



## 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 2022
<b>1. Freedom of Research</b>						
<b>2. Ethical Principles</b>						
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	Teaching staff recruitment procedures  XXXVIII cycle PhD students recruitment procedures: <a href="https://www.unifg.it/it/sudiare/post-lauream/dottorati-di-ricerca/ciclo-xxxviii">https://www.unifg.it/it/sudiare/post-lauream/dottorati-di-ricerca/ciclo-xxxviii</a>  Research Fellows recruitment procedures: <a href="https://www.unifg.it/it/ricerca/opportunita-la-ricerca/borse-attivita-di-ricerca">https://www.unifg.it/it/ricerca/opportunita-la-ricerca/borse-attivita-di-ricerca</a>  <a href="https://www.unifg.it/it/ricerca/opportunita-la-ricerca/assegni-di-ricerca">https://www.unifg.it/it/ricerca/opportunita-la-ricerca/assegni-di-ricerca</a>	<b>2022/2021</b>  0/48  0/9  0/140  0/30



					<a href="#">ricerca</a>	
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	Creation of the Access and Privacy Consultancy Unit: <a href="https://www.unifg.it/it/ugov/organizationunit/131670">https://www.unifg.it/it/ugov/organizationunit/131670</a>	Y
<b>3. Professional responsibility</b>						
<b>4. Professional behavior</b>						
<b>5. Contractual and legal obligations</b>						
<b>6. Financial responsibility</b>						
<b>7. Good conduct on research sector</b>						



**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)	<a href="https://www.unifg.it/it/ricerca/opportunita-la-ricerca/finanziamenti-di-ateneo/pubblicazioni-scientifiche-anno-2022">https://www.unifg.it/it/ricerca/opportunita-la-ricerca/finanziamenti-di-ateneo/pubblicazioni-scientifiche-anno-2022</a>	<b>2022/2021:</b>  13/19
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)	<a href="https://fair.unifg.it/">https://fair.unifg.it/</a>	<b>2022/2021:</b>  1397/1152
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)	<a href="https://www.researchgate.net">https://www.researchgate.net</a>	<b>2022/2021:</b>  1811 /1361
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)	Guidelines for the Quality Policy of the Third Mission of the University of Foggia: <a href="https://www.unifg.it/it/terza-missione/partnership-e-collaborazioni/impredi">01/Politica%20della%20Qualita%CC%80%20della%20Terza%20Missione%20dell'E2%80%99Universita%CC%80%20di%20Foggia_Nov2021_0.pdf</a>	
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)	<a href="https://www.unifg.it/it/terza-missione/partnership-e-collaborazioni/impredi">https://www.unifg.it/it/terza-missione/partnership-e-collaborazioni/impredi</a>	Real time update



					<a href="#">torialita-accademica-spin-e-start</a>	
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)	<a href="https://www.unifg.it/it/terza-missione/valorizzare-la-ricerca/gestione-della-proprietà-intellettuale-brevetti/brevetti-unifg">https://www.unifg.it/it/terza-missione/valorizzare-la-ricerca/gestione-della-proprietà-intellettuale-brevetti/brevetti-unifg</a>	Update within 7 days of changes
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)/ Number of events related to each patent, knowhow and innovations (x year)</p> <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>- <a href="#">We make Future (Basilicata)</a></p> <p>The constant updating of the knowledge share platform allows us to fully exploit Unifg's innovative ideas covered by proprietary rights: <a href="https://www.knowledge-share.eu/proprietario/universita-degli-studi-di-foggia/">https://www.knowledge-share.eu/proprietario/universita-degli-studi-di-foggia/</a></p> <p>Confidentiality agreements aimed at exploiting patents</p>	<p><b>2022/2021</b></p> <p>1 / 2</p> <p>3 / 2</p>



				Number of UNIFG participants in the valorization events		15
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)	articles in the “innovation and research” section	<b>2022/2021</b>  27/43
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.	2021-2022-2023	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	Grant office Area:  - Foamille srl agreement - ABM Canadian company agreement  Research Area  DEMET Research Office  Department of Economics Research Office: <a href="https://www.economia.unifg.it/it/terza-missione/partnership-e-collaborazioni/convenzioni">https://www.economia.unifg.it/it/terza-missione/partnership-e-collaborazioni/convenzioni</a>	N. 2  N. 29  N. 7  N.6
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)	2021-2022-2023	Library System Area	No. open access articles published by UniFg researchers per year	Total Scopus data (open access publications)	N. 808

**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>	<p><a href="https://www.unifg.it/it/terza-missione/impegno-sociale-e-culturale/public-engagement">https://www.unifg.it/it/terza-missione/impegno-sociale-e-culturale/public-engagement</a></p> <p><a href="https://www.unifg.it/it/terza-missione/struttura-e-normativa/documenti-di-ateneo">https://www.unifg.it/it/terza-missione/struttura-e-normativa/documenti-di-ateneo</a></p>	<p>On average, over 20 communications of the most relevant events for the Community</p> <p>Each department constantly updates its website to communicate the most relevant activities</p> <p>On average, over 20 communications of the most relevant events for the Community</p>
				Number of initiatives promoted by the University aimed at promoting and disseminating the results of scientific research in the socio-	<p><a href="https://www.unifg.it/it/terza-missione/impegno-sociale-e-">https://www.unifg.it/it/terza-missione/impegno-sociale-e-</a></p>	<p><b>2022/2021</b></p> <p>280 / 0</p>



				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)	<a href="#">culturale/public-engagement</a>  Department of Economics  DEMeT  Medical and Surgical Department  Clinical and Experimental Med.Dept  DAFNE  Law Department  DISTUM	21/19   34/52  106/63  26/24  13/29  9/7  45/17
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)		0
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	Unifmag (online magazine): <a href="https://mag.unifg.it/age-nda">https://mag.unifg.it/age-nda</a>  RESEARCHERS' NIGHT 2022: <a href="https://www.unifg.it/it/1-anottedeiricercatori2022">https://www.unifg.it/it/1-anottedeiricercatori2022</a>	119       1



					Departmental Research Services	
					<b>Dip.to Giurisprudenza:</b> 48 Terza Missione + 20 Ricerca	68
					Dip.to <b>DAFNE:</b> n.15 attività per divulgazione scientifica	35
					n.5 attività-seminari e open lab-per la Notte dei Ricercatori n.5 eventi per il coinvolgimento dei cittadini nella ricerca n.10 attività per il coinvolgimento della scuola	
					Dip.to <b>DEMET:</b> 17 eventi	17
					Dip.to <b>DISTUM:</b> 6 eventi	6
					<b>Dip.to di Economia:</b> 22 eventi pubblicati al seguente link: <a href="https://www.economia.unifg.it/it/terza-missione/impegno-socio-culturale/public-engagement/eventi-pe-2022">https://www.economia.unifg.it/it/terza-missione/impegno-socio-culturale/public-engagement/eventi-pe-2022</a>	22





					<p><b>Dip.ti di Area Medica:</b> 15 eventi</p> <p>1)Biologia dei tumori – prof.ssa Domenica Mangieri 2) Dal crimine al laboratorio: sulle tracce della verità – A cura del gruppo di ricerca in Biochimica in collaborazione con i docenti di area giuridica prof.ri Pacelli, Piccoli,Agriesti, Capitano 3)Through the microscope glass/Attraverso il microscopio – prof.ssa Francesca Sanguedolce 4) BANG! Batteri buoni contro batteri cattivi: cronaca di una battaglia – a cura del gruppo di Biologia applicata 5) GioStrA – Giornate di studio per la cultura dell’inclusione e ai bisogni delle persone con disabilità – Baskin insieme: oltre il canestro Prof.ssa Annamaria Petito speaker - 21/11/2022</p>	15
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					<p>6) WellBeethon, La Maratona del benessere – Benessere psicologico – Alla ricerca delle risorse personali Prof.ssa Annamaria Petito speaker - 13/10/2022</p> <p>7) Bootcamp – Studiare la creatività per liberare il genio che è in noi Prof.ssa Annamaria Petito speaker - 13/05/2022</p> <p>8) Sotto una nuova luce: gusto, ricerca e respiro Fondazione Ricerca Fibrosi Cistica Delegazione di Alberobello Prof. O.Laselva – 19/11/2022</p> <p>9) OPERAZIONE “SCUOLE SICURE- Gli effetti dell’uso delle sostanze stupefacenti in età evolutiva; Relazione dal titolo: ”Aspetti tossicologici dell’assunzione di sostanze stupefacenti e psicotrope.” Prof.ssa Morgese – 16/12/2022</p> <p>10) Corso di formazione per docenti:</p>	
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					<p>ottobre 2021- aprile 2022 “L’educazione secondo Papa Francesco: dalle riflessioni pedagogiche alle pratiche educative” Il valore della persona – prof.ssa Cristiana Simonetti</p> <p>11) Il diabete mellito: molto più di una pandemia Club UNESCO Alberona e Unitrè Lucera 13/11/2022</p> <p>12) Vaccinazione COVID – Open day per offerta vaccino Novavax Punto vaccinale popolazione osp. D’Avanzo 2/03/2022 Proff.ri Prato, Fortunato, Martinelli</p> <p>13) Le tue mani per la vita, manovre di distruzione in età pediatrica 12/07/2022 Officine Amigioniane APS, San Giovanni Rotondo – prof. ssa. Martinelli Lucia Sim-U-Med – Polo Biomedico</p> <p>14) Attività previste nell’ambito della</p>	
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					<p>convenzione UNIFG-Liceo Volta - percorso "BiolaB" 7/02/2022          Proff.ri Fiocco/Vinci          15) Summer School: GEMEDIC Gestione delle emergenze medico chirurgiche –Gestione delle vie aeree pediatriche e dell'adulto, gestione dell'insufficienza respiratoria, dello shock emorragico, dell'arresto cardiaco, politrauma e della nutrizione nel paziente critico. Simulazioni ad alta fedeltà con manichini e strumenti altamente performanti, giochi educativi, lezioni teoriche e pratiche di docenti italiani ed europei.          Sim-U-Med – Polo Biomedico – 3/10 ottobre 2022</p>	
09.04	Encourage exchange to and from the territory by creating tools for disseminating news regarding research, scientific dissemination and in-depth study.	2021-2022-2023	Communication Area	No. of news published for year	<p>Web radio  <a href="https://www.unifg.it/it/web-radio-e-tv-unifg">https://www.unifg.it/it/web-radio-e-tv-unifg</a></p> <p>Unifgmag  <a href="https://mag.unifg.it/">https://mag.unifg.it/</a></p>	<p>n. 2 podcast</p> <p>n. 192 articoli</p>



09.05	To add an HR banner at the bottom of all outgoing UniFg emails	2021-2022-2023	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	2021-2022-2023	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		Not already done
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	Membership of the Network of Universities and Research Centers for Public Engagement (APEnet) <a href="https://www.unifg.it/it/terza-missione/impegno-sociale-e-culturale/public-engagement">https://www.unifg.it/it/terza-missione/impegno-sociale-e-culturale/public-engagement</a>	Y
09.09	To promote maximum transparency in University procedures, through the use of open databases available on the institutional website	2021-2022-2023	Transparency, Anticorruption and Training Area  Web applications unit	Y/N		Y
<b>10. Non Discrimination</b>						
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	2021-2022-2023	Unique Guarantee Committee (CUG)	Number of complains for discriminatory activities (x+1 year)/		<b>2022/2021</b>  0/0



	all possible sources of discrimination related to age, disability, sexual orientation, race, religion and personal convictions.		Communication Area	Number of complaints 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)	- a Counselor was appointed - C. P. in collaboration with Impegno Donna organization - C. P. for the Unifg Counselor - questionnaire on mobbing and presentation of its report in government bodies - photo exhibition on 8 March, International women's day	5/8
10.02	Creation of a plan for home-work travel	2022	Third Mission Area	Y/N	- Link: <a href="#">Piano degli Spostamenti Casa Università   Università di Foggia (unifg.it)</a>  <a href="https://piao.dfp.gov.it/node/7591">https://piao.dfp.gov.it/node/7591</a>  - The PIAO includes strategies for enhancing work by objectives also through smart working	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		Y



10.05	Strengthening the counseling and psychotherapy service by activating an anti-violence service	2021	Unique Guarantee Committee (CUG)  Communication Area	No. of the service users for year	The service is managed by the Psychological Listening Center under an agreement signed in the year 2020. The service started in 2022	1
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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	<a href="http://PICA - Università degli studi di Foggia (cineca.it)"><u>PICA - Università degli studi di Foggia (cineca.it)</u></a>	Y
12.02	Reporting in the selection notices a note that recalls the principles of C&C	2021-2022-2023	Human Resource Area  Area Affari Legali	Y/N		Y
12.03	Translating 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.	2021-2022-2023	Research Area – HR Strategy Unit	Y/N		Assignment procedure started

**13. Recruitments**

**14. Selection**

**15. Transparency**

**16. Evaluation of merit**



<b>17. Variations in the chronology of the curriculum vitae</b>						
<b>18. Recognition of the mobility experience</b>						
<b>19. Recognition of qualifications</b>						
<b>20. Seniority</b>						
<b>21. Post-doctoral nomination</b>						
<i>Area 3. Working conditions and social security</i>						
<b>22. Recognition of the profession</b>						
<b>23. Research environment</b>						
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 Area System	No. mail sent for year	An information page on the University of Foggia databases was created: <a href="https://opac.unifg.it/SebinaOpac/article/banche-dati/banche_dati">https://opac.unifg.it/SebinaOpac/article/banche-dati/banche_dati</a>	Many mail sent to teachers and researchers mailing lists and many information were sent 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 of the HR strategy and which acts as a link with all the administrative offices involved.	2021	General Manager Human Resource Area	Y/N		Y





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		0
<b>24. Working conditions</b>						
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)	Wellbeing project: Pro.be (04/02/2022) <a href="https://www.unifg.it/en/university/health-safety-and-wellbeing/wellbeing-project">https://www.unifg.it/en/university/health-safety-and-wellbeing/wellbeing-project</a>  Communication Area events	<b>2022/2021</b>  1 / 2   7/3
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)		The service was not provided
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 – HR Strategy Unit	Y/N		N
<b>25. Stability and continuity of work</b>						
<b>26. Funding and salary</b>						
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	Number of departmental calls for the promotion of		<b>2022/2021</b>



			and project management	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)	No research fund for this action was allocated	0/7  0/11  0/6
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 currently underway
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		N
<b>27. Gender balance</b>						
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	Gender equality:  <a href="https://www.unifg.it/it/ateneo/organizzazione/organizzazioni">https://www.unifg.it/it/ateneo/organizzazione/organizzazioni</a>	0,7



				<p>collegial bodies (x year)</p> <p>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)</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>	<p><a href="#">ateneo/altri-organizationali-di-ateneo/comitato-unico-di-garanziale-pari-opportunita-la-valorizzazione-del-benessere-di-chi-lavora-e-contro-le-discriminazioni/bilancio-di-genere</a></p>	<p>1,23</p> <p>0,76</p>
<b>28. Professional development</b>						
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.	2021-2022-2023	General Manager Human Resource Area	No. of national and international research projects supported by the Grant Office and financed on competitive calls per year		6
28.02	Developing and improving the skills of early career researchers on how to build a successful research project proposal.	2021-2022-2023	Grant Office		•#HorizonEU dall'idea al Progetto Webinar	N events: 5



				<p>No. events for year</p> <p>No. participants for year</p>	<p>(11 gennaio 2022)</p> <ul style="list-style-type: none"> <li>• Innovation Talk “Futurismo” (10 marzo 2022)</li> <li>• Food Economy San Severo (11 marzo 2022)</li> <li>• Innovation and Knowledge Transfer</li> <li>• Master Class sui Progetti Interreg 2021-2027 (15 giugno 2022 in presenza) (4 novembre 2022 online)</li> </ul> <p>- Corso APRE "Le opportunità nei WP 2023-24 con focus su ERC E Cluster 6 Food, Bioeconomy, natural resources, agriculture and environment" (6 dicembre 2022) <a href="https://www.unifg.it/it/ricerca/finanziamenti-alla-">https://www.unifg.it/it/ricerca/finanziamenti-alla-</a></p>	<p>No participants: 43</p> <p>N. events: 2</p> <p>No total participants: 110</p> <p>(No participants: 60)</p>
			Research Area			



					<p><a href="#">ricerca/finanziamenti-internazionali</a></p> <p>-Corso APRE on line: "Il Programma Horizon Europe: aspetti legali e finanziari e procedure di presentazione delle proposte progettuali" (30 giugno 2022)  <a href="https://www.unifg.it/sites/default/files/2022-06/Programma_Seminario_UNIFG%20%281%29_1.pdf">https://www.unifg.it/sites/default/files/2022-06/Programma_Seminario_UNIFG%20%281%29_1.pdf</a></p>	(No participants: 50)
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>An information page on contracts was created and it is constantly updated:</p> <p><a href="https://opac.unifg.it/SebinaOpac/article/pubblicare-in-open-access-accordi-congli-editori/open_access_pubblicare">https://opac.unifg.it/SebinaOpac/article/pubblicare-in-open-access-accordi-congli-editori/open_access_pubblicare</a></p> <p><a href="https://opac.unifg.it/SebinaOpac/article/i-contratti-trasformativi/open_access_contratti">https://opac.unifg.it/SebinaOpac/article/i-contratti-trasformativi/open_access_contratti</a></p>	



					Le novità di Web of Science e InCites nel 2022 (15/12/2022)	1 webinar
28.03	To create a document translation and revision / manuscript editing service, in collaboration with the CLA	2021	CLA	Y/N	<a href="#">Servizio traduzioni e revisioni   Università di Foggia (unifg.it)</a>	Y
28.04	To active actions for the accessibility and use of full text bibliographic resources even off campus	2021-2022-2023	Library Area System  Web application Unit	Y/N	-VPN activation and support service for the database use and configuration for federated access via institutional credentials (IDEM) - A project which aims to assist researchers on the implementation of <i>off-campus</i> access	Y
<b>29. Value of mobility</b>						
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	Clarification: All doctoral students, with and without scholarship, have to do a mobility period for at least 100 days	XXXV cycle 6/57 (2nd year done)  XXXVII cycle 3/76 (1st year done)
29.03	Monitoring of incoming and outgoing visiting professors	2021-2022-2023	International Relations Area	Number prof/researcher outgoing for a.a.*		61 otgoing  10 incoming



				Number prof/researcher incoming per a.a.*		
29.04	Enhancement of the English version of the University website (currently limited to a few essential information).	2022	Communication Area	Y/N		Y
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		N
29.06	Creation of a full English page relating to the University HR strategy and its continuous updating	2022	Research Area - Unit HR	Y/N	Link: <a href="#">Human Resources Strategy For Research – Excellence In Research (HRS4R)   Università di Foggia (unifg.it)</a>	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.	2022	Research Area Unit HR	No. incoming researchers who used Euraxess desk services for year  No. outgoig researchers who used Euraxess desk services for year	Unifg contact point Euraxess was activated in May 2021	0  0
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 – HR Strategy Unit	No.visualization for year	Web page was not created	0



29.09	Encourage direct calls from researchers and professors from foreign universities and research bodies	2022	Human Resource Area	% direct calls for year		1,61%
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		20
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	5/14 in one PhD course	0,4%
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.	2022	International Relations Area	No. personal TA in mobility for year		11
<b>30. Access to professional orientation</b>						
<b>31. Intellectual Property Rights</b>						
<b>32. Co-autor</b>						
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	2022	Research Area	Y/N	PRA Call 2022 <a href="https://www.unifg.it/it/ricerca/opportunita-la-ricerca/finanziamenti-di-ateneo/finanziamento-dei-progetti-di-ricerca-pra-2022">https://www.unifg.it/it/ricerca/opportunita-la-ricerca/finanziamenti-di-ateneo/finanziamento-dei-progetti-di-ricerca-pra-2022</a>	Y
<b>33. Teaching</b>						





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		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		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*	TILD Project (TeachIng and Learning Development) Course for newly recruited researcherrs and upgrade  It was not possible to have sepeate data for the two different groups. The courses were attended between years 2022 and 2023	N. 2  90%
33.06	Economic remuneration for the teaching activities of researchers	2021-2022-2023	Human Resource Area	Number of paid researchers / Number		0/55



				of researchers in service		
<b>34. Complaints and appeals</b>						
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)		Not available
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.	2021-2022-2023	Research Area - Unit HR	No. of proposals / suggestions / complaints from researchers per year		Not available
<b>35. Participation in decision-making bodies</b>						
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' representative</p>	<p>The University of Foggia Statute does not provide for the representation of research fellows in the Department Councils nor for the representation of doctoral students in the Academic Senate</p> <p>In each Doctoral Program Board there is a representative of the PhD Students</p>	<p>0</p> <p>0</p> <p>0</p>



				s (x+1 year)/ Number of PhD students in Academic Senato		
<i>Area 4. Training</i>						
<b>36. Relations with supervisors</b>						
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		N
<b>37. Supervision and management duties</b>						
<b>38. Continuing professional development</b>						
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)		<b>2022/2021</b>  33 / 23  26 / 22
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).	2021-2022-2023	Lifelong Learning Center (CAP)	No. financed projects for year  No. participants for year		0



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	Training seminar on scientific dissemination techniques – Prof. Rocco Dedda (25.11.2022) <a href="https://www.unifg.it/it/ateneo/salute-sicurezza-benessere/progetto-benessere-probe/bootcamp-mab-lab">https://www.unifg.it/it/ateneo/salute-sicurezza-benessere/progetto-benessere-probe/bootcamp-mab-lab</a>	1 seminar  18 participants (PhD students)
<b>39. Access to Research Training and Continuous Development</b>						
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)	<b>Research Area</b> 1)English language course for the achievement of the certification (B1; B2; C1; C2; IELTS)  APRE Online seminars:  -Corso APRE: "Le opportunità nei WP 2023-24 con focus su ERC E Cluster 6 Food, Bioeconomy, natural resources, Agriculture and environment" 06/12/2022	<b>2022/2021</b>  5 language courses  26 / 27 researchers          3 / 2



					<p><a href="https://www.unifg.it/it/ricerca/finanziamenti-alla-ricerca/finanziamenti-internazionali">https://www.unifg.it/it/ricerca/finanziamenti-alla-ricerca/finanziamenti-internazionali</a></p> <p>Corso APRE: "Il Programma Horizon Europe: aspetti legali e finanziari e procedure di presentazione delle proposte progettuali" 30 giugno 2022</p> <p><a href="https://www.unifg.it/sites/default/files/2022-06/Programma_Seminario_UNIFG%20%281%29_1.pdf">https://www.unifg.it/sites/default/files/2022-06/Programma_Seminario_UNIFG%20%281%29_1.pdf</a></p> <p>SEMINARIO ILLUSTRATIVO "Progetti di Ricerca di Rilevante Interesse Nazionale" 10 marzo 2022</p> <p><a href="https://www.unifg.it/sites/default/files/2022-03/prin-2022-presentazione-unifg.pdf">https://www.unifg.it/sites/default/files/2022-03/prin-2022-presentazione-unifg.pdf</a></p>	<p>No participants: 60</p> <p>No participants: 50</p> <p>No participants: 70</p>
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					<p><b>Library Area System</b> Online events</p> <p><b>Medical Area Departments:</b></p> <p><b>Dottorato Medicina Traslazionale e Management dei sistemi sanitari</b> Linguistica: prof.ssa Centonze Laura Informatica – prof. Gallo C. Gestione della ricerca, della conoscenza dei sistemi di ricerca e dei sistemi di finanziamento – Area Economica – prof. De Pascale G. Area Medica – prof.ssa Maffione A.B. Valorizzazione dei risultati della ricerca e della proprietà intellettuale Area Economica – prof. Sardaro R. Area Medica – prof. Giuliani M.</p>	<p>3 / 2</p> <p>Seminars/courses: 17(anno 2022)/ 10 (anno 2021)</p>
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					<p><b>Dottorato in Scienze e Tecnologie innovative per la salute</b></p> <p>Linguistica: prof. Di Biase L. Informatica – dott.ssa Cincione P Gestione della ricerca, della conoscenza dei sistemi di ricerca e dei sistemi di finanziamento – Area Economica – prof. La Sala P. Area Medica – prof.ssa Gigante M./prof.ssa Scioscia G.</p> <p>Valorizzazione dei risultati della ricerca e della proprietà intellettuale Area Economica – prof. Sardaro R./prof. La Sala P. Area Medica – prof. Gelardi M./prof. La Sala P./prof.ssa Labianca M./prof. Di Biase L</p>	<p>No participants: XXXVI ciclo 11 XXXVII ciclo 15</p>
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					<p><b>Dipartimento DAFNE</b></p> <p>Ciclo di 6 seminari - I sistemi informativi geografici e la pianificazione territoriale (dal 28.04.2022)</p> <p>Seminario tecnico: Birre artigianali made in Puglia (17.05.2022)</p> <p>3 seminari Erasmus+ International lectures (25-26.05.2022, 21.09.2022)</p> <p>La notte dei ricercatori – Open lab e Seminari tematici e didattici (30.09.2022)</p> <p>Alimentazione, comunicazione e salute (29.11.2022)</p> <p>La sostenibilità ambientale nella PAC 2023-2027. Nuovi obiettivi grazie all'agricoltura biologica? (30.11.2022)</p>	<p>Seminars/courses: 15 (anno 2022/ 60 (anno 2021)</p>
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					2 seminari – Quando le emozioni si trasformano in cibo (06.12.2022) – La dieta persona (07.12.2022)	
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	English language course for language certification	10/306 (4 totally financed by Unifg)
<b>40. Supervision</b>						

- Indicatore modificato rispetto alla strategia 2018-2020