



Università di Foggia

*European Charter for Researcher*

*Principles , actions, indicators and output concerning the final report of the HRS4R Strategy*

*2018-2020*

*Including also the past actions*

ACTIONS	DATE OF FIRST IMPLEMENTATION	RESPONSIBLE	INDICATORS	DOCUMENTATIONS	OUTPUT 2018-2020
<b>ETHICAL AND PROFESSIONALS ASPECTS</b>					
<b>ETHICAL PRINCIPLES (NO. 2)</b>					
Revision of ethical code	January 2013	Legal Affairs Area	Y/N	Ethical Code: D.R. no. 93/2013, prot. no. 1979-I/3 25/01/2013 Code of Conduct: D.R. no. 980/2015, prot. no. 20213-VII/15 07/08/2015 The D.R. no. 1183/2018, prot. no. 0034724-VII/15 30/10/2018 updated the Code of Conduct and joined it with the Ethical Code	YES
To commitment 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.	August 2015	General Management	Number of interest conflicts/Number of procedures for recruitment	The D.R. no. 1183/2018, prot. no. 0034724-VII/15 30/10/2018 updated the Code of Conduct and joined it with the Ethical Code.	0/38 (2018) 1/68 (2019) 0/82 (2020)
Regulation of behaviour code for the dignity safeguard of person and for prevention of mobbing and harassment	May 2017	Unique Guarantee Committee (UGC)  Communication Area	Y/N	Code for the safeguarding of personal dignity and the prevention of mobbing and sexual harassment: D.R. no. 620/2017, prot. no. 14719-I/3 25/05/2017	YES
<b>DISSEMINATIONS, EXPLOITATIONS OF THE RESULTS (NO. 8)</b>					

Continue to promote calls for scientific publications.	August 2014	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 publication call within 1 week from the call's opening (x year)	<p>Scientific Publication Call 2014: total funding 80,000 euros (D.R. no. 307 prot. no. 20143-I/7 26/08/2014). Assigned amount 164,400 euros (only for researchers, not for full or associate professors)</p> <p>Scientific Publication Call 2016: D.R. no.398 prot. no. 10834-III/13 08/04/2016. The total funding (51,604.59 euros) was reserved to researchers (not to full/associate professors)</p> <p>Scientific Publication Call 2017: D.R. no. 64 prot. no. 1087 III/13 19/01/2017 The total funding (57,471.36 euros) was assigned to researchers (6,705) and to associate professors (2,873.56).</p> <p>Scientific Publication Call 2018: DR no. 239 prot. no. 7619 –III/13 09/03/2018. Total funding 53,945.94 euros</p> <p>Scientific Publication Call 2019: DR no. 177 prot. no. 4980–III/13 14/02/2019 Total funding: 45,275.85 euros</p> <p>Scientific Publication Call 2020: D.R. no. 379/2020 Prot. no. 0010137-III 12/03/2020</p>	<p>18(2018)/17(2017)=1.059 19(2019)/18(2018)=1.055 15(2020)/19(2019)=0.789</p>
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				Total funding 41,238.12 euros	
To monitor the update of the UniFg Institutional Research Information System (IRIS)	31 December 2018	Research Area - Research service and project management	Number of publications on IRIS (x+1 year)/ Number of publications on IRIS (x year)	The list of researchers' publications published is submitted to the Rector twice a year.	$997(2018)/1357(2017)=0.73$ $1436(2019)/997(2018)=0.69$ $1388(2020)/1436(2019)=0.93$
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	April 2018	Research Area - Research service and project management	Number of researchers using Research Gate (x+1 year)/Number of researchers using Research Gate (x year)	"Information & Opportunity" Newsletter no. 11 24/04/ 2018  "Information & Opportunity" Newsletter no. 37 06/11/2020	$769(2019)/711(2018)=1.081$ $1163(2020)/769(2019)=1.512$
To disseminate notes of address on initiatives aimed to promote and valorize technological innovations and on Third Mission's initiatives	May 2017	Third Mission Area	Number of communications (x+1 year)/ Number of communications (x year)		$34(2018)/18(2017)=1.88$ $35(2019)/34(2018)=1.03$ $17(2020)/35(2019)=0.48$
To upgrade the UniFg spin-off web page and the related database	May 2017	Third Mission Area	Minimum time for updating the spin-off's database (7 days from the company's communication)	<u>Link</u>	No. of updates in the minimum time: 1 (2018) 2 (2019) 3 (2020)
To upgrade the UniFg web page on patents and the related database.	May 2017	Third Mission Area	Minimum time for updating the patent's database (7 days from the company's communication)	<u>Link</u>	No. of updates in the minimum time: 1 (2018) 1 (2019) 3 (2020)

To organize events and/or participations for the enhancement of patents, knowhow and innovations of exclusive ownership of the UniFg.	May 2017	Third Mission Area	Number of events related to each patent, knowhow and innovations (x+1 year)/ Number of events related to each patent, knowhow and innovations (x year)	$4(2018)/4(2017)=1$ $6(2019)/4(2018)=1.5$ $5(2020)/6(2019)=0.8$
			Number of agreements related to the valorization of patents, knowhow and innovations (x+1 year)/ Number of stipulations related to the valorization of patents, knowhow and innovations (x year)/	$0(2018)/0(2017)$ $0(2019)/0(2018)$ $2(2020)/0(2019)$
			Number of participants in the valorization events	$5(2018)/15(2017)=0.3$ $9(2019)/5(2018)=1.8$ $11(2020)/9(2019)=1.2$
To disseminate research results through the UniFg Communication Area in the newspapers and in national and local television networks.		Communication Area	Number of published articles (x+1 year)/ Number of published articles (x year)/	$115(2018)/106(2017)=1.08$ $126(2019)/115(2018)=1.09$ $142(2020)/126(2019)=1.12$

PUBLIC ENGAGEMENT (NO. 9)

To encourage, through the UniFg Third Mission Service, the participation in external institutions and the organization of scientific, cultural and socio-educational events in line advices provided by the Italian Ministry of Research	May 2017	Third Mission Area	<p>Number of public engagement (PE) activities for each department (events/workshops addressed to the local audience) (x+1 year)/</p> <p>Number of PE activities for each department (events/workshops addressed to local audience) (x year)</p>	<p>D.R. prot. 10589-II/2 13/04/2017 renamed the Rector's mandate for "Scientific and Technological Research" (previously established through D.R. prot. R.E. no. 357- VII/4 25/11/2013) as follows: "Scientific and Technological Research, Third mission"</p> <p>Creation of the UniFg "Third Mission Committee" for the period 2017/2019, approved by the Academic Senate and the Administrative Board on 10/05/2017 and 16/05/2017, respectively.</p> <p>Appointment of the components for the UniFg Third Mission Committee for 2017-2019: D.R. prot. 23166-III/16 11/09/2017 Rep. D.R. 982/2017</p>	<p>Economics Department 23(2018)/19(2017)=1.2 11(2019)/23(2018)=0.5 4(2020)/11(2019)=0.4</p> <p>DEMeT (May-December-2020) 1(2020)</p> <p>Humanities Department 21(2020)/16(2019)=1.3</p> <p>Law Department 6(2019)/2(2018)=3.0 10(2020)/6(2019)=1.6</p> <p>Agriculture Department: 4(2019)/6(2018)=0.6 11(2020)/4(2019)=2.7</p> <p>Department Medical and Surgical Sciences 36(2019)/23(2018)=1.6 18(2020)/36(2019)=0.5</p> <p>Department Clinical and Experimental Medicine 19(2019)/17(2018)=1.1 22(2020)/19(2019)=1.1</p> <p><b>Further policies are currently being implemented to connect the central administration and the departments in order to track the PE initiatives.</b></p>
			<p>Number of PE activities for each department (events/workshops</p>	<p>Economics Department 18(2018)/27(2017)=0.7</p>	

			<p>addressed to the external audience) (x+1 year)/  Number of PE activities for each department (events/workshops addressed to the external audience) (x year)</p>	<p>23(2019)/18(2018)=1.3  5(2020)/23(2019)=0.2</p> <p>DEMeT (May-December 2020)  12(2020)</p> <p>Humanities Department  11(2020)/26(2019)=0.4</p> <p>Law Department  30(2019)/21(2018)=1.4  14(2020)/30(2019)=0.4</p> <p>Agriculture Department:  10(2020)  5(2019)/3(2018)=1.6</p> <p>Department Medical and Surgical Sciences  85(2019)/75(2018)=1.1  97(2020)/85(2019)=1.1</p> <p>Department Clinical and Experimental Medicine  118(2019)/109(2018)=1.1  58(2020)/118(2019)=0.5</p> <p><b>Policies are currently being implemented to connect the central administration and the departments in order to track the PE initiatives.</b></p>
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			<p>Number of initiatives to promote the results of scientific research in the local, national and international socio-economic context (x+1 year)/ Number of initiatives to promote the results of scientific research in the local, national and international socio-economic context (x year)</p>	<p>Rector Decree - 294/2017 10/03/2017, adhesion to the APE-net network, coordinated by the University of Turin, for Public Engagement activities at national level. Approvals of Academic Senate and Administrative Board, 13/10/2017 and 18/10/2017 agreement prot. 29323-III/11 26/10/2017</p> <p style="text-align: center;"><a href="#">Link</a></p>	<p>Central UniFg Administration</p> <p>98(2018)/97(2017)=1.0 108(2019)/98(2018)=1.1 101(2020)/108(2019)=0.9</p>
To promote public engagement rewards and allocate budgets for such rewards.	June 2019	Third Mission Area	Number of awards (x+1 year)/ Number of awards (x year)		<p><b>2019</b></p> <p>The University has set a 5,000 euros budget for PE awards. However, the initiative has been postponed due to the change in the University's governance.</p> <p><b>2020</b></p>



					<b>The University has postponed the budget from 2019 to 2020 and then, due to Covid19 pandemic, from 2020 to 2021</b>
<b>NON - DISCRIMINATION (NO. 10)</b>					
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.	January 2016	Unique Guarantee Committee (UGC)  Communication Area	Number of complains for discriminatory activities (x+1 year)/ Number of complaints for discriminatory activities (x year)	Positive Action Plans 2016-2018 and 2019-2021  Approval of Gender Balance I edition (2016) and II Edition (2018)	No complain received
			Number of University initiatives aimed at reducing discrimination (x+1 year)/ Number of University initiatives aimed at reducing discrimination (x year)		6(2018)/5(2017)=1.200 2(2019)/6(2018)=0.333 1(2020)/2(2019)=0.500
Work-Life balance actions			<b>Y/N</b>	Smart working regulation D.R. no. 469/2020, prot. no. 0012417-I/3 03/04/2020	<b>YES</b>

To implement a counselling service for researchers			Y/N	<p>The call was issued with D.D.G. no. 728/2020 prot. no. 0046818-VII/1 04/12/2020</p> <p>The “trusted adviser” was selected with D.D.G. no. 38/2021 prot. no. 0001595-VII 14/01/2021</p> <p>Regulation of the Service Counseling Psychologist Decree of the Rector no. 568/2020, prot. no. 0015370-I/3 04/05/2020</p> <p>Constitution of the Service Counseling Psychologist with prot. no. 0017961-11/7 27/05/2020</p>	YES
<b>OPEN, TRASPARENT AND MERIT-BASED RECRUITMENT (TO SEE SPECIFIC DOCUMENT)</b>					
<b>WORKING CONDITIONS AND SOCIAL SECURITY</b>					
<b>WORKING CONDITIONS (NO. 24)</b>					
To deepen the reconciliation of professional and family life through the organization of an annual training event to promote the equal opportunities.	July 2015	<p>Unique Guarantee Committee (UGC)</p> <p>Communication Area</p>	<p>Number of events for equal opportunities promotion (x+1 year)/</p> <p>Number of events for equal opportunities promotion (x year)</p>	<p>D.R. no. 19608/2015 31/07/2015 Authorization to the “Un woman HerforShe” project adhesion.</p> <p>“Stereotipando” exhibition as the final event of the project carried out in cooperation with the Foggia CAV “Impegno Donna” on 17/02/2020 (Project of the Equal</p>	<p>1(2018)/1(2017)=1.0 3(2019)/1(2018)=3.0 2(2020)/3(2019)=0.67</p>

				<p>Opportunities Department of the Presidency of the Council of Ministers 2018-2020)</p> <p>Presentation of “Insieme” short film (19/12/2020);</p> <p>“Le ferite del ricordo”: seminar on the issue of witnessing violence (10/12/2019);</p> <p>Seminars co-organized with the “Impegno Donna” association 2019;</p> <p>Conference to celebrate the women’s day (08/03/2019)</p>	
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 the Unifg employees by means of qualified staff, such as graduates, PhD students and researchers.	June 2014	<p>Research and Study Laboratory of the Humanities Department</p> <p>Unique Guarantee Committee (UGC)</p>	Number of staff who exploited the service (x+1 year)/ Number of staff who exploited the service (x year)	<p>D.R. no. 762/2014 04/06/2014;</p> <p>Call 2017 - Prot. no. 14775-VII 10/2017 Rep. no. 335/DCD/2017;</p> <p>Call 2018 - prot. no. 14596 - VII/10 9/05/2018, Rep. 364/2018;</p> <p>Call 2019 –Prot. Rep. no. 365/2019 Prot. no. 18190-VII/10 07/05/2019.</p>	<p>25(2018)/18(2017)=1.4 30(2019)/25(2018)=1.2 0(2020)/30(2019)=0*</p> <p>The children play area was not activated in 2020 due to Covid19 pandemic</p>
<b>FUNDING AND SALARY (NO. 26)</b>					
To reward the outstanding researchers according to the national research rankings	March 2017	Research Area - Research service and project management	Number of awarded researchers (x+1 year)/ Number of awarded researchers (x year)	<p>REWARD 2017 (Administrative Board 21/03/2017) Funds: 4,000 euros each member of the five bibliometric scientific sectors with the best ranking in the relevant national rankings</p>	<p>38(2017)</p> <p>The reward was provided only in 2017 in connection with the 2011-2014 assessment of research in Italian universities and research centers (VQR)</p>

				<p>2,000 euros for each member of the five non-bibliometric scientific sectors with the best ranking in the relevant national rankings</p> <p>Awards were provided to 38 researchers (17 belonging to bibliometric scientific sectors and 21 to non-bibliometric scientific sectors)</p>	
To fund the implementation of the UniFg Research Quality and Third Mission policies	May 2017	Research Area - Research service and project management	<p>Number of departmental calls for the research promotion (x+1 year)/ Number of departmental calls for the research promotion (x year)</p>	<p>Administrative Board 16/05/2017 prot. no. 0016136-II/7 09/06/2017</p> <p>Funds: 20,000 euros to each Department belonging to the “Scientific Area”; 10,000 euros to each Department belonging to the “Humanities Area”.</p>	<p>6(2018)/5(2017)=1.2 4(2019)/6(2018)=0.6 10(2020)/4(2019)=2.5</p>
			<p>Number of participants for each call (x+1 year)/ Number of participants for each call (x year)</p>	<p>The funds have been used in 2018</p> <p>In 2018 the fund was not allocated.</p> <p>On 27/02/2019 the Administrative Board allocated 15.000 euros to each UniFg Department</p>	<p>30(2018)/26(2017)=1.1 18(2019)/30(2018)=0.6 17(2020)/18(2019)=0.9</p>
			<p>Number of winners (x+1 year) / Number of winners (x year)</p>	<p>On 22/07/2020 prot. no. 0027051-II/7 29/07/2020, the Administrative Board allocated funds as follows:</p> <ul style="list-style-type: none"> <li>15,000 euros to the Department of Sciences of</li> </ul>	<p>28(2018)/24(2017)=1.16 15(2019)/28(2018)=0.53 17(2020)/15(2019)=1.13</p>

				<p>Agriculture, Food and Environment;</p> <ul style="list-style-type: none"> <li>• 15,000 euros to the Department of Law;</li> <li>• 15,000 euros to the Department of Humanities.</li> </ul> <p>Literature, Cultural Heritage, Education</p> <ul style="list-style-type: none"> <li>• 20,000 euros to the Economic Departments (Department of Economics and Department of Economics, Management and Territory)</li> <li>• 25,000 to the Medical Departments (in proportion to the number of professors and researchers belonging to the Department of Medical and Surgical Sciences and to the Department of Clinical and Experimental Medicine).</li> </ul> <p><b>Department of Law :</b>  2019: 0 calls/ 0 participants/ 0 winners.  2020: 8 calls/ 10 participants/ 10 winners.</p> <p><b>Department of Humanities. Literature, Cultural Heritage, Education</b></p>	
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				<p>2019: 1 call/ 5 participants/ 4 winners. 2020: 0 calls / 0 participants/ 0 winners</p> <p><b>Department of Medical and Surgical Sciences :</b> 2019: 1 call/ 4 participants/ 4 winners 2020: 1 calls/ 5 participants/ 5 winners</p> <p><b>Department of Clinical and Experimental Medicine</b> 2019: 1 call/ 4 participants/ 4 winners 2020: 0 calls/ 0 participants/ 0 winners</p> <p><b>Department of Economics:</b> 2019: 1 call/ 5 participants/ 3 winners 2020: 1 call/ 2 participants/ 2 winners</p> <p><b>Departments: Sciences of Agriculture, Food and Environment</b> Funds were used for targeted actions without calls.</p>	
To increase funding (+70%) to PhD students for 6-months mobility	October 2017	Higher Education and Advanced Studies Area	Y/N	Total cost for a three-years PhD course: 62,822.13 euros (experimentally, for the a.y. 2017/2018, the new Regulation for Taxes and Contributions was not applied to the PhD students belonging to the XXXIII cycle. At the same time, the monthly PhD scholarship was increased by 200 euros as approved by the UniFg Administrative Board on 18/10/2017	YES

				Regulation on Ph.D. programs Prot. no. 0015369 - I/3 04/05/2020 – D.R no. 567/2020	
<b>GENDER BALANCE (NO. 27)</b>					
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 women.	November 2015	Unique Guarantee Committee (UGC)	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)	Gender Balance I edition – 2016  Gender Balance II edition - 2018	14F/20M(2018)/ 13F/21M(2017) =1.13  11F/22M(2019)/ 14F/20M(2018) =0.71  16F/13M (2020) /11F/22M(2019) =2.46
			Ratio between the number of men and women in the administrative offices (x+1 year)/ Ratio between the number of men and women in administrative offices (x year)		[185F/144M(2018)]/ [190F/146M(2017)] =0.98  [177F/136M(2019)]/ [185D/144U(2018)] =1.01  [175F/134M(2020)]/ [177F/136M(2019)] =1.00

			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)/		[12F/7M(2018)]/ [12F/7M(2017)] =1.00  [14F/22M(2019)]/ [12F/7M(2018)] =0.36  [14F/22M(2020)]/ [14F/22M(2019)] =1.00
Participation in the “HeforShe” awareness campaign promoted by UN WOMAN - National Committee of Italy, United Nations Gender Equality Body and Women Empowerment	July 2015	Unique Guarantee Committee (UGC)  Communication Area	Y/N	D.R. no. 19608/2015 31/07/2015	YES (Finalised)
To draft the Gender Language Recommendation with the aim of promoting the use of a broader and more flexible language that can also consider the presence of women in various aspects of everyday life by inviting the Rector and involved offices to adapt regulations and modules to gender equality.	December 2014	Unique Guarantee Committee (UGC)	Y/N	UGC minutes no. 5 16/12/2014  <a href="#">Link</a>	YES
<b>VALUE OF MOBILITY (NO. 29)</b>					
To monitor - through the Academic Senate - the mobility process of PhD students that benefit from a scholarship, who are required to carry out a 6-months international mobility. The Academic Senate must decide in case of partial or total exoneration.	June 2017	Academic Senate	Number of PhD students (per PhD cycle) who benefit from a scholarship and that are exempted to carry out an international mobility / Number of PhD students (per PhD cycle) who benefit from a scholarship and that are required to carry out an international mobility	Approval of Academic Senate 177/2017 05/06/2017 for request of partial or total exoneration Approval of Academic Senate 14 March 2018: change of PhD regulation to include specific reasons for derogation  Modification of the Regulation on doctoral	<b>XXXIII Cycle</b> 7/17 considering the mandatory 6-months mobility according to the previous PhD Regulation  4/1 considering the mandatory 90-days mobility according to the new PhD Regulation  <b>XXXIV Cycle</b> Number of PhD students per cycle who benefit from a scholarship and



				<p>studies - Prot. no. 0015369 - I/3 of 04/05/2020 - Rector's Decree no. 567/2020; art. 23) the obligation to spend time abroad has been reduced but the obligation to go abroad has been extended to all doctoral students, including those without a grant.</p>	<p>that are exempted to carry out an international mobility = data not yet available</p> <p>Number of PhD students who benefit from a scholarship and that are required to carry out an international mobility = 9</p> <p><b>XXXV Cycle</b></p> <p>Number of PhD students per cycle who benefit from a scholarship and that are exempted to carry out an international mobility = data not yet available</p> <p>Number of PhD students who benefit from a scholarship and that are required to carry out an international mobility = 15</p>
<p>To encourage PhD students who do not benefit from a scholarship to carry out an international mobility through a greater synergy between the Erasmus International Office and the Higher Education Office, in order to create a virtuous circle of targeted disclosure.</p>	<p>June 2018</p>	<p>International Relations Area – Erasmus Unit</p> <p>Higher Education and Advanced Studies Area</p>	<p>Number of PhD students who do not benefit from a PhD scholarship that have carried out an international mobility with Erasmus funds (x+1 year)/ Number of PhD students who do not benefit from a PhD scholarship that have carried out an international mobility with Erasmus funds (x year)/</p>	<p>Call Erasmus+ for traineeship 2017/2018</p> <p>Call Erasmus+ for study 2018/2020</p> <p>Call Erasmus+ for study 2018/2019</p> <p>Call Erasmus+ for traineeship 2018/2019</p>	<p>1(2018)/0(2017) 0(2019)/1(2018) 1(2020)/0(2019)</p>

			Number of Erasmus scholarships for PhD students mobility (x+1 year)/ Number of Erasmus scholarships for PhD students mobility (x year)/	Call Erasmus+ for study 2019/2020  Call Erasmus+ for traineeship 2019/2020  <a href="#">Link</a>	10(2018)/6(2017)=1.67 10(2019)/10(2018)=1 20(2020)/10(2019)=2
To monitor visiting professors, through a Rector's note addressed to the Department Heads with the aim of producing a report, per year, of incoming and outgoing professors.	July 2018	International Relations Area – Erasmus Unit	Number of outgoing prof/researchers (x+1 year)/Number of outgoing prof/researchers (x year)	D.R. no. 1562 – 2014, prot. no. 30141 – I/3 05.12.2014 on “Visiting professors, visiting researchers and visiting fellows”.  D.R. 1203/2019 prot. no. 0039832-III/13 Call Erasmus+ call for teaching staff for teaching and training activities, a.y. 19/20	53(2018)/39(2017)=1.36 1(2019)/53(2018)=0.02 6(2020)/1(2019)=6
			Number of incoming researchers/ number of total researchers (x year)/Number of total researchers incoming (x year)	UniFg Official Notice Board (Albo ufficiale di Ateneo) no. 1565/2018 prot. no. 0027371/1/7 11/09/2018 Erasmus+ call for teaching staff for teaching activities, a.y. 18/19  Call Erasmus+ call for teaching staff for training activities, a.y. 17/18 and D.R. no. 471/2018, prot. no. 9273/I/17 21/03/2018 National HEI consortium Erasmus+ call for teaching staff for teaching activities, a.y. 17/18	1(2020)/276(2019)=0 336(2018)/290(2017)=1.2 276(2019)/336(2018)=0.8
<b>INTELLECTUAL PROPERTY RIGHTS (NO. 31)</b>					

Issue and revision of the Intellectual Property Regulation	March 2003 - February 2018	Third Mission Area	Y/N	Prot. no. 6463-I/3 Rep. DR 322-2003 14.03.2003 UniFg Patent Regulation governing rights and duties of researchers, employees and/or collaborators, with regard to the results of their scientific research activities.  The UniFg Patent Regulation was amended with D.R. no. 91/2018 (Prot. no. 3867-I/3 05/02/2018)	YES
<b>TEACHING (NO. 33)</b>					
To continue organizing training courses or teaching modules during the PhD programs for the development of teaching skills of participants (young researchers).	May 2011	Higher Education and Advanced Studies Area  Human Resource Area	Activation of a new course every year - Y/N	Academic Senate deliberation - 14 May 2014.  Training course for the development of teaching research skills of PhD students (XXXIV and XXXV cycles) – 15 April 2021  Training course for the development of teaching research skills of PhD students (XXXIII cycle) – 14-15 March 2019  Training course for the development of teaching research skills of PhD students (XXXI and XXXII cycles) – 11-13 September 2018  Training course for the development of teaching research skills of PhD	YES

				students (XXX cycle) – 18-25 July 2017 Training course for the development of teaching research skills of PhD students (XXIX cycle) - 14 -20 July 2016	
To monitor the recognition of credits for training courses within the total number of credits foreseen by the PhD course.	May 2011	Higher Education and Advanced Studies Area	Number of participants per PhD cycle		9 (XXXI cycle) 17(XXXII cycle) 17(XXXIII cycle) 22 (XXXIV cycle) 22 (XXXV cycle)
		Human Resource Area	Number of credits (hours) addressed to the PhD training for teaching /Total number of credits		2/180
To distribute questionnaires for the assessment of the abovementioned courses.	May 2011	Higher Education and Advanced Studies Area Human Resource Area	Positive feedback on the courses' effectiveness		86%
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.	November 2016	N.V.A. Presidium of Quality Human Resource Area	Number of courses completed (x+1 year)/ Number of courses completed (x year)	Academic Senate Deliberation 03/09/2016 Course on University didactic – 2019 Edition (October-December 2019) Duration: 30 H  In 2020 the course was suspended due to the Covid19 pandemic	1 (2018)/1 (2017)=1 1 (2019)/1 (2018)=1
			Number of recruited researchers participating in the course (x+1 year)/ Number of recruited researchers participating in the course (x year)/		10(2018)/5 (2017)=2 7(2019)/10 (2018)=0.7

			Number of researchers with an updated position participating in the course (x+1 year)/ Number of researchers with an updated position participating in the course (x year)		14(2018)/4(2017)=3.5 13(2019)/14(2018)=0.9
Regulation and evaluation of teaching activities by Departments to identify the scientific-disciplinary sectors for the Professors' recruitment	March 2017	Human Resource Area	Y/N	General criteria regulation to enroll tenured professors' position by Departments  <a href="#">Link</a>	YES
Evaluation of the teaching activity for three-year salary increments.	May 2017	Human Resource Area	Y/N	Regulation governing the allocation of three-year salary increments to tenured professors and researchers at the UniFg according to art. 6 of Law no. 240 of 30 December 2010 <a href="#">Link</a>  General criteria regulation to enroll tenured professors' position by Departments issued by R.D. no. 266 - 2017, prot. no. 6542 - I/3 06.03.2017.  Regulation for planning teaching and technical-scientific staff positions by Departments (R.D. 235/2020)	YES
Economic remuneration for the researchers' teaching activities	December 2011	Human Resource Area	Number of paid researches/ Number of total researches	Academic Senate and Academic Board Deliberations 21/12/2011.	130/132 (2018) The payment is under way 2018/2019

## RECLAMI E RICORSI (NO. 34)

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.	December 2017	Unique Guarantee Committee (UGC)	Number of staff/students who took advantage of the Counselling Point (x+1 year)/ Number of staff/students who took advantage of the Listening Point (x year)	Minutes UGC no. 2 of 2/05/2017 Counselling point reserved to the administrative staff  PAP 2019_2021 adopted with D.R. 22/04/2020	16(2018)/4(2017)=4 22(2019)/16(2018)=1.4 55(2020)/22(2019)=2.5  The "Confidential Counsellor" was identified on 14 January 2021
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## PARTECIPAZIONE IN DECISION MAKING BODIES (NO. 35)

To admit a PhD student' representative in Collegial Bodies according to Doctoral Schools' regulation  To admit a PhD student representative in the Collegial Bodies according to the University Statute.	May 2014	General Affairs Area	Y/N	The University doesn't have Doctoral Schools  It is foreseen in the statutory regulations in competition with first and second cycles students.	Only at departmental level and not at university level
To verify the implementation of articles of the statute in the regulations of the individual departmental structures.	May 2014	General Affairs Area	Number of departments with postdocs' students' representative (x+1 anno)/ Number of departments with postdocs' students' representative (x year)	The statute does not foreseen the postdocs' representation	0
			Number of PhD students in the Academic Senate (x+1 year)/ Number of PhD students in the Academic Senate (x year)	Although students enrolled on undergraduate and master's degree courses are eligible for election to the Academic Senate, no PhD students have ever been elected, as students enrolled on undergraduate courses have always been elected	0
			Number of PhD courses PhD students' representatives (x+1 year)/ Number of PhD courses with PhD students' representatives (x year)		1/3(2018) 1/3(2019) 1/3(2020)

## TRAINING AND DEVELOPMENT

### CONTINUING PROFESSIONAL DEVELOPMENT (38)

<p>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.</p>	<p style="text-align: center;">May 2014</p>	<p style="text-align: center;">Research Area - Research service and project management</p>	<p style="text-align: center;">Number of participants in the University Research Plan (x+1 year)/ Number of participants in the University Research Plan (x year)</p> <p style="text-align: center;">-----</p> <p style="text-align: center;">Number of winners (x+1 year)/ Number of winners (x year)</p>	<p>PRA 2014: TOTAL FUNDS: 180,592.72 euros for researchers (Call published with A.U.A. no. 29 prot. no. 2523-I/17 28/1/2014). Approval decree (D.R. no. 418 prot. no. 8623 III/13 2/4/2015) provided 180.050 euros for researchers.</p> <p>PRA 2017: TOTAL FUNDS: 148,500 euros (D.R. no. 449 prot. no. 10624- III/12 14/4/2017) of which 103,950 euros for researchers and 44,550 euros for associate and full professors.</p> <p>PRA 2018: TOTAL FUNDS: 148,500 euros (D.R. no. 1367 prot. no. 24462-I/7 26/07/2018) of which 111,375 euros for researchers and 37,125 euros for associate and full professors.</p> <p>Number of participants 34</p> <p>Number of winners: in progress</p>	<p>2018(34)/2017(41)= 0.82 2019(35)/2018(34)= 1.03 The PRA call 2020 is in progress</p> <p style="text-align: center;">-----</p> <p>2018(20)/2017(21)= 1.81 2019(27)/2018(20)= 1.35 The PRA call 2020 is in progress</p>
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### ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT (NO. 39)

To organize seminar activities for the skills development of researchers (English language courses, patent rights courses, business plan writing courses) in order to improve their research capabilities and enhancing the scientific results.	March 2012	<p>Research Area - Research service and project management</p> <p>Third Mission Area</p> <p>Didactic Area and Students Service</p> <p>C.L.A.</p>	<p>Number of seminars/courses/workshops (x+1 year)/ Number of seminars /courses/workshops (x year)</p>	<p><b>Research Area</b>  24/10/2017 HORIZON 2020 Course “I bandi <i>individual fellowship</i> nelle Marie Sklodowska-Curie e lo european research council (ERC)  Participants : 22  <a href="#">LINK</a></p> <p>06/06/2017 HORIZON 2020 Course “Come strutturale la proposta contrattuale”  Participants : 39  <a href="#">LINK</a></p> <p>23/10/2018 HORIZON 2020 Course: “Gli aspetti legali e finanziari di un progetto Horizon 2020: gestione amministrativa e finanziaria”.  Participants :34  <a href="#">LINK</a></p> <p>February 2018 Course “Presentazione bando PRIN 2017. Progetti Di ricerca di rilevante interesse nazionale”.  70 Participants  <a href="#">LINK</a></p> <p>Courses of Information Literacy. Dates:  8 and 10 May 2018;  22-23 May 2018;  24-25 May 201  17-24 October 2018; 20 and 22 November 2018;  26-27 November 2018.</p>	<p><b>Research Area</b>  13(2018)/10(2017)=1.3  1(2019)/13(2018)=0.07  0(2020)/1(2019)=0</p> <p><b>Third Mission Area</b>  2(2018)/2(2017)=1  2(2019)/2(2018)=1  0(2020)/2(2019)=0</p> <p><b>C.L.A.</b>  4(2018)/4(2017)=1  4(2019)/4(2018)=1  0(2020)/4(2019)=0</p>
			<p>Number of participants (x+1 year)/ Number of participants (x year)</p>	<p><b>Research Area</b>  104(2018)/61(2017)=1.7</p> <p><b>Third Mission Area</b>  63(2018)/30(2017)=2.1</p> <p><b>C.L.A.</b>  236(2018)/192(2017)=1.2  140(2019)/236(2018)=0.6  225(2020)/140(2019)=1.6</p>	



				<p><a href="#">LINK</a></p> <p>20/04/2018 Course “Web of Science and InCites le soluzioni per una ricerca di valore”</p> <p>Courses on bibliographic services and research tools (scientific and citation databases)</p> <p>Scientific area: Medicine 5-6 December 2017 Agricultural: 7-9 March 2017 23-28 November 2017</p> <p>Human studies: 23-25 March 2017 21-28 November 2017</p> <p>Law-economic 1-2 March 2017</p> <p>06/11/2018 La piattaforma di ricerca "Academic Ebooks"</p> <p>15/11/2018 Discovery tool E-book central Ebsco</p> <p>28/10/2019 HORIZON 2020 course: “Come scrivere una proposta di successo”. <a href="#">Link</a></p> <p>No courses organized by the Research Area in 2020 due to the Covid-19 pandemic.</p>	
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				<p><b>Third Mission Area</b></p> <p>June 2016 Training course: “La proprietà intellettuale e il Trasferimento Tecnologico” Participants :46</p> <p>November 2017 Training course: “L’analisi strategica di un’idea imprenditoriale: dalla definizione della formula competitiva alla redazione del business plan” Participants :16</p> <p>December 2017 Training course “La tutela dei risultati della creatività intellettuale” Participants :14</p> <p>11 December 2018 Training course: ”Strumenti di tutela della proprietà intellettuale: il brevetto e il segreto” Participants: 25</p> <p>20 December 2018 Training course: “La creazione di spin off in ambito accademico. Dall’idea imprenditoriale alla costruzione del business plan” Participants: 38</p> <p>4 December 2019 Training course:</p>	
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				<p>“Strumenti di tutela della Proprietà Intellettuale: La tutela del know-how” Participants: 25</p> <p>20 November 2019 Training course “L’analisi strategica di un’idea imprenditoriale: dalla definizione della formula competitiva alla redazione del business plan” Participants: 63</p> <p>No courses organized by the Third Mission Area in 2020 due to the Covid-19 pandemic</p> <p><b>Didactic Area and Students Service</b> No courses organized</p> <p><b>C.L.A.</b> Agreement with the British Institute for A1, A2 e B1 courses - 60 hours (March – June 2013)</p> <p>Agreement with the British Institute for A1, A2 e B1 courses - 60 hours (February – June 2014)</p> <p>Courses organized by the C.L.A. - B1, B2, C1, IELTS levels: a.a. 2016/2017 participants; : 192</p> <p>a.a. 2017/2018 participants; : 236</p> <p>a.a. 2018/2019 participants; : 140</p>	
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				a.a. 2019/2020 participants; 225	
To provide English Language Courses to administrative staff: specifically for those involved in the offices where the knowledge of English is necessary.	January 2018	Transparency, Anticorruption and Training Area  Didactic Area and Students Service  C.L.A.	Number of participating from the administrative staff /Total number of administrative staff	English language course 2018: 24 H - 26 participants; 11 H - 4 participants; ; 16 H - 1 participants;  English language course 2019: B1 level 24 H - 27 participants; ; A1 level 24 H - 6 participants; B2 level 60 H - 20 participants;  English language course 2020: A1 Level, 4H, 6 participants; the course was suspended due to the Covid-19 pandemic	<b>2018</b> 31/316*=0.10  <b>2019</b> 53/310*=0.17  <b>2020</b> 0/298*=0  *Average number of administrative staff for any corresponding year