



Self-assessment and development of the Human Resources Strategy for Researchers: a successful approach

Camerino, July 8th, 2015

**Anna Maria Eleuteri
Rector's Delegate for HRS4R**

Step 1: Internal analysis

Step 2: institutional HR Strategy for Researchers and Action Plan

Step 3: Commission acknowledgement



Step 4: Implementation of HR Strategy and self-assessment

Step 5: External assessment



The analysis is based on 4 dimensions to assess the degree of application of C&C principles in the University of Camerino

Dimension 1 - Open recruitment and portability of grants

Dimension 2 - Meeting the social security and supplementary pensions needs of mobile researchers

Dimension 3 - Attractive employment and working conditions

Dimension 4 - Enhancing training, skills and experience of European researchers

We have proposed 29 statements. The possible answers were:

1 = disagree; 2 = moderately disagree; 3 = moderately agree; 4 = agree.

Furthermore it was asked to indicate the 3 most important statements for each dimension.



Dimension 1 - Open recruitment and portability of grants

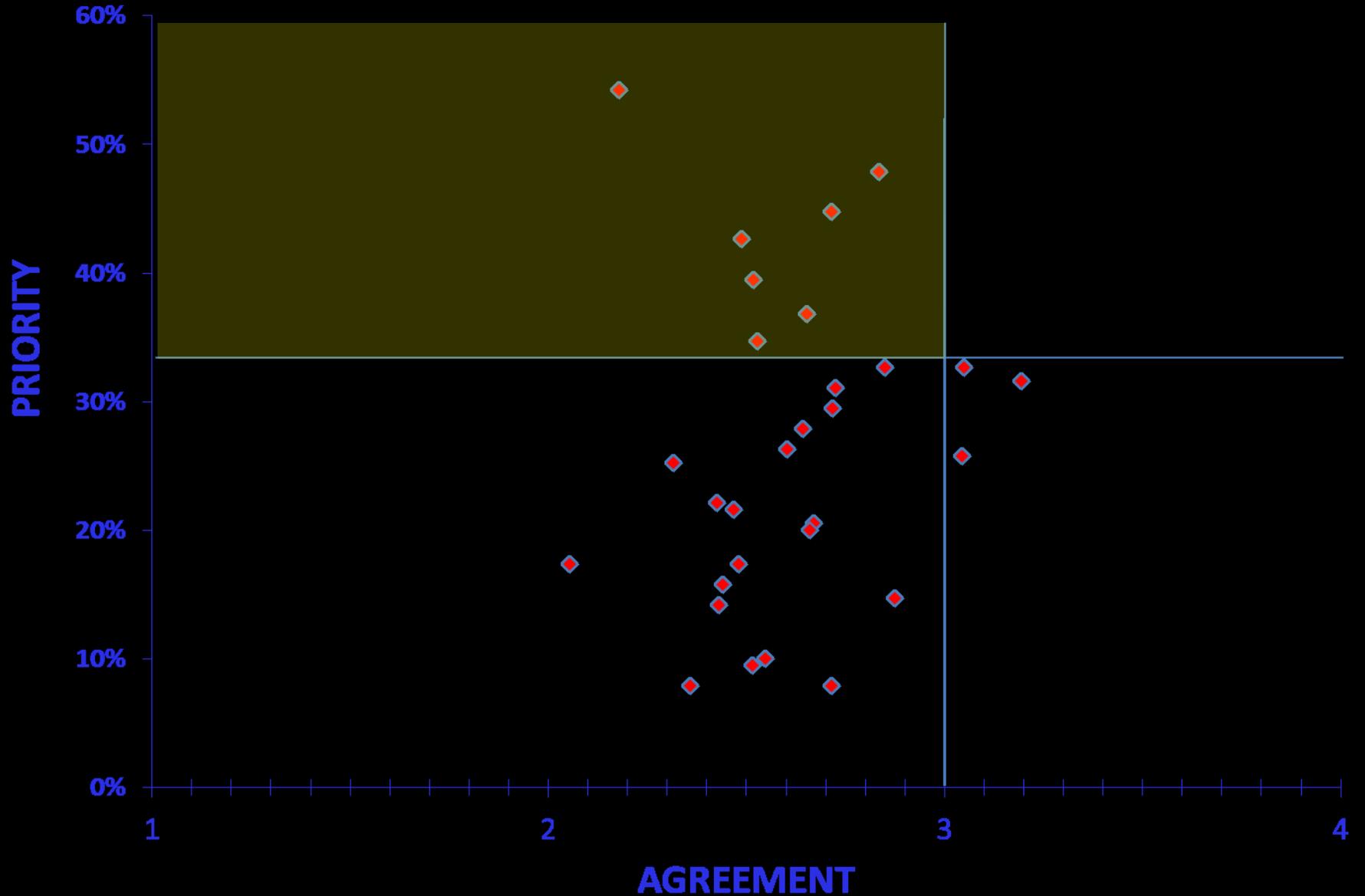
Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

Indicators to be examined for self-evaluation (1 disagree 2 moderately disagree 3 moderately agree 4 fully agree):

Content and transparency of the announcements (calls); selection and method for evaluating the candidates		1	2	3	4	Mark the three top prior statements
1.1	Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised nationally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.2	Available positions at any level of career (calls specifying the number of positions and open for a reasonable period of time) are adequately advertised internationally (e.g. by the EURAXESS portal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>
1.3	The required skills are sufficiently general to encourage the widest participation of potential candidates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>

Relationship between agreement and priority



High priority (> 33%) low agreement (>2; <3)

2.01 - 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)



2.02— Researchers enjoy adequate social security provisions including sickness, parental benefits and pension rights in accordance with existing national legislation



4.02 - Possibility for researchers to experience geographical, intersectional, inter-and trans-disciplinary, and also mobility between public and private sectors is guaranteed and actively promoted



4.01 - Proper plans for increasing researchers' skills and competence, needed for their career progression, are regularly designed by the R. I.



4.03 - Measures and internal regulations are drawn by which the University guarantees researchers adequate training for teaching activities



3.02 - Autonomy and creativity of all researchers, including the early stage & early career researchers is actively promoted



1.05— The 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



PRIORITY

AGREEMENT

Human Resources Strategy for Researchers (HRS4R) at Camerino University

- ❖ HRS4R
- ❖ EURAXESS
- ❖ EURAXESS ITALY
- ❖ European Charter and Code (C&C) 



The "HR Strategy for Researchers" is a mechanism to support the implementation of the **European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (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 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) the 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.

- ❖ Action Plan
- ❖ Internal analysis:

- Questionnaire
- Analysis

- ❖ UNICAM Human Resources Strategy 

- ❖ Progress on the UNICAM HRS4R 

- ❖ Four Years Self Assessment report

- ❖ External evaluation report





A share of the University Research Fund reserved for excellent researchers



International & Industrial Liaison Office



II Workshop **ERA IN UNICAM** HORIZON 2020: CHALLENGING THE FUTURE

Camerino 7 febbraio 2014 ore 9.30
Palazzo Ducale - Sala degli Stemmi

9.30

Flavio Corradini Rettore UNICAM
Unicam e lo Spazio Europeo della Ricerca: aggiornamenti sulla strategia di sviluppo

9.45

Sauro Vittori Delegato allo Spazio Internazionale della Ricerca
Presentazione del Piano biennale UniCam per la ricerca internazionale

10.15

Simona De Simone Responsabile ILO
H2020 Ricerca Innovazione e Competitività

10.30

Annalisa Albanesi ILO
L'Architettura del nuovo Programma e gli strumenti Informativi

11.15

Simona De Simone Responsabile ILO
Regole di Partecipazione e schemi di finanziamento

11.45 / 13.00

Discussione con i partecipanti

15.00

Dal FAR a Horizon 2020: 10 progetti per l'Europa
max. 15 min a presentazione

Coordinano:

Claudio Pettinari Pro Rettore vicario

Sauro Vittori Delegato allo Spazio Internazionale della Ricerca

Catia Lambertucci

Neuropathic Pain: Design And Development Of New Agents Targeting The Purinergic P2x3 Receptors

Michael Robert Carroll

Volcanism And Climate: Global And Regional Effects Through Geochemical Studies And Climate Models (Volci)

Maria Letizia Corradini

Strategies For Characterization, Identification and Robust Control of wind energy Conversion Systems (SCROCCO)

Andrea Dall'Asta

Probabilistic Performance-Based Methodology For Seismic Risk Assessment Of Cultural Heritage

Piera Di Martino

A Novel Biomaterial For Cartilage Repair: Effect On Chondrocyte Activity And Clinical Evaluation In Equine Joints

Stefano Isola

Information And Shape (IS)

Fabio Marchetti

Smart Polymeric Materials For Eco-friendly Antimicrobial Application

Maura Pelli

Design, Synthesis And Biological Evaluation Of Novel Chemical Entities As Potential Anticancer Drugs And For The Control Of The Metastatic Process

Gianni Sagratini

Food And Health: Lentils As Tool For A Novel Nutraceutical Approach

Roberto Spurio

Development Of Apicoplast-Targeting Drugs: A Possible New Way To Treat Relevant Infectious Diseases

- ✓ **Selection committees invited to give appropriate weight to the candidates' creativity and autonomy**

Art. 7

Lavori della Commissione giudicatrice

.....

La Commissione è tenuta ad applicare i principi espressi nella Carta Europea dei Ricercatori sulla valutazione del merito sul piano qualitativo e quantitativo.

[...]

In merito alla produzione scientifica la Commissione esprime, per ogni candidato, nel giudizio collegiale, il grado di creatività ed autonomia (come previsto dalla Human Resources Strategy for Researchers).



Early stage & early career researchers mentored to promote their autonomy and creativity

I. Personal data

Name:

Academic title:

Date of birth:

Address:

Tel. (work):

Tel. (home):

Email:

II. Stage of qualification and institutional context

You are doctoral candidate (please tick):

Since when?

PhD curriculum.....

UNICAM department/Company:

Other context /Which?.....

Do you receive a fellowship?

Yes

No

III. Current situation as researcher

What are your three next targets and goals for your career?

1.....

.....

2.....

.....

✓ **UNICAM School of Advanced Studies includes a specific plan for acquiring transferable skills**

OBJECTIVES	FIRST YEAR	SECOND YEAR	THIRD YEAR
Enhancing Relationships	Verbal Communication Written Communication	Teamwork, Collaboration	Leadership, People Management
Increasing Personal Effectiveness	Time and Priorities Management	Project Management	Systems Thinking
Managing Your Career inside Academia	Structure Your Doctoral Program Statistics and Data Management Research Ethics	Good Laboratory Practice Writing a Grant Proposal Epistemology	Social Media and Research Master the Products of Your Research
Managing Your Career outside Academia	Learn to Get Your Chance	Initiative, Entrepreneurship	Starting your own business



✓ UNICAM School of Advanced Studies organizes a postgraduate course in Human Resources Management

Titolo del Master/Corso	
Management e gestione delle risorse umane	
Struttura proponente	
Scuola di Ateneo	UNICAM
UNICAM	UNICAM
Altre strutture o Enti in collaborazione	AWAIR MILANO
Altri Atenei	
Finalità del Master/Corso	
IL CORSO HA LO SCOPO DI FORMARE OPERATORI NELL'AMBITO DELLA GESTIONE DELLE RISORSE UMANE DEL MANAGEMENT E NEI PROCESSI DI GOVERNANCE DI ISTITUZIONI CHE OPERANO IN AMBITO PUBBLICO E PRIVATO	
Profilo professionale	
ESPERTI NELLA GESTIONE DELLE RISORSE UMANE E COMUNICAZIONE NEGLI AMBIENTI LAVORATIVI	
Scenario professionale del Master/Corso	
Il master fornisce le nozioni di base, teoriche e pratiche, per impostare la gestione delle risorse umane nelle organizzazioni e nelle istituzioni, sia sul piano strategico sia su quello operativo. Si concentra su due aspetti: 1) cosa significa pensare strategicamente la gestione delle persone, intese come risorsa critica decisiva per ogni organizzazione; 2) quali politiche devono essere realizzate per conseguire il vantaggio competitivo attraverso le persone.	



SAS award



F.I.R.S.T. in Unicom award



- ✓ **UNICAM evaluates researchers' performances by monitoring all aspects of the researcher's profession.**

DOCUMENTO PER IL MONITORAGGIO E LA MISURAZIONE DELLE ATTIVITA' DEL PERSONALE DOCENTE/RICERCATORE DELL'ATENEO

Approvato nella seduta del Senato Accademico del 17 dicembre 2013

Premessa

UniCam ha deciso di dotarsi di un sistema di monitoraggio e valutazione delle attività del singolo docente/ricercatore (di seguito ricercatore) in coerenza con la Carta Europea dei Ricercatori e le raccomandazioni, di seguito riportate, della Commissione Europea dell'11.03.2005, *Gazzetta della Commissione Europea*:

[...]

Queste procedure di valutazione dovrebbero tenere in debito conto la creatività complessiva nella ricerca e i risultati ottenuti, la gestione della ricerca, le attività di insegnamento, le attività di supervisione e di mentoring, le collaborazioni nazionali o internazionali, i compiti amministrativi, le attività di sensibilizzazione del pubblico e la mobilità. Tali aspetti dovrebbero essere considerati anche per lo sviluppo della carriera.”



✓ **UNICAM**
actively promotes
doctoral
candidates
geographical and
intersectoral
mobility

REGOLAMENTO DEI CORSI DI DOTTORATO DI RICERCA E DELLA SCHOOL OF ADVANCED STUDIES

Articolo 13. Impegni dei dottorandi

1. I dottorandi hanno l'obbligo di:

- svolgere un **congruo periodo di mobilità all'estero presso altri Atenei o Enti di ricerca, imprese e istituti di ricerca internazionali** (per i dottorandi stranieri la mobilità può svolgersi anche in Italia preferenzialmente in istituzioni di ricerca di valenza internazionale);

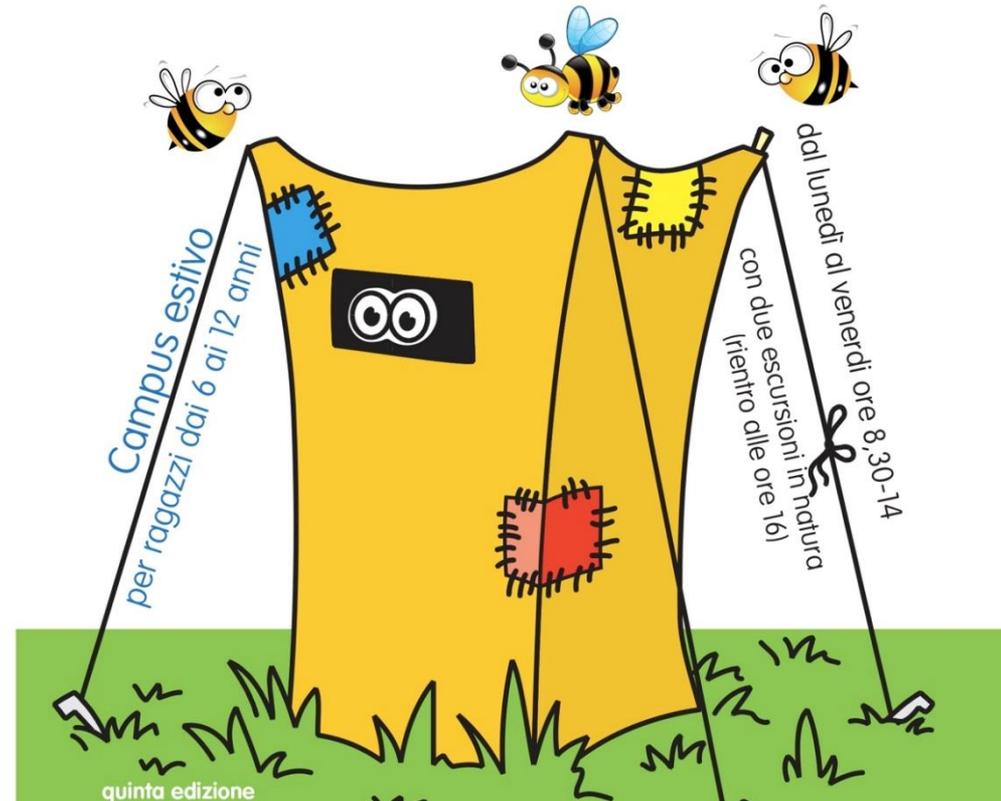


in collaborazione con
Comune di Camerino - Marche Life Experience

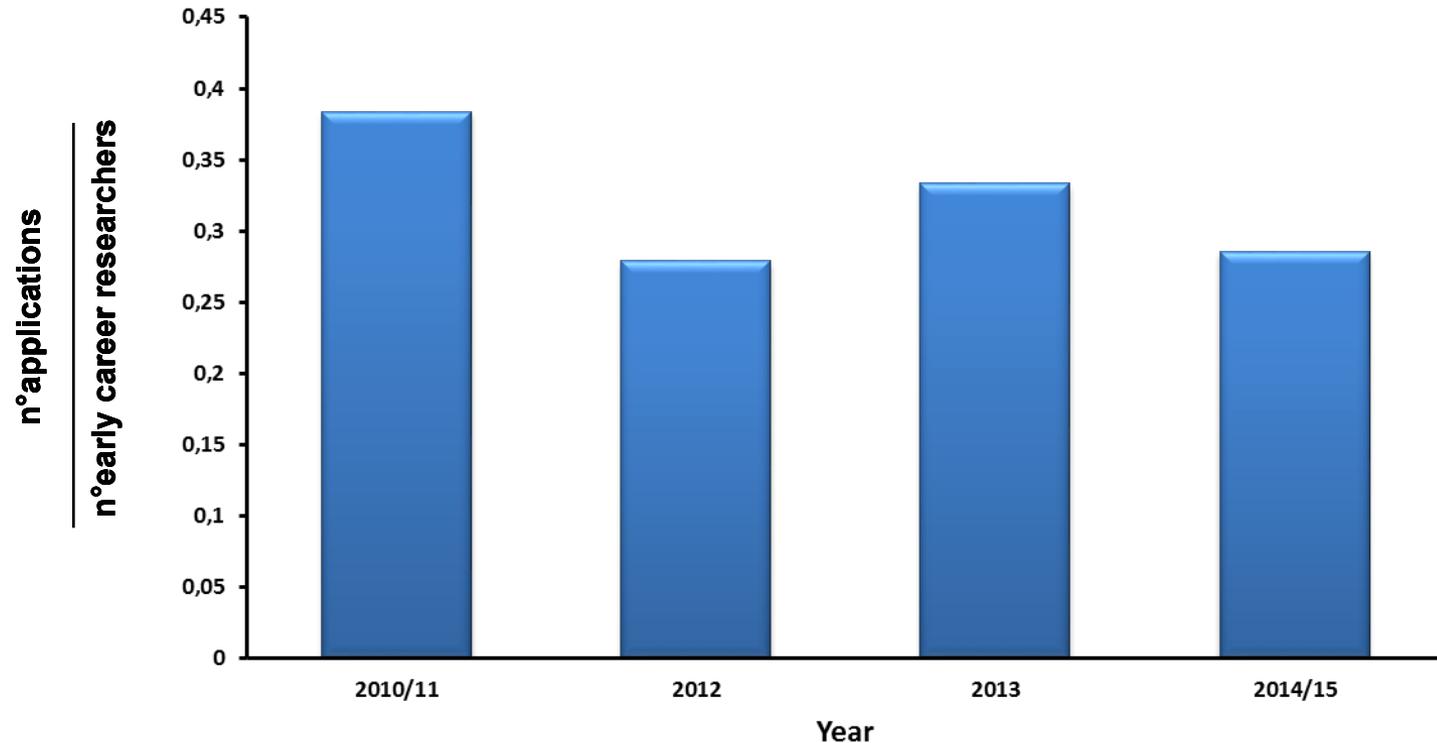
✓ Several
measures in
place to help to
harmonize
family and work:
full salary during
the maternity
leaves;
✓ UNICAM
cofunds nursery
fees based on
family income;
✓ Summer camps.

LA SCUOLA DI NATURA

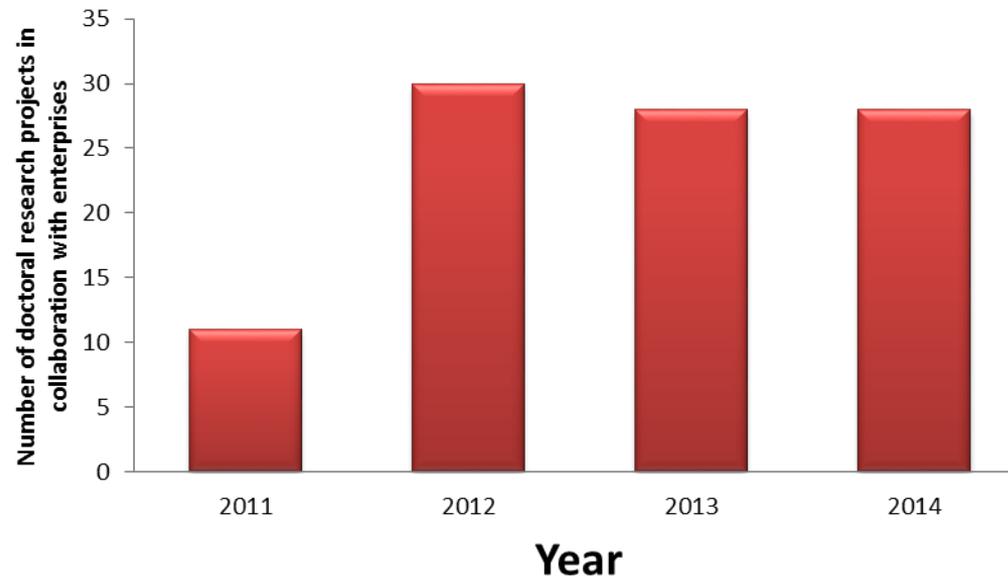
Camerino 7-11 settembre 2015



- ✓ An high number of applications for national and international research grants by early career researchers.



- ✓ **Doctoral research projects in collaboration with enterprises have been actively promoted (from 10 in 2011 to 30 in 2013/14) and are already going on.**



✓ **By monitoring all aspects of researchers performances economic incentives coming from the ministry are distributed.**

PROCEDURA SELETTIVA PER L'ATTRIBUZIONE DELL' INCENTIVO UNA TANTUM

Articolo 5 – *Procedimento valutativo*

1. La Commissione, tenendo conto di quanto previsto nei decreti ministeriali, effettua la valutazione comparativa sulla base dell'attività svolta dai candidati nei seguenti ambiti:
 - a. Attività di Ricerca** – massimo punteggio attribuibile:
 - professori ordinari e associati 30
 - ricercatori 35
 - b. Attività Formative** - massimo punteggio attribuibile:
 - professori ordinari e associati 30
 - ricercatori 25
 - c. Attrazione Finanziamenti** - massimo punteggio attribuibile:
 - professori ordinari e associati 10
 - ricercatori 10
 - d. Partecipazione in attività istituzionali** - massimo punteggio attribuibile:
 - professori ordinari e associati 20
 - ricercatori 20
2. La Commissione, per svolgere l'attività di valutazione comparativa, utilizza i risultati ottenuti dai candidati nei quattro ambiti di cui al comma precedente, come determinato dal "Documento per il monitoraggio e la misurazione delle attività del personale docente/ricercatore dell'ateneo", approvato dal Senato Accademico il 17 dicembre 2013 (Allegato B).

HRS4R evaluation of the University of Camerino

According to the peer reviewers,

"the interviews and the review were generally in line with the university's self-assessment report of May 2014, which was of an excellent format.

There was **full coherence between the initiatives launched and the Action Plan, which was fully integrated in the pre-existent Quality Assurance System.** A large number of employees from management, administration and research departments were present during the site visit, which showed **the strong commitment of the institution as a whole".**



HRS4R evaluation of the University of Camerino

Recommendations

UNICAM should continue its good work on:

- ✓ competitive individual reward systems for researchers including recruitment of frontline foreigners
- ✓ training of mentors and clarification of their role compared to supervisors.

They should improve on:

- ✓ recruitment of women research leaders
- ✓ longitudinal statistics on research personnel, by field, position and gender.
- ✓ Recruitment of a professional HR officer
- ✓ Improvement of its series of annual statistics (in particular on students, funding and scientific output), to strengthen the bases for evaluation of the effects of the actions it implemented.
- ✓ Optimization of the use of funding for successful researchers and to attract leading foreign researchers.



Thanks for your attention