



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 2023
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	Teaching staff recruitment procedures XXXIX cycle PhD students recruitment procedures: https://www.unifg.it/it/studiare/post-lauream/dottorati-di-ricerca/ciclo-xxxix Research Fellows recruitment procedures: https://www.unifg.it/it/ricerca/opportunita-la-ricerca/borse-attivita-di-ricerca https://www.unifg.it/it/ricerca/opportunita-la-ricerca/assegni-di-ricerca	2023/2022 0/67 0/10 0/72 0/28



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	<p>Legal Affairs Area</p> <p>Responsible of Data Protection</p> <p>Research Area</p> <p>Transparency, Anticorruption and Training Area</p> <p>General Affairs Area</p>	Y/N	<p>ricerca</p> <p>Creation of the Access and Privacy Consultancy Unit: https://www.unifg.it/it/gov/organizationunit/131670</p>	Y
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)	https://www.unifg.it/it/ricerca/opportunita-la-ricerca/finanziamenti-di-ateneo/pubblicazioni-scientifiche-anno-2023	2023/2022 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)	https://fair.unifg.it/	2023/2022 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)	https://www.researchgate.net	2023/2022 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: 01/Politica%20della%20Qualita%CC%80%20della%20Terza%20Missione%20dell'E2%80%99Universita%CC%80%20di%20Foggia_Nov2021_0.pdf	Not available
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)	https://www.unifg.it/it/terza-missione/partnership-e-collaborazioni/impredi	Real time update



					torialita-accademica-spin-e-start	
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)	https://www.unifg.it/it/erza-missione/valorizzare-la-ricerca/gestione-della-proprietà-intellettuale-brevetti/brevetti-unifg	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>The constant updating of the knowledge share platform allows us to fully exploit Unifg's innovative ideas covered by proprietary rights: https://www.knowledge-share.eu/proprietario/universita-degli-studi-di-foggia/</p> <p>Confidentiality agreements aimed at exploiting patents</p>	<p>2023/2022</p> <p>4/3</p>



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. 884
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>https://www.unifg.it/it/terza-missione/impegno-sociale-e-culturale/public-engagement</p> <p>https://www.unifg.it/it/terza-missione/strutture-e-normativa/documenti-di-ateneo</p>	<p>Each department constantly updates its website to communicate the most relevant activities</p>
				Number of initiatives promoted by the University aimed at	https://www.unifg.it/it/terza-	<p>2023/2022</p> <p>182 / 280</p>



				<p>promoting and disseminating the results of scientific research in the socio-economic context of reference, as well as national and international (x+1 year)/</p> <p>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)</p>	<p>missione/impegno-sociale-e-culturale/public-engagement</p> <p>https://www.unifg.it/it/lacittachevorrei</p>	<p>Department of Economics 5/21</p> <p>DEMeT 0/34</p> <p>Medical and Surgical Department 0/106</p> <p>Clinical and Experimental Med.Dept 0/26</p> <p>DAFNE 13/13</p> <p>Law Department 10/9</p> <p>DISTUM 80/45</p>
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	<p>Communication Area</p> <p>Third Mission Area</p> <p>Research Area</p>	No. events for year	<p>"La città che vorrei" grande iniziativa di promozione della divulgazione scientifica e culturale finanziata dal MUR con oltre 50 eventi dislocati nel centro storico cittadino:</p>	N.1



			Departmental Research Services		<p>https://www.unifg.it/it/1acittachevorrei</p> <p>DAFNE: https://www.crea.gov.it/web/ingegneria-e-trasformazioni-agroalimentari/-/il-crea-al-5%C2%B0-workshop-sull-innovazione-nella-meccanica-e-nell-impiantistica-applicata-ai-biosistemi-agro-alimentari-e-forestali</p> <p>Medical Dep.:</p> <ul style="list-style-type: none">• La Regata del Respiro Screening Pneumologico Gratuito - Veleggiata (27-28.05.2023)• Recenti Progressi in Allergologia ed Immunologia Clinica Congresso Annuale della Scuola Allergologica Barese (29-30.09.2023)• 1° GIORNATA GINECOLOGICA DI FOGGIA (05.10.2023)• Epatologia Clinica 2023. Approccio	<p>N. 1 workshop</p> <p>N. 10 events</p>
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					<p>olistico al paziente con malattie del fegato (21-22 settembre 2023)</p> <ul style="list-style-type: none">• Clinical Cardiology 2023 (29-30.09.2023)• La Disforia di Genere. Presentazione di un percorso (20.07.2023)• Manovre di Disostruzione pediatrica. “Service Multidistrettuale Lions” (11.03.2023)• Dopo la terapia di prima linea: Attuali strategie terapeutiche nei pazienti ematologici (24-25.03.2023)• “Incontri con l’Esperto”: rassegna della Chirurgia pugliese a Troia (9-10.06.2023)• III Tour Dono per la Vita. Giro del Sud. Donare gli organi è un grande gesto di nobiltà e generosità (13.04.2023) <p>Dep. of Economics: 23 - 27 Gennaio 2023 Settimana Horizon Europe 2023</p> <p>9 Marzo 2023</p>	N. 12 events
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					<p>Competenze di finanza e sostenibilità alla portata di tutti</p> <p>14 Aprile 2023 Geonight</p> <p>21 Aprile 2023 Nuove frontiere di performance management in ambito pubblico. Riflessioni teoriche ed evidenze empiriche d'avanguardia</p> <p>5 Maggio 2023 La filiera del carciofo: aspetti economico-ambientali</p> <p>10 Maggio 2023 La filiera corta che tesse la rete e promuove la transizione inclusiva e green</p> <p>18 Ottobre 2023 Le relazioni tra politica, economia e giornalismo</p> <p>15 Novembre 2023 Progettare eterne organizzazioni</p>	
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					<p>16 Novembre 2023 Per una Economia Civile</p> <p>22 Novembre 2023 L'economia della Puglia: aggiornamento congiunturale e aspetti strutturali</p> <p>6 Dicembre 2023 Imprenditoria etica e benessere interno lordo</p> <p>19 Dicembre 2023 The Intelligence - Intelligenze umane e sostenibilità ambientale tra magia e scienza</p> <p>DEMeT: Il disseccamento degli ulivi in Puglia. Evidenze, contraddizioni, anomalie, scenari. Un punto di vista geografico</p> <p>Città dell'Olio - VI Giornata nazionale</p> <p>Cambiamento climatico e disseccamento degli ulivi.</p>	<p>N. 11 events</p>
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					<p>Incontro con Ministro delle Infrastrutture, Ambiente e Pianificazione territoriale e della Repubblica del Kosovo, S.E. Liburn Aliu e l'Ambasciatore del Kosovo in Italia, S.E. Lendita Haxhitasim</p> <p>Partecipazione al programma televisivo Pomeriggio Sud dell'emittente Antenna Sud - Prof. G.M. Cappelletti</p> <p>XXXVII Edizione di Futuro Remoto Scuole in STEM – Laboratori didattici</p> <p>Dialoghi sull'Intelligenza Artificiale all'UniFG</p> <p>OLIO IN BLOCKCHAIN</p> <p>Puglia Digital House</p> <p>Laboratorio: Dialogo con i grandi Matematici del passato</p>	
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					con l'intelligenza artificiale Law Department: https://www.giurisprudenza.unifg.it/it/tutte-le-iniziative/giocare-con-altri-dadi-tutto-diversi-dalle-leggi-riflessioni-sulla-giustizia https://www.giurisprudenza.unifg.it/it/tutte-le-iniziative/religion-and-comprehensive-security-final-meeting-recose https://www.giurisprudenza.unifg.it/it/tutte-le-iniziative/consultation-draft-toolkit-forb-and-interreligious-and-interfaith-dialogue-and https://www.focusinternazionale2023.it/	N. 4 events
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	Web radio https://www.unifg.it/it/web-radio-e-tv-unifg Unifmag https://mag.unifg.it/	n. 21 podcast n. 5



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 but the action is currently underway
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) https://www.unifg.it/it/erza-missione/impegno-sociale-e-culturale/public-engagement	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
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	2021-2022-2023	Unique Guarantee Committee (CUG) Communication Area	Number of complains for discriminatory activities (x+1 year)/ Number of complains	Predisposto e pubblicato il PAP	



	all possible sources of discrimination related to age, disability, sexual orientation, race, religion and personal convictions.			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)	https://www.unifg.it/site/default/files/2023-01/pap-2022-2024.pdf Nomina Consigliera di fiducia: https://www.unifg.it/it/ateneo/organizzazione/organi-di-ateneo/altri-organi-centrali-di-ateneo/comitato-unico-di-garanzia-le-pari-opportunita-la-valorizzazione-del-benessere-di-chi-lavora-e-contro-le-discriminazioni/consigliera-di-fiducia	2
10.02	Creation of a plan for home-work travel	2022	Third Mission Area	Y/N	- Link: Piano degli Spostamenti Casa Università Università di Foggia (unifg.it) https://piao.dfp.gov.it/node/7591 - 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	2021-2022-2023	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	4
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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	PICA - Università degli studi di Foggia (cineca.it)	Y
12.02	Reporting in the selection notices a note that recalls the principles of C&C	2022	Human Resource Area Area Affari Legali	Y/N		Y
12.03	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.	2023	Research Area - Unità Strategia HR	Y/N	https://www.unifg.it/en/university/regulations-and-announcements/legislations/general-regulations	SI

13. Recruitments

14. Selection

15. Transparency

16. Evaluation of merit



17. Variations in the chronology of the curriculum vitae						
18. Recognition of the mobility experience						
19. Recognition of qualifications						
20. Seniority						
21. Post-doctoral nomination						
<i>Area 3. Working conditions and social security</i>						
22. Recognition of the profession						
23. Research environment						
23.01	To send emails with information on: Bibliographic resources and databases; Opportunity for publications in Open Access; Any information on tools and products acquired from the Library System Area that may be useful to researchers	2021-2022-2023	Library Area System	No. mail sent for year	<ul style="list-style-type: none"> - Information sessions held at departments and emails sent both to researchers mailing list and to individuals on specific requests. - Meetings with doctoral students aimed at training on the use of databases. - An information page on the 	About 10 mail



					University of Foggia databases was created: https://opac.unifg.it/SebinaOpac/article/banche_dati/banche_dati https://opac.unifg.it/SebinaOpac/article/pubblicare-in-open-access-accordi-congli-editori/open_access_pubblicare https://opac.unifg.it/SebinaOpac/article/i-contratti-trasformativi/open_access_contratti	
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	https://www.unifg.it/it/ugov/organizationunit/131732	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
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)	Number of events for equal opportunities promotion (x+1)	International women's day (08/03/2023)	2023/2022 3 / 1



			Communication Area	year)/ Number of events for equal opportunities promotion (x year)	A red bench (27/11/2023) Seminar " Gender-based violence: bodies, words, and emotions, telling femicide today " (29/11/2023)	
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
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)/	No research fund for this action was allocated	2023/2022 0/0 0/0



				Numbers participants calls (x year)		0/0
				Numbers winners (x+1 year)/ Numbers winners (x year)		
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
27. Gender balance						
27.01	Examination of the UniFg human resources composition by 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)	Gender equality: https://www.unifg.it/it/ateneo/organizzazione/organismi-centrali-di-ateneo/comitato-unico-di-garanziale-pari-opportunita-la-valorizzazione-del-benessere-di-chi-lavora-e-contro-le-discriminazioni/bilancio-di-genere	2023/2022 1 / 0,7 1,32 / 1,23



				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)		1 / 0,76
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.	2021-2022-2023	General Manager Human Resource Area	No. of national and international research projects supported by the Grant Office and financed on competitive calls per year		15
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	No. events for year	<ul style="list-style-type: none"> • Ora più che mai serve Ambizione. Alziamo l'obiettivo. L'innovazione oltre la forma (20 Gennaio 2023) • Connessioni, non è solo il concept dell'evento, è un invito all'azione! (22 febbraio 2023) 	<p>N events: 5</p> <p>No participants: 69</p>



				No. participants for year	<ul style="list-style-type: none">• Apply Now - Gestione della ricerca e della conoscenza dei sistemi di ricerca europei e internazionali (7 giugno 2023)• Apply Now - Valorizzazione e disseminazione dei risultati, della proprietà intellettuale e dell'accesso aperto ai dati e ai prodotti della ricerca (21 giugno 2023)• Sulla Stessa Barca. Famiglie imprenditoriali alla prova del passaggio generazionale in azienda (14 Giugno 2023) <p>https://www.unifg.it/ricerca/opportunita-la-ricerca/strategia-delle-risorse-umane-la-ricerca-hrs4r/eventi</p>	
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			Research Area		<p>Percorso formativo sulla Progettazione Europea ReactEU</p> <ul style="list-style-type: none"> Fondi Europei e programmazione 2021-2027 (13/11/2023) Panoramica delle opportunità di finanziamento (23/11/2023) Tecniche e metodi per la redazione di progetti – I Modulo (14/12/2023) 	<p>N. 3 events</p> <p>No total participants: 88</p>
28.03	Improvement of the knowledge of researchers and doctoral students regarding the possibility of publishing with open access through transformative contracts	2021-2022-2023	Library Area System	<p>No. events for year</p> <p>No. participants for year</p>	<p>Webinar organized with the editors:</p> <ul style="list-style-type: none"> Web of Science - Applicazioni avanzate (21/06/2023 ore 10:00) L'edizione 2023 del Journal Citation Reports (05/07/2023 ore 15:00) Editore Springer - How to write a scientific paper (26/09/2023 ore 11:00) 	<p>N. 3 online events</p> <p>(No. of participants not available)</p>
28.03	Create a document translation and revision / manuscript editing service, in collaboration with the CLA	2021	CLA	Y/N	Servizio traduzioni e revisioni 	Y



					Università di Foggia (unifg.it)	
28.04	Implementation of 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
29. Value of mobility						
29.01	Monitoring 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	XXXVI cycle 7/61 (3rd year done) XXXVII cycle 5/76 (2nd year done) XXXVIII cycle 0/166 (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.* Number prof/researcher incoming per a.a.*		85 outgoing 8 incoming
29.04	Enhancement of the English version of the University website (currently limited to a few essential information).	2023	Communication Area	Y/N		Y
29.05	Enhancement of the English version of the website of each Department (currently limited to a few essential	2023	Department Area Research	Y/N	CINECA UNIFIND package bought	Action currently underway



	information) with the creation of a summary page showing, for each researcher, the main lines of research					
29.06	Creation of a full English page relating to the University HR strategy and its continuous updating	2021-2022-2023	Research Area - Unit HR	Y/N	Link: Human Resources Strategy For Research – Excellence In Research (HRS4R) Università di Foggia (unifg.it)	Y
29.07	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.	2022-2023	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 actived 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		Action currently underway
29.09	Encourage direct calls from researchers and professors from foreign universities and research bodies	2021-2022-2023	Human Resource Area	% direct calls for year		6,45 %
29.10	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		20



				No. participants for year		
29.11	Promote the attractiveness of doctoral courses also through special places reserved for doctoral students graduating abroad.	2021-2022-2023	Higher Education and Advanced Studies Area	% of PhD students who have graduated abroad for year	4/16 in one PhD course	0,25%
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.	2021-2022-2023	International Relations Area	No. personal TA in mobility for year		20
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	2022	Research Area	Y/N	https://www.unifg.it/sites/default/files/2023-11/fondo-pra-20203-bando.pdf	Y
33. Teaching						
33.01	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		Y
33.02	Monitoring 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	Number participants for PhD cycle		not available



			Human Resource Area	Number of credits (hours) addressed to the PhD training for teaching /Total number of credits		
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*	Online course (55 lessons in total) Four-hour in-person training workshops (on November 9th and 23rd, 2023) for researchers who underwent role transition Training for researchers hired or who changed roles in 2022.	10 training courses N. 2 workshops 93% 100%
33.06	Economic remuneration for the teaching activities of researchers	2021-2022-2023	Human Resource Area	Number of paid researchers / Number of researchers in service		0/34
34. Complaints and appeals						
34.01	Considering the PAP - Section C on the Organization Wellbeing, Axis III, the CUG proposes to start, experimentally, a "Counselling point" open to staff and students	2021-2022-2023	Unique Guarantee Committee (CUG)	Number of staff/students who took advantage of the Counselling Point (x+1 year)/ Number of staff/students who took advantage of the Counselling Point (x year)		2023/2022 180 / data 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	
35. Participation in decision-making bodies							
35.02	Verify the implementation of articles of the statute in the regulations of the individual departmental structures.	2021-2022-2023	General Area	Affairs	<p>Number of departments with fellows representative (x+1 anno)/ total number</p> <p>Number of PhD students in the Academic Senate (x+1 year)/ Number of PhD students in the Academic Senate (x year)</p> <p>Number of PhD courses PhD students' representatives (x+1 year)/ Number of PhD students in Academic Senato</p>	<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>	
Area 4. Training							
36. Relations with supervisors							
36.01	Creation of a handbook for doctoral students and young researchers and their supervisors ("University Charter for Doctoral Students and Supervisors") which defines their rights and duties on the basis of the general principles of the	2021	Research Area – Unit HR	Y/N		Action currently underway	



	European Charter for Researchers. The handbook must contain a complete copy of the C&C.					
37. Supervision and management duties						
38. Continuing professional development						
38.01	Increasing and strengthening 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)		2023/2022 48 / 33 Call still open / 26
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 program on European Projects ReactEU: • Fondi Europei e programmazione 2021-2027 (13/11/2023) • Panoramica delle opportunità di finanziamento (23/11/2023)	N. 3 seminar 264 participants (PhD students)



					• Tecniche e metodi per la redazione di progetti – I Modulo (14/12/2023)	
39. Access to Research Training and Continuous Development						
39.01	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	<p>Research Area - Research service and project management</p> <p>Third Mission Area</p> <p>Didactic Area and Students Service C.L.A.</p> <p>Library Area System</p>	<p>Number of seminars/courses/works hops (x+1 year)/ Number of seminars /courses/workshops (x year)</p> <p>Number of participants (x+1 year)/ Number of participants (x year)</p>	<p>English language courses for the achievement of the language certification</p> <p>Library Area System</p> <p>- Strumenti e servizi per le ricerche bibliografiche per i dottorandi di area economica (26 ottobre 2023)</p> <p>- Strumenti e servizi per le ricerche bibliografiche per i dottorandi di area umanistica (23 gennaio 2024)</p>	<p>2023/2022</p> <p>2 language courses</p> <p>26 / 37 researchers</p> <p>2 seminars</p> <p>5517 search sessions were conducted by the <i>discovery tool</i> (the only detectable access point), (Bibliographic searches are conducted from multiple access points and are not always detectable)</p>



39.02	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.	Number of participating from the administrative staff /Total number of administrative staff	English language course for language certification	10/332
40. Supervision						

- Indicatore modificato rispetto alla strategia 2018-2020