

Action	Description/Related Gap	Initiation - Revised Action Plan				Renewal - Improved Action Plan - Phase III										
		Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35
		25/02/24 24/05/24	25/05/24 24/08/24	25/08/24 24/11/24	25/11/24 24/02/25	25/02/25 24/05/25	25/05/25 24/08/25	25/08/25 24/11/25	25/11/25 24/02/26	25/02/26 24/05/26	25/05/26 24/08/26	25/08/26 24/11/26	25/11/26 24/02/27	25/02/27 24/05/27	25/05/27 24/08/27	25/08/27 24/11/27
COMMUNICATION ACTIONS: internal communication to promote current practices; translation of Italian documents into English, in order to maximize international attractiveness and access																
Action n. 2	Promotion of Integrity and Ethics policies, culture and procedures															
Action n. 7	Communication Plan to increase the effectiveness and visibility of permanent and future initiatives and services for potential, new and senior researchers ("Onboarding", "Welcome" and "Career Path" initiatives)	R.U. Communication Service														
Action n. 8	Coordination of collection of Public engagement initiatives and improvement of their visibility															
Action n. 11	Promotion of institutional figures, confidential and informal assistance, services and procedures dealing with complaints/appeals															
FORMALIZATION ACTIONS: formalization of existing practices that have not yet been formally transcribed and implemented																
Action n. 3	Drawing up of administrative guidelines for planning and managing research funded projects															
Action n. 4	"Onboarding" initiatives: mapping of measures and services dedicated to attract international researchers															
Action n. 5	"Welcome" initiatives: functional re-organisation of information, tools and services dedicated to researchers' mobility (incoming)															
Action n. 6	"Career Path" initiatives: definition of a chart of services related to researchers' mobility (outgoing) and career development															
DEVELOPMENT ACTIONS: development or introduction of new internal rules, services, practices, procedures																
Action n. 1	Regulatory revision of Code of Ethics and Code of Conduct; new composition of Ethical Commission integrated with Research Ethical Experts															
Action n. 9	Definition of a Policy on Open Transparent and Merit-based Recruitment (with English version).															
Action n. 10	Definition of a Personal Career Development Plan PCDP jointly drawn by Supervisors and PhD students (R1)															
Action n. 12	Scientific facilities optimisation															
Action n. 13	Definition of a Policy of valorisation of the effort of researchers involved in externally funded projects (financial benefit and/or additional fundings)															
Action n. 14	Definition of a training plan for researchers															
Action n. 15	Implementation of participation of R2 on AIQUA-R Departmental Committee for the Quality of Research															
Action n. 16	Formalization of opportunity to access to residentiality facilities for PhDs and post-doc researchers and promotion for all researchers															
Action n. 17	Gender Balance measures															
Action n. 18	OTM-R training for selection committees' members															
Action n. 21	Implementation of a Training Plan for Researchers	R.U. Research Office														
Action n. 22	Adoption Gender Equality Plan															
Action n. 23	Gap Analysis					R.U. Strategic Planning Office										
OTM-R Ad hoc Actions																
Action n. 19	Use of web-based tools for recruitment procedures of all researchers' categories															
Action n. 20	Implementation of a proper OTM-R Quality System	R.U. Planning and Control Service														