



HR ACTION PLAN 2021-2023

Area 1. ETHICAL AND PROFESSIONALS ASPECTS

N. Action	Action	Expected date of realization (2021-2023)	Areas involved	Indicator	Type of Action
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	ACTION INCLUDED IN HR STRATEGY 18-20 AND STILL ONGOING)
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 Transparency, Anticorruption and Training Area General Affairs Area	Y/N	Action planned in 2022
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 publication call within 1 week from the call's opening (x year)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS



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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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	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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS



				<p>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)</p> <p>Number of UNIFG participants in the valorization events</p>	
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	<p>Number of published articles (x+1 year)/ Number of published articles (x year)</p> <p>/</p>	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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	<p>Grant Office Area</p> <p>Third Mission Area</p> <p>Research Area - Research service and project management</p>	Number of licenses, transfers and / or research agreements with respect to the innovations generated for each year	NEW AZIONE [Rif. TM.2.1 DEL PIANO STRATEGICO DI ATENE0 20-22]



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	NEW AZIONE [Rif. TM.2.1 DEL PIANO STRATEGICO DI ATENEO 20-22]
9. Public Engagement					
09.01	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	2021-2022-2023	Third Mission Area	<p>Number of internal communications by department (events / workshops aimed at the public at the headquarters) (x+1 year) / Number of internal communications by department (events / workshops aimed at the public at the headquarters) (x year)</p> <p>Number of communications to the outside (reports, events on the mass media, blogs, etc.) by department (x+1 year) / Number of communications to the outside (reports, events on the mass media, blogs, etc.) by department (x year)</p>	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
				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+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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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	NEW ACTION ALREADY IN PROGRESS [Ref. TM.2.2 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]



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	NEW ACTION ALREADY IN PROGRESS [Ref. TM.1.1 and TM 2.3 of PSA 20-22]
09.05	To add an HR banner at the bottom of all outgoing UniFg emails	2021	Communication Area Information Systems Area	Y/N	NEW ACTION ALREADY IN PROGRESS Proposal of the HR Body
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	NEW ACTION Proposal of the HR Body
09.07	Production of an informative video on HR strategy and C&C principles	2023	Communication Area Research Area	No. views per year	NEW ACTION Proposal of the HR Body
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	NEW ACTION [Ref. TM 2.3 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
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	NEW ACTION [Ref. TM 2.3 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22] On the express



					indication of the European Commission
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 complains for discriminatory activities (x year) Number of University initiatives aimed at reducing discrimination (x+1 year)/ Number of University initiatives aimed at reducing discrimination (x year)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
10.02	Creation of a plan for home-work travel	2022	Third Mission Area	Y/N	NEW ACTION [Ref. RU 2.1 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
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	NEW ACTION ALREADY IN PROGRESS [Ref. TM 2.3 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
10.04	Strengthening the counseling and psychotherapy service by activating an anti-violence service	2021	Unique Guarantee Committee (CUG)	No. of users of the service for year	NEW ACTION Proposal of the HR Body



			Communication Area		
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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	NEW ACTION ALREADY IN PROGRESS [Ref. RU 3.2 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
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	NEW ACTION [Ref. R 1.1 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
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	NEW ACTION [Ref. R 1.1 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]

13. Recruitments

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14. Selection

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15. Transparency

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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		NEW ACTION ALREADY IN PROGRESS Area Proposal Library System
23.02	Creation of an "HR Unit" with the specific task of providing the administrative support necessary for the implementation of the HR strategy and which acts as a link with all the administrative offices involved.	2021	General Manager Human Resource Area	Y/N		NEW ACTION ALREADY IN PROGRESS [Ref. R 1.1 OF PLAN 11/21 STRATEGIC ATHENEO 20-22] On the express indication of the



					European Commission
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	NEW ACTION Proposal of the HR Body
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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	NEW ACTION Proposal of the HR Body
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	Number of departmental calls for the promotion of research (x+1 year)/ Number of departmental calls for the promotion of research (x year) Number participants calls (x+1 year)/ Numbers participants calls (x year) Numbers winners (x+1 year)/ Numbers winners (x year)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
26.02	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	NEW ACTION Proposal of the HR Body
26.03	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	NEW ACTION Proposal of the HR Body
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 women in the administrative offices (x+1 year)/ Ratio between the number of men and women in administrative offices (x year) 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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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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	NEW ACTION ALREADY IN PROGRESS [Ref. R 2.1 and 2.2 OF THE PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
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 No. participants for year	NEW ACTION [Ref. R 2.1 and 2.2 OF THE PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22] On the express indication of the European Commission
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	NEW ACTION Area Proposal Library System
28.04	To create a document translation and revision / manuscript editing service, in collaboration with the CLA	2021	CLA	Y/N	NEW ACTION



					ALREADY IN PROGRESS [Ref. R.2.2 OF PLAN STRATEGIC PLAN ATHENIUM STRATEGIC PLAN 20-22]
28.05	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	NEW ACTION ALREADY IN PROGRESS [Ref. TM.2.3 OF PLAN STRATEGIC PLAN ATHENEEO STRATEGIC PLAN 20-22]
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	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
29.02	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.*	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
29.03	Enhancement of the English version of the University website (currently limited to a few essential information).	2022	Communication Area	Y/N	NEW ACTION [Ref. R.1.1 and TM.2.3 OF THE STRATEGIC STRATEGIC PLAN ATHENEEO STRATEGIC PLAN 20-22]
29.04	Enhancement of the English version of the website of each Department (currently limited to a few essential	2023	Department Area Research	Y/N	NEW ACTION [Ref. R.1.1 and TM.2.3



	information) with the creation of a summary page showing, for each researcher, the main lines of research					OF THE STRATEGIC STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
29.05	Creation of a full English page relating to the University HR strategy and its continuous updating	2021	Research Area - Unit HR	Y/N		NEW ACTION [Ref. R.1.1 and TM.2.3 OF THE STRATEGIC STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
29.06	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. outgoing researchers who used Euraxess desk services for year		NEW ACTION ALREADY IN PROGRESS [Ref. F.3.1, F.3.2 and R.1.1 OF THE PLAN STRATEGIC ATHENEO STRATEGIC PLAN 20-22]
29.07	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		NEW ACTION [Ref. R.1.1 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
29.08	Encourage direct calls from researchers and professors from foreign universities and research bodies	2022	Human Resource Area	% direct calls for year		NEW ACTION [Ref. R.1.1 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
29.09	To promote international cooperation by promoting funding opportunities and mobility programs abroad for researchers	2021-2022-2023	Scholar Programs	No. newsletters sent for year		NEW ACTION Proposal of the HR Body



				No. events for year	
				No. participants for year	
29.10	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	NEW ACTION [Ref. R.1.2 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
29.11	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	NEW ACTION On the express indication of the European Commission
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 research teams that include researchers based in s.s.d. different or from different departments of the university	2021	Research Area	Y/N	NEW ACTION [Ref. R.1.3 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
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	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS



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	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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*	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
33.04	Economic remuneration for the teaching activities of researchers	2021-2022-2023	Human Resource Area	Number of paid researchers / Number of researchers in service	

34. Complains 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)	
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	NEW ACTION [Ref. TM.1.1 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
35. Participation in decision-making bodies					
35.01	To verify the implementation of articles of the statute in the regulations of the individual departmental structures.	2021-2022-2023	General Affairs Area	Number of departments with fellows representative (x+1 anno)/ total number Number of PhD students in the Academic Senate (x+1 year)/ Number of PhD students in the Academic Senate (x year) Number of PhD courses PhD students' representatives (x+1 year)/ Number of PhD students	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS



				in Academic Senato	
<i>Area 4. Training</i>					
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	NEW ACTION Proposal of the HR Body
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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	NEW ACTION ALREADY IN PROGRESS [Ref. F.2.1 OF PLAN STRATEGIC PLAN ATHENEO STRATEGIC PLAN 20-22]
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,	2021-2022-2023	Research Area – Unit HR	No. seminars for year	NEW ACTION Proposal of the HR Body



	time management, team management, conflict handling, etc.)			No. participants for year	
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)	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
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	Transparency, Anticorruption and Training Area Didactic Area and Students Service C.L.A. C.L.A.	Number of participating from the administrative staff /Total number of administrative staff	ACTION FORESEEN IN THE STRATEGY HR 18-20 AND STILL IN PROGRESS
40. Supervision					

*Indicator changed from 2018-2020 strategy