



UNIVERSITÀ
DEGLI STUDI
DI PADOVA



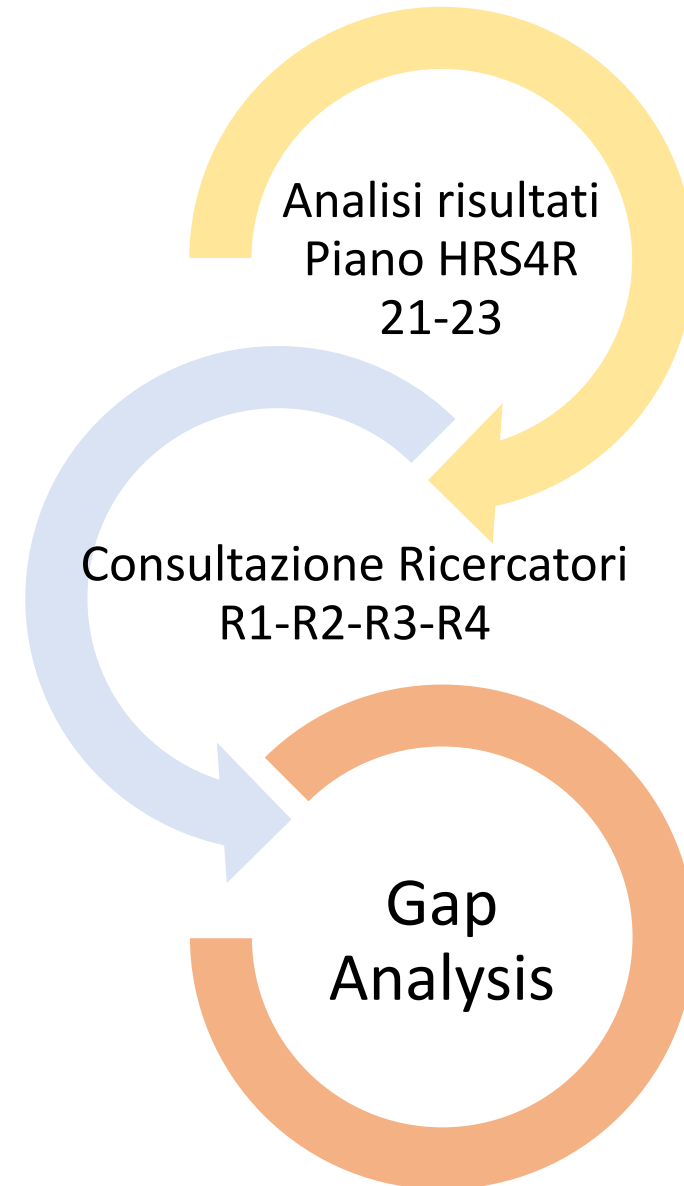
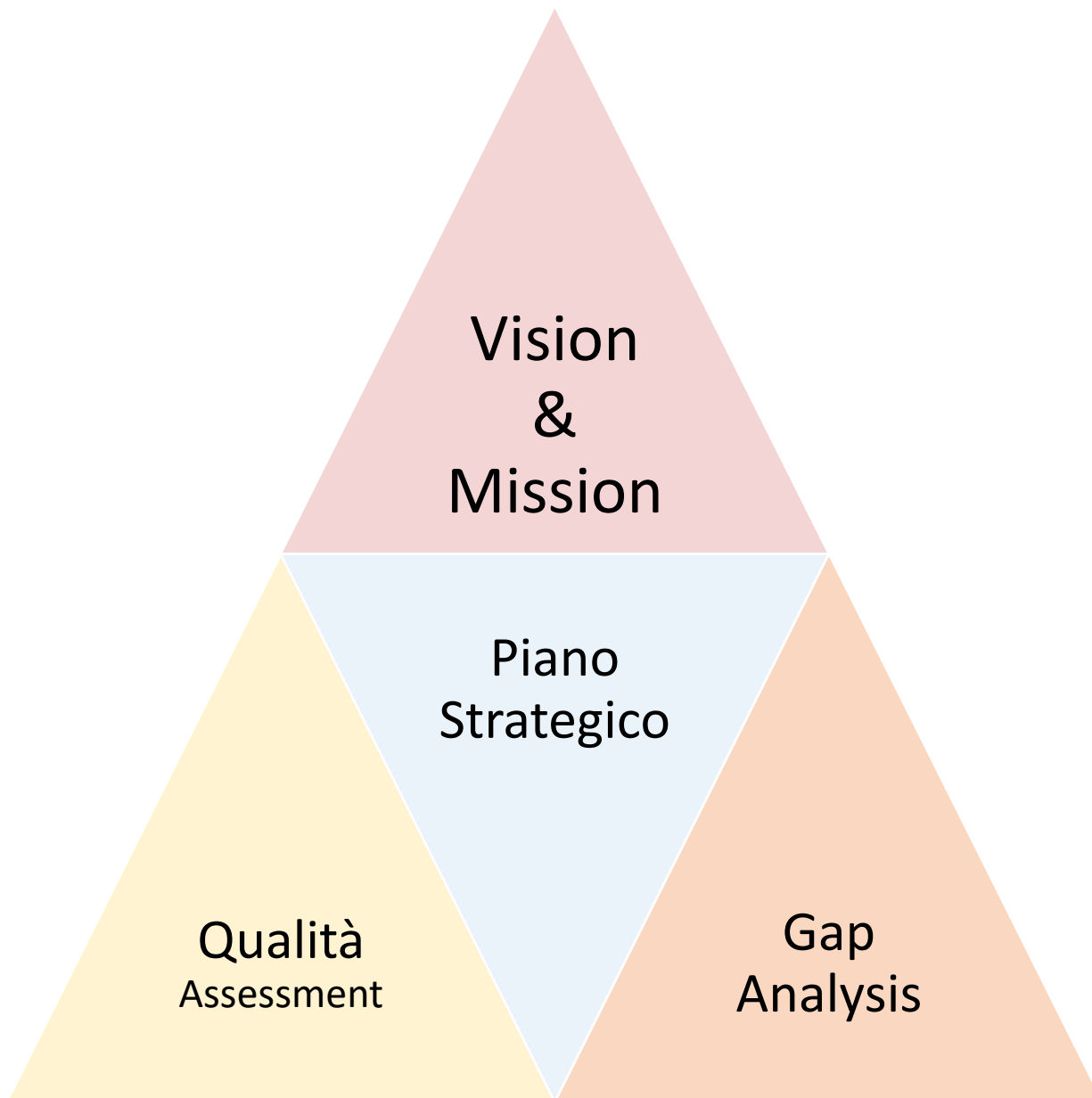
HR EXCELLENCE IN RESEARCH

Human Resources Strategies for Researchers

HRS4R Action Plan 2024 - 2026

25/6/2024

How to: HRS4R action plan 2024-2026



Risultati monitoraggio Action Plan 2021-2023

46 azioni (4-5 sotto-azioni ciascuna)

	Strengths	Weaknesses
☐ 42 completate	☐	☐
☐ 2 riformulate	☐ Varie azioni di successo	☐ tempistiche attuazione
☐ 2 sotto-azioni non completate	☐ On going - HRS4R 24-26	☐ difficoltà nelle azioni coinvolgenti più uffici
	☐ Riformulazione strategica	☐ risorse sottostimate

Gap Analysis

Piano HRS4R 2021-2023 & Consultazione R1-R2-R3-R4

- ☐ promozione del **benessere** del ricercatore come lavoratore e persona;
- ☐ partecipazione e **coinvolgimento nella comunità**, sviluppo di relazioni ed efficienti canali e metodi di **comunicazione**
- ☐ **valorizzazione** del ricercatore, delle sue attività e comunicazione dei risultati della ricerca
- ☐ opportunità per lo svolgimento di attività di ricerca e **crescita professionale**
- ☐ cultura della **scienza aperta** e **integrità nella ricerca**, nel rispetto della diversità, inclusione e pari opportunità.

Piano delle azioni HRS4R 2024-2026

24 Azioni

- ❑ **Pilastro 1** – etica, integrità, genere e scienza aperta
- ❑ **Pilastro 2** – valutazione dei ricercatori, assunzione e avanzamento
- ❑ **Pilastro 3** – condizioni e pratiche di lavoro
- ❑ **Pilastro 4** – carriere della ricerca e sviluppo dei talenti

Caratteristiche Piano Azioni HRS4R

- ❑ **Embedded**
- ❑ **Challenging**
- ❑ **Continuous improvement** (coerenza con Piano HRS4R 21-23)
- ❑ Transizione verso implementazione **C&C revised** (dal 8/12/2023)

Piano delle azioni HRS4R 2024-2026

Ambiti		Integrity	HRS4R & C&C revised
Nuovo rispetto HRS4R 21-23	CoARA & OTMR	Communication	Open Science & Intellectual properties
	Community	Best working Environment	We4Us: Equality, Diversity, Inclusion, Gender Equality, PAP, UniRE
	Supervision & Mentoring	Professional Growth & Self Evaluation	Working opportunities & Professional perspectives

Piano delle azioni HRS4R 2024-2026

Macro - Ambito (M) di implementazione		Azioni previste			
M.1	Integrity	A.1 Integrated drafting of a single Code of Conduct	A.2 Ethics and Integrity@UNIPD		
M.2	HRS4R - C&C revised	A.3 Reshaping HRS4R@UNIPD website	A.4 HRS4R Empowerment and Implementation Group@UNIPD	A.5 HRS4R@UNIPD Impact&Communication	
M.3	CoARA & OTMR	A.6 OTMR-R2 to R4	A.7 CoARA - Advancing Research Assessment@UNIPD		
M.4	Communication	A.8 Science4All			
M.5	Open Science & Intellectual property	A.9 New Patent Regulation	A.10 Dashboard Horizon Europe@UNIPD	A.11 Implementation of UNIPD data in the national portal "Knowledge Share"	
M.6	Community	A.12 Belonging to Excellence: Cultivating Community Spirit @UNIPD			

New

Extended

Piano delle azioni HRS4R 2024-2026

M.7	Best Working environment	A.13 Starter kit@UNIPD	A.14 Training 4 Research Managers and Administrators (RMA)@UNIPD	A.15 Sustainability events@UNIPD	A.16 Well-being@UNIPD
M.8	We4Us: Equality, Diversity and Inclusion: Gender Equality Plan - Positive Action Plan - UniRE	A.17 GEP@UNIPD	A.17a Equity and Inclusion training	A.17b PAP - Positive Action Plan	A.17c UniRE Project (Progetto Università Responsabile)
M.9	Supervision & Mentoring	A.18 Academic Mediator for PhD students	A.19 Doctoral Supervision Training		
M.10	Professional growth & Self Evaluation	A.20 Training on patents and academic entrepreneurship	A.21 Training initiatives for the development of researchers' interdisciplinary skills	A.22 PhD Short Mobility & Doctoral cooperation with UNIPD Strategic Partners	
M.11	Working opportunities: career and professional perspectives	A.23 Matchmaking event - "Università Aperta PhD", career day dedicated to PhD students and graduates	A.24 You-4-You@UNIPD Career Development Training		

New

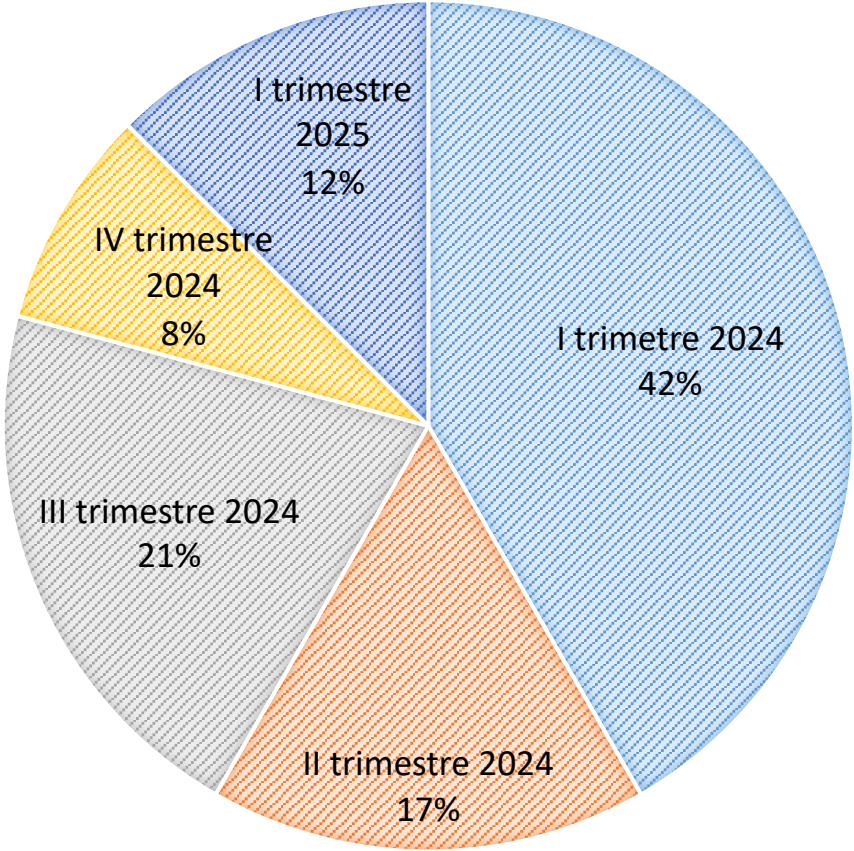
Progress

Extended

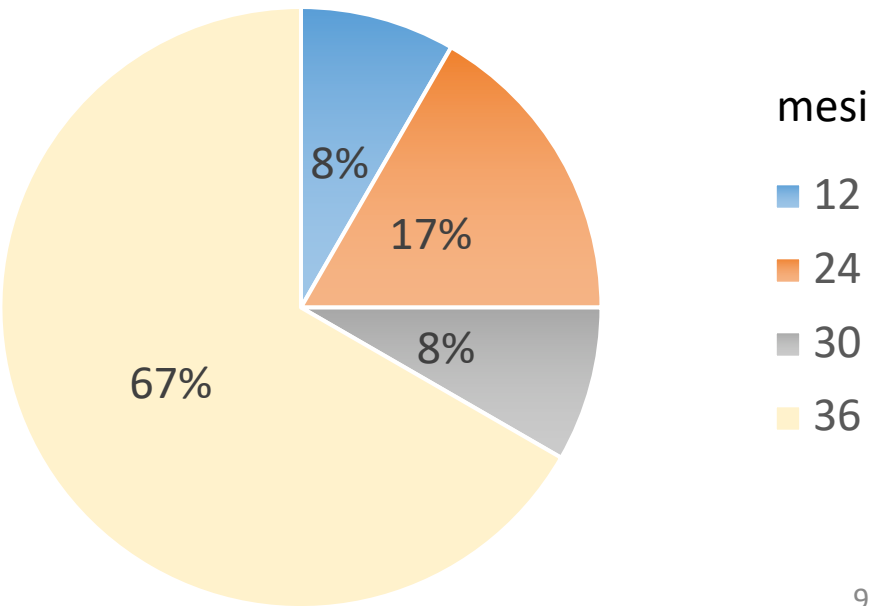
Piano delle azioni HRS4R 2024-2026

TIMING - ACTION STARTING DATE

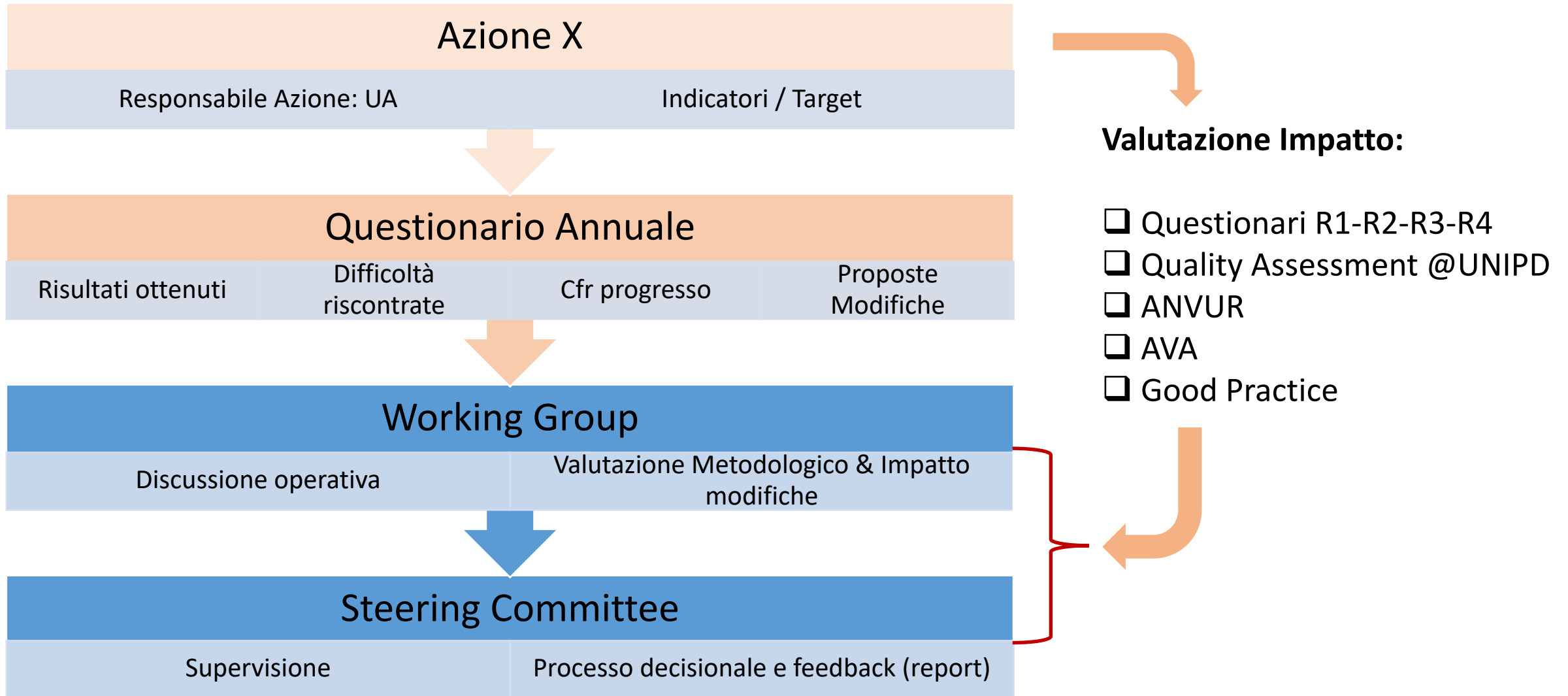
- I trimestre 2024
- II trimestre 2024
- III trimestre 2024
- IV trimestre 2024
- I trimestre 2025



Timing - Action Duration



HRS4R @UNIPD: Monitoring Process



Monitoraggio Action Plan 2021-2023

Azioni non completate: impatto marginale sul piano

4. SDG@UNIPD - Asset d) Monitor_SDG

increase research on Sustainable Development Goals (SDGs)

Asset d) Monitor_SDG

Monitoring of results and organization of results in a usable way for Top Management and stakeholders.

Links with the previous action plan: NEW action

42. Equal-Opportunities&Inclusion-Training - Asset d) advanced training course for journalists;

 5. UNIPD-4-You Asset d)

d) WeEurope (ARQUS)

Dedicated events for the dissemination of the European citizenship culture: roles and perspectives.

 14. InspiredBy@UNIPD - a) NewPE Strategy

a) NewPE_Strategy: Development of a new public engagement strategy.

 37. OTMR selection

Monitoraggio Action Plan 2021-2023

Azioni da continuare (On-going) Action Plan 24-26

<u>7. Look@Your-Future</u> Asset a) You-4-You@UNIPD	specific training activities for researchers on self-assessment, get feedback on the strengths and weaknesses of their professional profile, find the best career fit and draft a career plan, along with a specific Euraxess-portal training
<u>8. JoinUs@UNIPD</u>	Provide up-to-date information about: - planning, preparation and implementation of research at UNIPD; - information on scholarships and employment at UNIPD; - information on additional funding opportunities, - description and presentation of research support service activities implemented by UNIPD).
<u>13. Excellent Research&Researchers</u>	a) To apply criteria of merit for the distribution of resources; b) To make the departments responsible for the management of funds and to put in place the Quality Assurance (AQ) system; c) To evaluate ex post initiatives financed with own funds; d) To encourage the interdepartmental recruitment of researchers.

Monitoraggio Action Plan 2021-2023

<u>14. InspiredBy@UNIPD c)</u> <u>SciencePills@UNIPD</u>	Science4TeensUNIPD
<u>46. PAP- Positive Action Plan</u>	Action Structure: - Visibility of recruitment policies in favour of gender balance; - Funding for Gender Budget allocated to University structures; - Recruitment of women: financial contribution from the University to those structures recruiting women.