

Progress on the Human Resources Strategy for Researchers at Camerino University

The University of Camerino (UNICAM) decided in 2009 to design, adopt and implement a Human Resources Strategy for Researchers (HRS4R).

This decision was based on the confidence that this can improve the attractiveness of UNICAM for the best research talents from anywhere in the world. Indeed, the HRS4R qualifies this public Research Institution as a stimulating and creative working environment, which favours the researchers' independence at any stage of their careers, including of course First Stage Researchers (FSR).

Once the top-down green light was given by the academic & administrative authorities, the main objectives of the UNICAM HRS4R have been identified through a bottom up process, i.e. a questionnaire identifying the i) main and ii) priority gaps, with respect to the implementation of the Charter & Code Principles.

In May 2010, the HRS4R of UNICAM obtained the 'acknowledgement' from the European Commission and the authorisation for using the HR logo. Since then, UNICAM has been working on implementing the actions foreseen in the Strategy roadmap. The process has been monitored through the Quality Assurance System already in place (no additional monitoring activities, no additional paper work!!!). Special attention has been paid to evaluate the impact on policies and practices directed to FSR and Recognised Researchers. Even though some actions have been revised, most of them are planned to be continued regularly.

We consider a successful achievement the official inclusion of the commitment to implement the HRS4R in the Institutional 3-year Plan 2012-14.

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Priorities (as expressed in the questionnaire on which the gap analysis was based)	Actions	Extent of implementation	Documentation	Revised actions
<p>The Research Institution (R.I.) makes sure that the overall potential of candidates as researchers, in particular their creativity and their degree of independence, are properly considered by the selection committees.</p>	<p>To invite selection committees, appointed for the recruitment procedures, to give appropriate weight to the candidates' creativity and scientific independence.</p>	<p>- All the calls include, in the article regarding the selection board, a section inviting committees to apply the principles of the C&C during the evaluation process</p> <p>- RI itself evaluates researchers performances monitoring all aspects of the researcher's profession.</p>	<p> Researchers_evaluation_form.pdf</p> <p> Text of a call for recruitment_EN.pdf</p>	<p>Two further steps:</p> <p>1 - UNICAM asks selection committees to explicitly include, in the final evaluation report, an assessment of the candidates' degree of creativity and autonomy (end 2012).</p> <p>2 – UNICAM evaluates researchers' performances by monitoring all aspects of the researcher's profession (mid 2013).</p>
<p>Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or fixed-term).</p>	<p>To reward doctoral candidates who achieve and maintain a high standard of research quality.</p>	<p>- The University School of Advanced Studies opens a call for a yearly award (an economic incentive of 1500 €) addressed to doctoral candidates, based on the quality of a research product (70%) and on the overall quality of the CV (30%).</p> <p>- The University School of Science and Technology gives incentives (300 €) to the top five early stage researchers posters (in a yearly exhibition), evaluating both the quality of research and the efficacy in communicating scientific results.</p>	<p> Science and Tech. day.pdf</p> <p> 11_I_SAS_AWARD_2011.pdf</p>	

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	To reserve a share (33%) of the University Research Fund to researchers exceeding the benchmark set by the National University Council (CUN) by a factor, normalized for the years active in research.	The institution assigns research funds by assessing the quality of the research productivity, taking into account years active in research, maternity leaves and giving priority to R1 and R2 researchers.	 University research funds indicators.pdf	
Researchers enjoy adequate social security provisions including sickness, parental benefits and pension rights in accordance with existing national legislation.	To introduce a special contribution that guarantees the payment of post docs during the maternity leave (at present not provided).	The measure currently in place, funded by the Province, will be continued with UNICAM funds.	 Maternity leave integration.pdf	In the law 240, art. 22, comma 6, the Italian Ministry of University and Research guarantees (on the basis of an initiative taken by UNICAM as a C&C signatory institution) a full salary during the maternity leaves for early career researchers. UNICAM, using institutional funds, pays full salaries for maternity leaves of doctoral candidates
	To introduce a supplementary pension scheme specific for researchers.	A survey among insurance companies has been done. A pension scheme for researchers (in particular early stage) has not been identified due to the relatively low number of researchers. UNICAM takes active part to a working group, organized by the Rectors' Conference, on national pension schemes. Furthermore, UNICAM has actively participated to three workshops organized by the EC, to design a Pan-european pension scheme for researchers.	 Creattivamente.pdf	This action is no longer autonomously pursued by UNICAM, because the Italian Rectors Conference took over this issue at the national level. However UNICAM is consistently committed to provide information on young researchers' pension schemes, also by promoting the web portal findyourpension.eu, particularly useful for researchers who are planning geographical and/or sectorial mobility.

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	To guarantee, for the years to come, a number of places reserved to researchers' children at the municipal nurseries.	- The current agreement with Camerino municipality is confirmed. - Other municipalities, where UNICAM departments are present, have been contacted in order to stipulate agreements (by the end of 2012)	 Agreement 10_11.pdf	
Autonomy and creativity of all researchers, including the early stage & early career researchers, is actively promoted.	To mentor first stage & recognised researchers to boost their autonomy and creativity.	The mentor's profile is defined. The training guidelines according to C&C principles are identified (end 2012). Mentors are Identified . Mentoring activities have started. An event is scheduled (October 2012) to meet experts in this field. An UNICAM mentoring program will be set with scheduled activities starting from the beginning of 2013.	 Mentor's profile.pdf	
Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the R.I.	To enhance and diversify researchers' skills, thus contributing to enrich the researchers' curriculum, making it more competitive in terms of expected career progressions within the European Research Area (ERA).	Researchers' career development plans are designed by the UNICAM School of Advanced Studies, including actions to improve transferable skills, particularly for R1 and R2.	 SAS activities to acquire general skills.	
Possibility for researchers to experience geographical, inter-and trans-disciplinary mobility, and also mobility between public and private sectors is guaranteed and actively promoted.	To reward with economic incentives the UNICAM Schools that encourage all kinds of researchers' mobility.	The UNICAM School of Advanced Studies promotes activities to encourage doctoral candidates' geographical and sectoral mobility. Research departments do not have any measure in place to implement this action .	 Doctoral candidates' mobility .pdf	Two further steps: 1 -The procedure for systematically recording researchers' mobility will be improved (end 2013); 2- An indicator related to researchers' mobility

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				is included among the criteria for internal allocation of funds to the UNICAM Schools (beginning 2013).
Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities	To train researchers on teaching methods.	<ul style="list-style-type: none"> - Training plans are designed to help researchers in teaching and making presentations in English. Advices on teaching methods are also included. A mother tongue expert has been enrolled. - Specific seminars on how to communicate science to an academic and non-academic public have been organized (two seminars a year). - Seminars on how to organise different sections of a scientific paper have been done. 	 Communicating science.pdf  Creativamente.pdf  Advanced didactics of science.pdf	
	To provide the UNICAM Schools Directors with the tools for designing attractive and effective courses of study.	<ul style="list-style-type: none"> - Training seminars are organized covering major issues concerning the design of study <i>curricula</i> (two seminars a year). - UNICAM study <i>curricula</i> are certified according to ISO 9001:2008, therefore the institution is audited yearly, by the certification agency AFNOR. The auditors identify critical points and give hints for improvement to the Directors of the UNICAM Schools. 	 Report audit 2012 UNICAM.pdf  The university we would like.pdf	

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		<p>The study <i>curriculum</i> obtaining the best results in terms of students' satisfaction (assessed by anonymous questionnaires) will be awarded a prize during the inauguration of the Academic Year.</p>	 UEC report_10-11_UNICA	<p>A further step: the <i>curriculum</i> design will be evaluated by a panel of experts (to supplement the students' evaluation) (beginning 2013).</p>

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