaluation of merit						
17. Variations in the chronology of the curriculum vitae						
18. Recognition of the mobility experience						
19. Recognition of qualifications						
20. Seniority						
21. Post-doctoral nomination						
<i>Area 3. Working conditions and social security</i>						
22. Recognition of the profession						
23. Research environment						
23.01	To send emails with information on: Bibliographic resources and databases; Opportunity for publications in Open Access; Any information on tools and products acquired from the Library System Area that may be useful to researchers	2021-2022-2023	Library System Area	No. mail sent for year		2021 N. 11 Notes sent to teachers' mailing lists, numerous others to individuals on specific requests
23.02	Creation of an "HR Unit" with the specific task of providing the administrative support necessary for the implementation	2021	General Manager	Y/N	- D.R. n. 62/2021: Regulations for the	Y



	of the HR strategy and which acts as a link with all the administrative offices involved.		Human Resource Area		functioning of the internal University Body for Human Resources - Excellence in Research - D.R. n. 212/2021 Nomination of the internal University Body for Human Resources - Excellence in Research	
23.03	To contribute improving the psychological well-being of researchers (especially younger ones) by providing information about risk factors (burn-out, etc.) and protective factors (adaptive coping, self-efficacy, etc.) through the activation of seminars .	2021-2022-2023	Research Area - Unit HR	No. seminar for year No. participants for year	1) 12 Luglio 2021 : webinar "Creativity and Creative thinking" 2) 15 Luglio 2021: "Leadership in Organization"	2021 N. 2 N. 108
24. Working conditions						
24.01	To deepen the reconciliation of professional and family life through the organization of an annual training event to promote the equal opportunities.	2021-2022-2023	Unique Guarantee Committee (CUG) Communication Area	Number of events for equal opportunities promotion (x+1 year)/ Number of events for equal opportunities promotion (x year)	21 Aprile 2021: Equal opportunities: professions compared (event online) 19 Maggio 2021 Seminar: "Girls Just want have right"	2021/2020 N. 2/2



24.02	To establish a “children play area” for the reconciliation of family - women time managed by the Research and Study Laboratory of the Humanities Department. The area offers support to to the Unifg employees by means of qualified staff, such as graduates, PhD students and researchers.	2021-2022-2023	Research and Study Laboratory of the Humanities Department Unique Guarantee Committee (CUG)	Number of staff who exploited the service (x+1 year)/ Number of staff who exploited the service (x year)	On 2021, the Spazio Gioco due to Pandemic has not been organized	
24.03	Activation of a free health care service carried out by a pool of doctors from the university hospital for incoming researchers.	2023	Research Area - Unità Strategia HR	Y/N	Action planned in 2023	
25. Stability and continuity of work						
26. Funding and salary						
26.01	Research funds for the implementation of the research quality policy and the third mission of the University	2021-2022-2023	Research Area - Research service and project management	<p>Number of departmental calls for the promotion of research (x+1year)/ Number of departmental calls for the promotion of research (x year)</p> <p>Number participants calls (x+1year)/ Numbers participants calls (x year)</p> <p>Numbers winners (x+1</p>	<p>Call for scientific publications of the Department of Medical and Surgical Sciences year 2021 (prot. n. 12179-III/13 del 02.03.2021 rep. 201/2022) Overall funding € 11.214,95 – P Counter procedure</p> <p>DISTUM N. 1 Call Award “Vincenza Morizio” aimed at publication N. participants: 6 N. winner: 1</p>	<p>2021/2020</p> <p>Medical Department Research Service: N. calls 1/1</p> <p>DEMET: n. 5</p> <p>ECONOMY: Under implementation</p> <p>DISTUM: N. 1 /0</p> <p>PARTICIPANTS</p> <p>Medical Department Research Service: N.5/5</p>



				year)/ Numbers winners (x year)		DISTUM: N.6/0 WINNERS Medical Department Research Service: N.5/5 DISTUM: N 1/0
26.04	Expand the range of services offered by the UniFg Euraxess Contact Point by offering information on the transfer of state and supplementary pension rights	2023	Research Area - Unit HR	Y/N		Action planned in 2023
26.05	Stipulation of agreements with insurance agencies for supplementary health policies at advantageous conditions for UniFg researchers and their families.	2022	Corporate Welfare Unit and IT attendance procedure management	Y/N		Action planned in 2022
27. Gender balance						
27.01	To examine the composition of the UniFg human resources by means of the first edition of the "UniFg Gender Balance". The aim is to assess whether decision-making process is gender neutral or whether it produces a differentiated impact on men and wome	2021-2022-2023	Unique Guarantee Committee (CUG)	Ratio between the number of men and women in the collegial bodies (x+1 year)/ Ratio between the number of men and women in the collegial bodies (x year) Ratio between the number of men and		Document being updated



				<p>women in the administrative offices (x+1 year)/ Ratio between the number of men and women in administrative offices (x year)</p> <p>Ratio between the number of men and women among the rector delegates (x+1 year)/ Ratio between the number of men and women among the rector delegates (x year)</p>		
28. Professional development						
28.01	Activation of a grant office for support and assistance to the university and local community to identify, prepare, present and coordinate innovative projects and interventions.	2021	General Manager Human Resource Area	No. of national and international research projects supported by the Grant Office and financed on competitive calls per year		2021
28.02	Developing and improving the skills of early career researchers on how to build a successful research project proposal.	2021-2022-2023	Grand Office Research Area	No. events for year		2021 Grand Office:



				No. participants for year		<p>4 eventi</p> <p>Research Area 1 evento</p> <p>Grand Office:</p> <p>No. participants (young researchers): 38 No. participants academy community: 141</p> <p>Research Area No. Participants: 32</p>
28.03	Improvement of the knowledge of researchers and doctoral students regarding the possibility of publishing with open access through transformative contracts	2021-2022-2023	Library Area System	No. events for year No. participants for year		<p>(2021) 4 events online</p> <p>Data not found</p>
28.03	To create a document translation and revision / manuscript editing service, in collaboration with the CLA	2021	CLA	Y/N	Servizio traduzioni e revisioni 	Y



					Università di Foggia (unifg.it)	
28.04	To active actions for the accessibility and use of full text bibliographic resources even off campus	2021	Library Area System Web application Unit	Y/N	VPN activation and assistance for use, database configuration for federated access via IDEM)	Y
29. Value of mobility						
29.01	To monitor the mobility process of PhD students that benefit of a scholarship, who are required to carry out a 3 months international mobility through the Board of Professors of the Doctorate, which must deliberate the possible acknowledgment of the partial or total non-fulfillment.	2021-2022-2023	Board of Professors of the Doctorate Higher Education and Advanced Studies Area	Number of PhD students with scholarship in derogation per cycle / Number of PhD students with scholarship obliged to mobility per cycle	The 34 cycle doctoral students enrolled in the second and third year for 2020 and 2021 did not have the opportunity to travel abroad due to the pandemic blockade For doctoral students of 35 and 36 enrolled in 2021 respectively in the second and first years, they are planning the periods of development with the foreign structures	XXXIV cycle 8/9 XXXV cycle 0/15 XXXVII cycle 3/51
29.03	Monitoring of incoming and outgoing visiting professors	2021-2022-2023	International Relations Area	Number prof/researcher outgoing for a.a.* Number prof/researcher incoming per a.a.*		2021: N. 10 A.A. 2020/2021: n. 18 A.A. 2021/2022: n.33



29.04	Enhancement of the English version of the University website (currently limited to a few essential information).	2022	Communication Area	Y/N		Action planned in 2022
29.05	Enhancement of the English version of the website of each Department (currently limited to a few essential information) with the creation of a summary page showing, for each researcher, the main lines of research	2023	Department Area Research	Y/N		Action planned in 2023
29.06	Creation of a full English page relating to the University HR strategy and its continuous updating	2021	Research Area - Unit HR	Y/N	LINK: Human Resources Strategy For Research – Excellence In Research (HRS4R) Università di Foggia (unifg.it)	Y
29.07	To provide free and personalized assistance to mobile researchers by joining the EURAXESS services network with the relative activation of a local contact point that provides the following services: accommodation search, language courses, visa application, residence permit application, aspects social and cultural.	2021	Research Area - Unit HR	No. incoming researchers who used Euraxess desk services for year No. outgoig researchers who used Euraxess desk services for year	Il contact point Euraxess is active in UNIFG from May 2021	2021 N. 3 N. 2
29.08	Increase the attractiveness of UniFg towards foreign researchers / professors by creating a promotional web page in English that illustrates the territorial context.	2023	Communication Area Research Area - Unità HR	No.visualization for year		Action planned in 2023



29.09	Encourage direct calls from researchers and professors from foreign universities and research bodies	2022	Human Resource Area	% direct calls for year		2021 N.2 (number of direct calls proposed)
29.10	To promote international cooperation by promoting funding opportunities and mobility programs abroad for researchers	2021-2022-2023	Scholar Programs	No. newsletters sent for year No. events for year No. participants for year	(2 ERC, 1 AXA, 1 EFSA)	2021 N. 2 (quarterly) N. 4 (bimonthly) N. 4 project presented (2 financed, 2 in review) N.114
29.11	Promote the attractiveness of doctoral courses also through special places reserved for doctoral students graduating abroad.	2022	Higher Education and Advanced Studies Area	% of PhD students who have graduated abroad for year		Action planned in 2022
29.12	Encourage administrative staff to participate in Erasmus exchange actions by organizing visits or study trips to institutions where they can acquire best practices in the context of HRS4R.	2023	International Relations Area	No. personal TA in mobility for year	Training course: "Key Steps Towards EU Funding" – Bruxelles – From 5 to 9 September 2021	2021 N. 16
30. Access to professional orientation						
31. Intellectual Property Rights						
32. Co-autor						
32.01	Development of interdisciplinary and intersectoral scientific collaboration through calls for funding for research activities that provide for a reward mechanism for interdisciplinary	2021	Research Area	Y/N	2021: PRA-HE	Y



	research teams that include researchers based in s.s.d. different or from different departments of the university					
33. Teaching						
33.01	To continue organizing training courses or teaching modules during the PhD programs for the development of teaching skills of participants (young researchers)	2021-2022-2023	Higher Education and Advanced Studies Area Human Resource Area	Activation of a new course every year Y/N		Data not available
33.02	To monitor the recognition of credits for training courses within the total number of credits foreseen by the PhD course	2021-2022-2023	Higher Education and Advanced Studies Area Human Resource Area	Number participants for PhD cycle Number of credits (hours) addressed to the PhD training for teaching /Total number of credits		Data not available
33.03	Training system for newly recruited professors (Type A and/or B fixed term researcher) or for those professors with an updated position, with the aim of providing an overview of the most relevant educational and docimological issues that affect, today, the professionalism of the university professors, with particular attention to the procedures of the AVA system.	2021-2022-2023	N.V.A. Presidium of Quality Human Resource Area	Number of course for year* Number of recruited researchers participating in the training course* Number of researchers with an updated position participating in the course*	FIRST INDICATOR TILD Project (TeachIng and Learning Development) Course for for newly recruited professors and upgrade SECOND INDICATOR Number of researchers who took part in the training events: 14	2021 N. 2 74% 100%



					Number of fixed-term researchers hired in 2021: N.19	
					THIRD INDICATOR Number of fixed-term researchers upgraded who have taken part in the training system per year: N.9	
33.06	Economic remuneration for the teaching activities of researchers	2021-2022-2023	Human Resource Area	Number of paid researchers / Number of researchers in service		On 2021, researchers who have carried out teaching activities have not yet been paid, but the relative allocation is foreseen for all researchers on an indefinite basis. Permanent researchers carry out teaching activities by contractual obligation.
34. Complaints and appeals						
34.01	Considering the PAP - Section C on the Organization Wellbeing, Axis III, the CUG proposes to start, experimentally, a "Counselling point" open to staff and students	2021-2022-2023	Unique Guarantee Committee (CUG)	Number of staff/students who took advantage of the Counselling Point (x+1 year)/ Number of staff/students who took advantage of the Counselling Point (x year)	Link: L'albero del Benessere Università di Foggia (unifg.it)	The Counselling point is suspended. The pro.BE project is active, a data collection process expressing one's opinion on how to achieve and increase one's own and others'



						well-being within the university.
34.02	Encourage the active participation of all researchers through the presentation of proposals, suggestions and complaints regarding any issue of their exclusive or prevalent interest, even independently.	2021	Research Area - Unit HR	No. of proposals / suggestions / complaints from researchers per year	At the end of webinar “The Charter and Code in the new Era” a questionnaire was administered to all participating researchers	2021 N. 50
35. Participation in decision-making bodies						
35.02	To verify the implementation of articles of the statute in the regulations of the individual departmental structures.	2021-2022-2023	General Affairs Area	<p>Number of departments with fellows representative (x+1 anno)/ total number</p> <p>Number of PhD students in the Academic Senate (x+1 year)/ Number of PhD students in the Academic Senate (x year)</p> <p>Number of PhD courses PhD students’ representatives (x+1 year)/ Number of PhD students in Academic Senato</p>	The statute does not foreseen the fellows representation department councils	2021 0 0 6/10



Area 4. Training

36. Relations with supervisors

36.01	Creation of a handbook for doctoral students and young researchers and their supervisors ("University Charter for Doctoral Students and Supervisors") which defines their rights and duties on the basis of the general principles of the European Charter for Researchers. The handbook must contain a complete copy of the C&C.	2021	Research Area – Unit HR	Y/N		Postponed to 2022
-------	---	------	-------------------------	-----	--	-------------------

37. Supervision and management duties

--	--	--	--	--	--	--

38. Continuing professional development

38.01	To increase and strengthen initiatives for researchers, especially young ones: more funds for the University Research Plan (PRA) for project ideas, encouraging the University's research activities or the publication of scientific works.	2021-2022-2023	Research Area - Research service and project management	N. participants N. participants to PRA (x+1 anno)/N. participants to PRA (x anno) N. winners (x+1 anno)/ N. winners (x anno)		PRA 2021: 23 22 (2021)
38.02	Encourage teachers to continue training through the financing of projects aimed at improving the teaching skills of researchers at all levels, also in relation to innovative delivery methods linked to new technologies (e-learning).	2021	Lifelong Learning Center (CAP)	No. financed projects for year No. participants for year	1) TILD Project 2) TeachIng and Learning Development 3) University Teachers Training Project Unifg	2021 N. 3 Professors!: - 19 ordinary prof - 27 associated prof - 26 researchers, - 20 RTD A



						- 17 RTD B.
38.03	Further strengthening of training seminars for researchers (especially in the early years of their careers) and their supervisors on transversal issues (e.g. negotiation skills, time management, team management, conflict handling, etc.)	2021-2022-2023	Research Area – Unit HR	No. seminars for year No. participants for year	10 December 2021: “Scienza e Arte della divulgazione. Linguaggi e Tecniche”	2021 N. 1 N. 74
39. Access to Research Training and Continuous Development						
39.01	To organize seminars activities for the skills and abilities development of researchers (English language courses, courses on patent property, courses on business plan writing, information literacy for access to online bibliographic resources) in order to improve their research capabilities and enhancing the scientific results.skills research and exploitation of results.	2021-2022-2023	Research Area - Research service and project management Third Mission Area Didactic Area and Students Service C.L.A. Library Area System	Number of seminars/courses/wo rks hops (x+1 year)/ Number of seminars /courses/workshops (x year) Number of participants (x+1 year)/ Number of participants (x year)	Research Area 1)English language corse to Corso di Lingua Inglese for the achievement of the certification linguistics: N. 27 researchers 2) explanatory seminar: “Italian Science Fund” 22 November 2021 Participants N.28 Third Mission Area: 1) Course for PhD students by prof. Lombardi 2) International Workshop internazionale organized by Economy Department)	2021 Research Area N. 2/0 Third Mission Area: N. 2/0 Departmental Research Area Area Medical Departments N. 3 <i>Information literacy to access to bibliographic resources: N.3</i> <i>1) Free trial to access Bentham publisher magazines</i> 21 May 2021 The disciplinary areas concerned are mainly biomedical and



						<p>chemical / pharmaceutical https://www.eurekaselect.net/ https://www.ingentaconnect.com/content/ben</p> <p>2) "Complete Anatomy"</p> <p>"Complete Anatomy" available for users of the University of Foggia until 30/04/2021</p> <p>3) Accesso a ClinicalKey Student ClinicalKey Student is the platform that supports students and teachers by improving the learning experience with tools specifically designed to develop and evaluate future medical professionals. ClinicalKey Student includes content edited by Elsevier such as: 250 textbooks on medicine, anatomy, physiology and more than 40 biomedical specialties, over 2,000 videos, more than</p>
--	--	--	--	--	--	---



						<p>150,000 images and 1,500 quick access indexes. All contents are searchable through an integrated search engine.</p> <p>PhD Course: Translational Medicine and Management of Health Systems N. 7</p> <p>1) Mini-course: "The blockchain in the health sector" by prof. C. Tricase 14/01/2021</p> <p>2) Seminar: Process of developing a technological innovation: from initial conception to marketing by prof. M. Prosperi 23/04/2021</p> <p>3) Seminar: "Validation / certification and communication of research results" by prof. A. Miani 7/05/2021</p> <p>4) Seminar: From idea to patent: state-of-the-art research techniques by prof.</p>
--	--	--	--	--	--	---



						<p>P.Giungato 14/05/2021 5) Seminar: "The Star Facility Center of the University of Foggia between technology transfer and research enhancement by prof. M. Francavilla 25/05/2021 6) Meeting / debate "Business creation and University of Foggia –by prof. G. Messina, dott. T. Campagna, dott. S. Stallone 28/05/2021 7) Seminar: “ The spin-off Innovagritech UNIFG” by Prof. N. Faccilongo 28/05/2021</p> <p>Economy: N. 1 Seminar: "Coffee with Shakespeare" organized by the Delegate for Internationalization (prof. Fiore) in collaboration with prof. Russian, CLS expert and contract English teacher: the evocative title of the meeting is intended to</p>
--	--	--	--	--	--	---



						<p>represent a union between the Italian language and the English language.</p> <p>DAFNE: N. 60</p> <p>DISTUM Department: N. 27</p>
39.02	To provide English Language Courses to administrative staff: specifically for those involved in the offices where the knowledge of English is necessary..	2021-2022-2023	<p>Transparency, Anticorruption and Training Area</p> <p>Didactic Area and Students Service C.L.A.</p> <p>C.L.A.</p>	Number of participating from the administrative staff /Total number of administrative staff	English language course to prepare for language certification: level B1; B2; C1; C2; IELTS.	<p>2021</p> <p>N.49/22 T/A</p>
40. Supervision						

- Indicatore modificato rispetto alla strategia 2018-2020