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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



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- 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



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Revision of functions of the Steering Committee, of the Technical Working Groups and definition of the role of the Focus Groups

As part of the Human Resources Strategy for Researchers (HRS4R), the University of Foggia provides for the revision of the functions of the Steering Committee and the Technical Working Groups, and defines the role of the Focus Groups as set out below.

STEERING COMMITTEE

The Steering Committee plays a crucial role in overseeing the implementation of the strategy, providing guidance, and ensuring alignment with the European Charter for Researchers and the Code of Conduct (C&C). It is essentially a group of high-level stakeholders responsible for making key decisions and providing strategic direction for the project.

Functions of the Steering Committee:

- **Supervising the HRS4R process:** it monitors the process to ensure consistency with the C&C principles throughout the implementation of the HRS4R strategy;
- **Providing guidance and directives:** it offers strategic guidance and support to the University Body for HR Excellence in Research and to all stakeholders involved in the implementation process;
- **Making key decisions:** it takes decisions on primary matters related to the implementation of the Strategy, such as the approval of the HR Action Plan and the list of indicators and actions for the OTM- R policy;
- **Ensuring alignment with strategic plans:** it regularly reviews progress and identifies areas for improvement, ensuring that the HRS4R project remains aligned with the overarching strategic objectives outlined in the University's Strategic Plan and in the Departmental Strategic Plans;
- **Reporting to governing bodies:** it informs the University's governing bodies (Academic Board, Board of Directors) and the internal University body for HRS4R about the progress of the HRS4R project and any particularly significant issues.

Composition of the Steering Committee:

- Rector
- Deputy Rector
- University Director General
- Rector's Delegate for HR Strategy
- Rector's Delegate for Personnel
- Rector's Delegate for Research
- Rector's Delegate for Public Engagement
- Rector's Delegate for International Relations
- Rector's Delegate for PhD Programs
- Rector's Delegate for the Library System
- Rector's Delegate for Gender and Inclusion Policies
- Rector's Delegate for University Strategic Planning
- Scientific Director of the Faculty Development Section of the Teaching Training Center
- Head of the Directorate for Research, Advanced Training, Internationalization, and Public Engagement
- Head of the Directorate for Strategic Management, Teaching, and Student Services
- President of the Quality Assurance Committee

➤ N. 5 TECHNICAL WORKING GROUPS

The Technical Working Groups (TWGs), composed of academic, research, and technical-administrative staff, collaborate in implementing the actions related to the HR Strategy and prepare the required documentation. They serve an operational function and are organized into **five** groups: four dedicated to each of the macro-areas corresponding to the principles of the European Charter for Researchers, and one focused on actions related to the principles of the Code of Conduct for the Recruitment of Researchers (OTM-R).

Functions of TWGs:

- **Monitoring, evaluating and proposing:** they monitor the progress made in implementing the Strategy through the assessment of the effectiveness of the measures adopted and implemented. They develop proposals for any necessary modifications and submit them to the HR Body for review and evaluation;
- **Engaging stakeholders:** they contact the people involved to ensure that their needs and opinions are taken into account;
- **Training and raising awareness:** they organize training activities and awareness campaigns to inform the academic community about the principles and practices of the HRS4R strategy;
- **Supporting Policy Development:** they contribute to creating and implementing policies with the purpose of improving the working environment for researchers, in line with the principles of the Charter and Code (C&C);
- **Reporting:** they draft periodic reports on progress and results achieved, to be presented to the governing bodies for HR;
- **Providing assistance to structures:** they provide assistance to the structures responsible for implementing the actions established by the HRS4R Action Plan and the OTM-R policy.

1. Technical Working Group on Ethics and Professional Aspects:

1. Director of the Division of Strategic Management, Education and Student Services
2. Rector's Delegate for HR Strategy
3. Rector's Delegate for Gender and Inclusion Policies
4. Head of the Division of Transparency, Anti-Corruption and Training
5. Representative of the Division of Legal Affairs
6. Data Protection Officer
7. Chair of the Committee for Equal Opportunities, Wellbeing at Work, and Anti-Discrimination
8. Head of the Division of General Affairs
9. Head of the Research and Project Management Service
10. Head of the HR Strategy Unit
11. Head of the Public Engagement
12. Delegate/Representative of the Delegates for the Public Engagement in the Area of Medical Sciences
13. Delegate/Representative of the Delegates for the Public Engagement in the Area of Agricultural Sciences
14. Delegate/Representative of the Delegates for the Public Engagement in the Area of Economics
15. Delegate/Representative of the Delegates for the Public Engagement in the Area of Legal Studies
16. Delegate/Representative of the Delegates for the Public Engagement in the Area of Humanities
17. Head of the Division of the Library System
18. Head of the Division of Communications (Web, social media, and web design administrative staff)
19. Web Radio Coordinator
20. Representative of R1 Researchers
21. Representative of R2 Researchers
22. Representative of R3 Researchers
23. Representative of R4 Researchers

2. Working Group on Recruitment and Selection Processes

1. Rector's Delegate for Personnel
2. Head of the Academic Staff and Social Security Division
3. Rector's Delegate for HR Strategy
4. Head of the HR Strategy Unit
5. Rector's Delegate for Doctoral Programs
6. Rector's Delegate for Research
7. Head of the PhD Programs, Scholarships, Contracts, and Research Grants Service
8. Director of the Division of Research, Advanced Training, Internationalization and Public Engagement
9. Head of the Division of International Relations–Erasmus
10. Representative of R1 Researchers
11. Representative of R2 Researchers
12. Representative of R3 Researchers
13. Representative of R4 Researchers
14. Director of the Division of Strategic Management, Education and Student Services

3. Working Group on Working Conditions and Social Security

1. Rector's Delegate for Gender and Inclusion Policies
2. Chair of the Committee for Equal Opportunities, Wellbeing at Work, and Anti-Discrimination

3. Rector's Delegate for HR Strategy
4. Rector's Delegate for Technology Transfer and Patents
5. Rector's Delegate for the Grant Office
6. Head of the HR Strategy Unit
7. Delegate/Representative of the Delegates for Research in the Medical Sciences Area
8. Delegate/Representative of the Delegates for Research in the Agricultural Sciences Area
9. Delegate/Representative of the Delegates for Research in the Economics Area
10. Delegate/Representative of the Delegates for Research in the Legal Studies Area
11. Delegate/Representative of the Delegates for Research in the Humanities Area
12. Representative of R1 Researchers
13. Representative of R2 Researchers
14. Representative of R3 Researchers
15. Representative of R4 Researchers
16. Rector's Delegate for Doctoral Programs
17. Head of PhD Programs, Scholarships, Contracts, and Research Grants Service

4. Working group on career advancement and training

1. Head of the Transparency, Anti-Corruption, and Training Area
1. Rector's delegate for the HR Strategy
2. Head of the HR Strategy Unit
3. Scientific Director of the Faculty Development Section of the Teaching Training Center and Lifelong Learning Center
4. Director of the University Language Center
5. Rector's Delegate for the Library System
6. Representative of R1 Researchers
7. Representative of R2 Researchers
8. Representative of R3 Researchers
9. Representative of R4 Researchers

5. Working group for the drafting and updating of the Open, Transparent, Merit-Based Recruitment Checklist

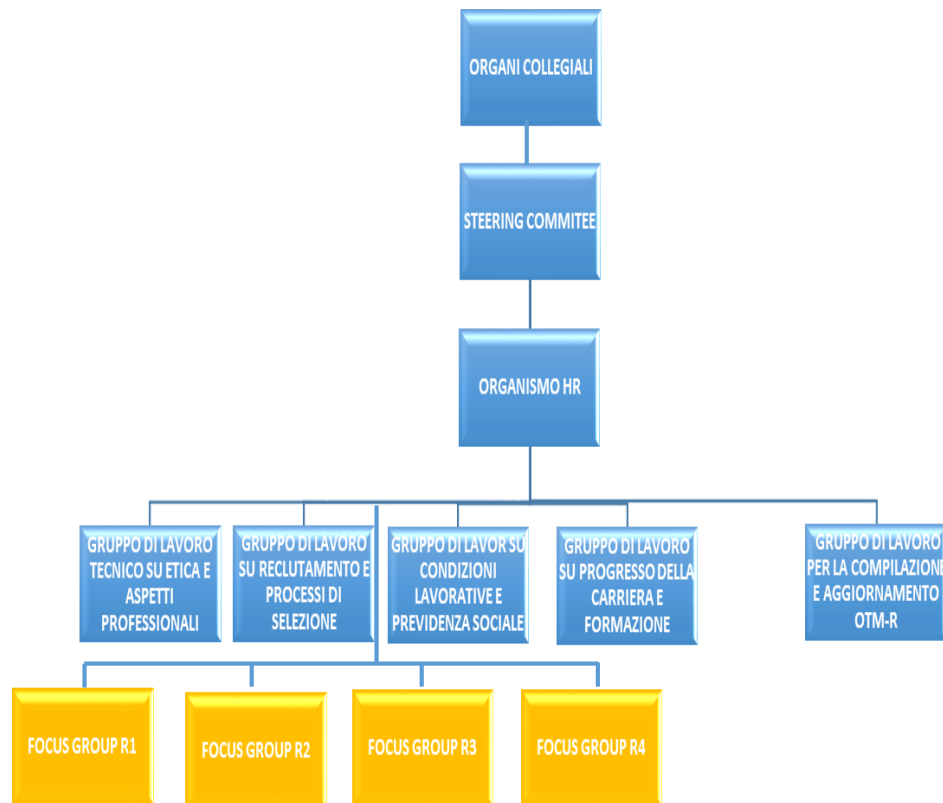
1. Head of the Evaluation and Quality Assurance Services
2. Rector's Delegate for HR Strategy
3. Director of the Division of Strategic Management, Education and Student Services
4. Director of the Division of Research, Advanced Training, Internationalization, and Public Engagement
5. Head of the Academic Staff and Social Security Division
6. Head of the HR Strategy Unit
7. Head of the University Press Office, Communication and University Events Service
8. Head of the Transparency, Anti-Corruption, and Training Area
9. Head of PhD Programs, Scholarships, Contracts, and Research Grants Service

FOCUS GROUP

Focus Groups play a key role in ensuring that the implementation of the HR strategy is participatory, effective, and consistent with the real needs of the academic community. They enable the active involvement of researchers, representing all career stages (R1–R4), in the planning, implementation, and monitoring phases of the strategy.

Functions of Focus Groups:

- **Identifying needs and critical issues** in the various areas through the preparation of an annual report;
- **Verifying the effectiveness** of the actions implemented and **formulating proposals** for any necessary adjustments;
- **Promoting a culture of continuous improvement** in working and research conditions;
- **Supporting internal communication** in order to facilitate understanding of the objectives and the value of the HRS4R.



- ORGANI COLLEGIALI --> COLLEGIAL BODIES
- COMITATO DIRETTIVO -->STEERING COMMITTEE
- ORGANISMO HR --> HR BODY
- GRUPPO DI LAVORO TECNICO SU ETICA E ASPETTI PROFESSIONALI -->TECHNICAL WORKING GROUPS ON ETHICS AND PROFESSIONAL ASPECTS
- GRUPPO DI LAVORO TECNICO SU RECLUTAMENTO E PROCESSI DI SELEZIONE --> TECHNICAL WORKING GROUPS ON RECRUITMENT AND SELECTION PROCESSES
- GRUPPO DI LAVORO TECNICO SU CONDIZIONI LAVORATIVE E PREVIDENZA SOCIALE --> TECHNICAL WORKING GROUPS ON WORKING CONDITIONS AND SOCIAL SECURITY
- GRUPPO DI LAVORO TECNICO SU PROGRESSO DI CARRIERA E FORMAZIONE --> WORKING GROUPS ON CAREER ADVANCEMENT AND TRAINING
- GRUPPO DI LAVORO TECNICO SU -->WORKING GROUPS FOR THE DRAFTING AND UPDATING OF THE OPEN, TRANSPARENT, MERIT-BASED RECRUITMENT CHECKLIST
- FOCUS GROUP R1 – FOCUS GROUP R2 – FOCUS GROUP R3 – FOCUS GROUP R4



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FOCUS GROUPS COMPOSITION

1. **Focus Group R1** First Stage Researchers (Doctoral students, Post-graduate researchers, residents, researchers without PhD)

Department	Position	Surname	Name	Gender (F/M)
HUMANITIES, CULTURAL HERITAGE AND EDUCATIONAL STUDIES	PhD student	Pasculli	Giuseppe	M
LAW	PhD student	Mongiello	Luigi	M
ECONOMICS	PhD student	Lisi	Maria Concetta	F
SOCIAL SCIENCES	PhD student	Trecca	Antonietta	F
AGRICULTURAL SCIENCES, FOOD, NATURAL RESOURCES AND ENGINEERING	PhD student	Rosiello	Giuseppe	M
CLINICAL AND EXPERIMENTAL MEDICINE	PhD student	Ranaldi	Alessandra	F
MEDICAL AND SURGICAL SCIENCES	PhD student	Saponaro	Anna Alessia	F

2. **Focus Group R2** Recognised Researcher (researchers with PhD, RTD, RTT, RTI)

Department	Position	Surname	Name	Gender (F/M)
HUMANITIES, CULTURAL HERITAGE AND EDUCATIONAL STUDIES	RTD	Petruzzi	Carmen	F
LAW	RTD	Stiano	Alessandro	M
ECONOMICS	RTD	Labianca	Marilena	F
SOCIAL SCIENCES	RTD	Cannito	Loreta	F
AGRICULTURAL SCIENCES, FOOD, NATURAL RESOURCES AND ENGINEERING	RTD	Bimbo	Francesco	M
CLINICAL AND EXPERIMENTAL MEDICINE	RTI	Antonucci	Laura	F
MEDICAL AND SURGICAL SCIENCES	RTD	Colangelo	Tommaso	M

3. **Focus Group R3** - Established Researcher (Associate Professors)

Department	Position	Surname	Name	Gender (F/M)
HUMANITIES, CULTURAL HERITAGE AND EDUCATIONAL STUDIES	A.P.	Di Benedetto	Angela	F
LAW	A.P.	Zanotti	Nicolò	M



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ECONOMICS	A.P.	Faccilongo	Nicola	M
SOCIAL SCIENCES	A.P.	Sica	Edgardo	M
AGRICULTURAL SCIENCES, FOOD, NATURAL RESOURCES AND ENGINEERING	A.P.	Stasi	Antonio	M
CLINICAL AND EXPERIMENTAL MEDICINE	A.P.	Fiocco	Daniela	F
MEDICAL AND SURGICAL SCIENCES	A.P.	Bartoli	Fabio	M

4. **Focus Group R4** - Leading Researcher (Full Professors)

Department	Position	Surname	Name	Gender (F/M)
HUMANITIES, CULTURAL HERITAGE AND EDUCATIONAL STUDIES	F.P.	Palladino	Paola	F
LAW	F.P.	Torre	Valeria	F
ECONOMICS	F.P.	Lombardi	Mariarosaria	F
SOCIAL SCIENCES	F.P.	Muscio	Alessandro	M
AGRICULTURAL SCIENCES, FOOD, NATURAL RESOURCES AND ENGINEERING	F.P.	Corrado Aaron	Visaggio	M
CLINICAL AND EXPERIMENTAL MEDICINE	F.P.	Petito	Annamaria	F
MEDICAL AND SURGICAL SCIENCES	F.P.	Pettoello Mantovani	Massimo	M



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Focus Groups' representatives in Technical Working Groups

Focus Group n. 1 Representatives - R1 First Stage Researchers

Department	Position	Surname	Name	TWG n.
Clinical and Experimental Medicine	PhD student	Ranaldi	Alessandra	1 - Ethics and Professional Aspects
Agricultural and Food Sciences, Natural Resources and Engineering	PhD student	Rosiello	Giuseppe	2 - Recruitment and Selection Processes
Law	PhD student	Mongiello	Luigi	3 - Working Conditions and Social Security
Humanities	PhD student	Pasculli	Giuseppe	4 - Career advancement and training

Focus Group n. 2 Representatives - R2 Recognised Researcher

Department	Position	Surname	Name	TWG n.
Agricultural and Food Sciences, Natural Resources and Engineering	Fixed term Researcher	Bimbo	Francesco	1 - Ethics and Professional Aspects
Economics	Fixed term Researcher	Labianca	Marilena	2 - Recruitment and Selection Processes
Social Sciences	Fixed term Researcher	Cannito	Loreta	3 - Working Conditions and Social Security
Clinical and Experimental Medicine	Permanent Researcher	Antonucci	Laura	4 - Career advancement and training

Focus Group n. 3 Representatives - R3 - Established Researcher

Department	Position	Surname	Name	TWG n.
Clinical and Experimental Medicine	Associate Professor	Fiocco	Daniela	1 - Ethics and Professional Aspects
Medical and Surgical Sciences	Associate Professor	Bartoli	Fabio	2 - Recruitment and Selection Processes
Humanities	Associate Professor	Di Benedetto	Angela	3 - Working Conditions and Social Security
Social Sciences	Associate Professor	Sica	Edgardo	4 - Career advancement and training

Focus Group n. 4 Representatives - R4 - Leading Researcher

Department	Position	Surname	Name	TWG n.
Humanities	Full Professor.	Palladino	Paola	1 - Ethics and Professional Aspects



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Social Sciences.	Full Professor	Muscio	Alessandro	2 - Recruitment and Selection Processes
Clinical and Experimental Medicine	Full Professor	Petito	Annamaria	3 - Working Conditions and Social Security
Medical and Surgical Sciences	Full Professor	Pettoello Mantovani	Massimo	4 - Career advancement and training