

		Revised At	Renewal - Improved Action Plan - Phase III											
Action	Description/Related Gap	Q23	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35
		25/08/24	25/11/24	25/02/25	25/05/25	25/08/25	25/11/25	25/02/26	25/05/26	25/08/26	25/11/26	25/02/27	25/05/27	25/08/27
		24/11/24	24/02/25	24/05/25	24/08/25	24/11/25	24/02/26	24/05/26	24/08/26	24/11/26	24/02/27	24/05/27	24/08/27	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 reserchers' mobility (incoming)													
Action n. 6	"Career Path" initiatives: definition of a chart of services related to reserchers' mobility (outgoing) and career development	R.U. HR Service												
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)	R.U. Research Office												
Action n. 14	Definition of a training plan for researchers	R.U. Research Office												
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	R.U. Research Office												
Action n. 23	University Crowdfunding Platform	R.U. Research Office												
Action n. 24	Analysis of Funds Allocation Criteria Among Departments	R.U. Research Office												
Action n. 25	Revision of the procedures for recruiting tenured professors in the roles of the RTT	R.U. HR Service												
Action n. 26	Creation of the recruitment procedure and career management of research contracts	R.U. HR Service												
Action n. 27	Participation to the COARA network	HRS4R Implementation Committee												
Action n. 28	Increasing the attractiveness of international researchers	R.U. HR Service												
Action n. 29	Work in a smart environment	University delegate for constructions												
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												