

11) ESTABLISHMENT OF THE STEERING COMMITTEE, WORKING GROUPS, AND
FOCUS GROUPS FOR THE “HUMAN RESOURCES STRATEGY FOR RESEARCHERS”
(HRS4R) OF THE UNIVERSITY OF FOGGIA

- TEXT OMITTED -

The Academic Board

WHEREAS the European Commission, in recognition of the commitment of the University of Foggia to promoting policies of human resources management which are consistent with the principles of the European Charter for Researchers, awarded the University of Foggia the “HR Excellence in Research” certification on March 10, 2010, and that this recognition has been maintained to date following periodic evaluations by external experts appointed by the European Commission;

CONSIDERING that, on March 27, 2025, the University of Foggia received an on-site visit from the team of European assessors, aimed at the renewal of the HR Excellence in Research Award;

WHEREAS on April 7, 2025, the consensus report of the on-site visit was notified through the dedicated portal of the European Commission;

TAKING INTO ACCOUNT that the report stated that the University of Foggia is, for the most part, adopting appropriate and high-quality actions, and that there is evidence demonstrating that the excellence of human resources in research is further consolidated, but that it is necessary, within two months from the notification of the report, to implement certain recommendations as well as to revise and update some documents;

ACKNOWLEDGING THAT, among the mandatory actions requested, the evaluation team has invited our University to establish a Steering Committee and one or more Working Groups to ensure an adequate system for implementing and monitoring the human resources strategy, as well as to ensure the broadest possible participation of both representatives of researchers at all career levels and the administrative staff;

CONSIDERING what was discussed at the meeting held on 06. 05. 2025 between the Governance of the University of Foggia and the involved parties (Rector’s Delegates, Managers, Administrative Managers, Departmental Delegates, etc.), on the possible composition of the Steering Committee and five Working Groups and on the functions to be assigned to them, as well as on the establishment of four Focus Groups of researchers belonging to the four different career profiles (R1, R2, R3, R4);

CONSIDERING the need to identify a criterion for selecting the representatives of the four Focus Groups (R1, R2, R3, and R4) to be included in the Working Groups;

HAVING SEEN the attached document,

APPROVES

- the establishment of the Steering Committee, the five Working Groups, as well as the four Focus Groups, as outlined in the document attached to these minutes under no. _____;
- the request to be sent to the Heads of Departments, asking them to identify, among the researchers affiliated with their departments, four individuals — each belonging to one of the four different career profiles (R1, R2, R3, R4) — to be involved in the Focus Groups;

- the criterion of career seniority for the selection of representatives of R1, R2, R3, and R4 to be included in the Working Groups.

This resolution is effective immediately, pursuant to Article 60, paragraph 3, of the University's General Regulations.

This resolution is assigned to the organizational units listed below for the relevant actions:

U.O.R.: Research Area – HR Strategy Unit

C.C.: Heads of Departments

THE SECRETARY

THE PRESIDENT