



Human Resources Strategy for Researchers at Camerino University



Today more than 100 organizations representing almost 1000 institutions from 28 European and non-European countries have undersigned the Charter and Code (C&C) principles.

The European Commission gives its support to the implementation of the C&C through a light mechanism called the "**Human Resources Strategy for Researchers Incorporating the Charter & Code**".

The "HR Strategy for Researchers" (HRS4R) is a mechanism to support the implementation of the C&C by research institutions. This would help increasing their attractiveness to researchers that would identify them as a stimulating and favourable working environment.

This initiative has been presented at the French Presidency Conference on "Young Researchers" that took place in Rennes on 20-21 November 2008, where several organizations announced their intention to apply this mechanism.

This mechanism is articulated in five main steps, which are:

- 1) **An internal analysis is performed by the research institution to compare institutional practices with the C&C principles, which should involve all key players;**
- 2) **he main results of this analysis (planned actions, when, by whom) are made public through a "Human Resources Strategy for Researchers incorporating the Charter & Code "**
- 3) **Such HRS4R is acknowledged by the European Commission;**
- 4) **The HRS4R is implemented by the institution that through its internal quality assurance mechanism carries out every year a self-assessment;**
- 5) **An external evaluation is carried out every 4 years.**

Priorities*	Actions	Organizational activities	Responsible	Timing	Expected results
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.	To invite the selection committees, appointed for the recruitment procedures, to give appropriate weight to the candidates' creativity and scientific independence.	Evaluation guidelines (GL) are prepared.	UNICAM C&C Group	By MAY 2010	To make the recruitment committee members aware of and compliant with the C&C principles.
		GL are included in the letter of appointment for the selection committees.	Staff Management Office	From MAY 2010	
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).	To reward the doctoral candidates who achieve and maintain a high standard of research quality.	The benchmark for evaluating doctoral candidates research activities is defined and the evaluation is performed.	School of Advanced Studies (International PhD School) and Quality system office.	By JUL 2010	To attract high quality doctoral candidates.
		The doctoral candidates stipend is increased with an economic incentive according to the evaluation results .	University executive board (administration board)	From SEP 2010	
	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 to be defined, normalized for the years active in research.	The factor is defined and the evaluation is performed.	University Council and Quality system, evaluation and planning office	By OCT 2010	To acknowledge economically the scientific productivity.
		Funds are assigned.	University executive board (administration board)	From JAN 2011	
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 act, funded by the Province, is renewed with RI funds.	Staff management office and University executive board (administration board)	By MAY 2010	To improve the social security especially for early stage researchers.
	To introduce a supplementary pension scheme specific for researchers.	A pension scheme for researchers (in particular early stage) based on a survey among insurance companies is identified.	Staff management office and University executive board (administration board)	By 2010	
	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 and new agreements are stipulated with other municipalities.	University executive board (administration board)	Yearly	

*as expressed in the [questionnaire](#) on which the gap analysis was based.

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Autonomy and creativity of all researchers, including the early stage & early career researchers, is actively promoted.	To mentor early stage & early career researchers to boost their autonomy and creativity.	The mentor's profile and of the training guidelines according to C&C principles are defined.	UNICAM C&C Group and Professional trainer	By JUL 2010	To improve the research environment quality.
		Mentors are Identified and trained.	Schools' Council and Professional trainers	From SEP 2010	
		The mentoring activity starts.	Schools' Directors	From JAN 2011	
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).	The researchers skills are enhanced by individual and realistic researcher career development plans designed by the UNICAM Schools, when a new researcher is recruited. The same measure applies to already recruited early stage and early career researchers.	UNICAM Schools	By SEP 2010	To make UNICAM Schools responsible for enabling researchers to be competitive at national and international level and appealing for both the private and public sector.
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.	Criteria to assess the degree of mobility within each UNICAM School are defined.	University evaluators committee and University Council	By JUL 2010	To increase all kinds of researchers mobility
		Data are collected and economic incentives are attributed.	Quality system, evaluation and planning office University executive board (administration board)	From JAN 2011	

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Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities.	To train researchers on teaching methods.	Training plans are designed to make optimal use of newly developed technologies and fill possible gaps in particular aspects of teaching and teaching methods.	Prorector for teaching activities	By SEP 2010	To improve the quality of teaching and attract highly motivated students.
		Training activities are launched.	Professional consultant	By FEB 2011	
	To provide the UNICAM Schools Directors with the tools for designing attractive and effective courses of study.	Training seminars are organized covering major issues concerning communication and design of courses of study.	Prorector for teaching activities and Communications and External Relations Office	By OCT 2010	
		The course of study obtaining the best results as proper design (expert assessment) and students satisfaction (questionnaire assessment) will be awarded a prize during the inauguration of the Academic Year.	Prorector for teaching activities and University Evaluators Committee	Yearly from 2011	

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