

GAP ANALYSIS - OVERVIEW

Case number: 2023IT48945

Name Organisation under review: Università Politecnica delle Marche

Organisation's contact details: Piazza Roma 22, 60121 Ancona (AN), Italy – e.girardin@univpm.it

SUBMISSION DATE: 10/01/2024

DATE ENDORSEMENT CHARTER AND CODE: 11/01/2023

GAP ANALYSIS

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview			
<p>Status: to what extent does this organisation meet the following principles?</p>	<p>Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented</p>	<p>In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation</p>	<p>Initiatives undertaken and/or suggestions for improvement:</p>
Ethical and Professional Aspects			
<p>1. Research freedom</p> <p>All national and institutional laws and rules comply with the statement "Art and science are free, as well as teaching them is free" as declared in Article 33 of the Constitution of the Italian Republic. Research freedom is confirmed in National Law n. 240/2010, which includes it among the inspiring principles (Article 1): "Universities are the primary seat of free research". Moreover, Article 7 of Legislative Decree n. 165/2001 states that public administrations are bound to guarantee freedom of teaching and professional autonomy in teaching and research.</p> <p>In compliance with the above-mentioned laws, UNIVPM adopted its Statute, an Ethical Code and a Code for Research Integrity which set out UNIVPM's policies about research integrity, research misconduct, financial management and intellectual property.</p> <p>From the internal survey organized by UNIVPM in</p>	<p>++</p>		

<p>order to better identify the gaps related to the fulfillment of the principles of European C&C, 87% of the interviewed researchers agree (partially + totally) with the statement that "UNIVPM makes sure that the principles of freedom of research are applied."</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/03/2019) • Ethical Code (R.D. n. 832, 18/07/2011) • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 			
<p>2. Ethical principles</p> <p>National Law 240/2010 (Article 2) requires all Universities to adopt an ethical code for their academic communities.</p> <p>UNIVPM adopted an Ethical Code for its entire community and established an Ethics Commission that verifies compliance with the norms of the Ethical Code. It also adopted a Code for Research Integrity, and established a University Research Ethics Committee that provides opinions on research projects and promotes the development of ethical awareness (Regulations of the University Research Ethics Committee)</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Ethical Code (R.D. n. 832, 18/07/2011) • Ethics Commission (R.D. n. 981, 20/09/2018) • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) • University Research Ethics Committee (Resolution of the Academic Senate no. 23 of 28.07.2020) • University Research Ethics Committee Regulations (R.D. n. 61, 25/01/2021, 	+/-	<p>From the internal survey, 53 % of the researchers totally agree with the statement that "UNIVPM makes sure that the fundamental principles of research ethics and the principles within the Code for Research Integrity are applied". However, 25% of the consultants either partially agree (20%) or do not agree (4%) with the statement and 23% don't know whether UNIVPM ensures ethical principles are applied (mostly PhD students).</p> <p>This result reveals that the interviewees have a limited level of knowledge of the UNIVPM Code for Research Integrity, where academic integrity and scientific ethics are defined as pillars of our Institution. Indeed, when researchers were asked to rate their degree of knowledge of the Code, 39% of them answered to don't know anything about it and only 6% answered to have an in-depth knowledge. Likewise, the survey revealed a very limited knowledge of the European Charter for Researchers</p>	<p>Considering that results show that the gap is mainly due to the lack of internal communication, UNIVPM thinks it would be particularly important to increase the diffusion of these principles and to favor their implementation by adopting a more efficient communication strategy, especially among young researchers.</p> <p>To this end, UNIVPM will organize information seminars for the entire academic community, with particular attention to PhD students, in order to improve the degree of knowledge about Ethical principles, including the ethical aspects of the use of AI and of data protection in research, which should influence the way research is carried out within our organization. Moreover, the UNIVPM Code for Research Integrity will be updated according to the 2023 version of the European Code of Conduct for Research Integrity.</p>

<p>modified by R.D. n. 662, 30/06/2022</p>		<p>and of the Code of Conduct for the Recruitment of Researchers: 50% answered to don't know anything about it and only 4% to have an in-depth knowledge.</p> <p>This limited knowledge is likely responsible for the perception of about 25% of the interviewees who think that UNIVPM does not take into consideration the importance of the ethical principles.</p> <p>The UNIVPM Code for Research Integrity has not been updated according to the 2023 version of The European Code of Conduct for Research Integrity, which reflects the advances in AI, data protection and research impact assessment.</p>	
<p>3. Professional responsibility</p> <p>All aspects related to professional responsibility and intellectual property are fully covered by national laws and regulations as well as by internal rules such as the University Ethical Code, the University Code of Conduct for Employees, and the Regulation on Intellectual Property and Patents.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Ethical Code (R.D. n. 832, 18/07/2011) • Code of Conduct for Employees (RD. n. 580, 15/09/2014; L.D. n. 165/2001, art. 54) • Regulation on Intellectual Property and Patents (R.D. n. 964, 05/04/2004) 	<p>+/-</p>	<p>As shown from the results of the survey discussed for Principle 2, there is a limited knowledge of the UNIVPM regulations on the professional responsibility. There is also a too limited awareness of the advances in the ethical aspects of the use of AI in research, and on the EU's Regulations on General Data Protection.</p> <p>With specific regard to plagiarism, it is regulated in the Code for Research Integrity. Nevertheless, UNIVPM does not have proper control activities.</p>	<p>As stated for Principle 2, it is particularly important to increase the knowledge of this principle among the members of the academic community, especially among young researchers, with a focus on intellectual and joint property rights, on copyright and open-access rights, on the ethical aspects of the use of AI in research and on the EU's Regulations on General Data Protection. In order to promote the knowledge of such relevant issues regarding professional responsibility, informative seminars and events will be organized.</p> <p>With regards to control activities that could be performed to combat plagiarism, UNIVPM will provide all researchers with free access to online software/tools to support the correct use of documentary sources.</p>
<p>4. Professional attitude</p>	<p>++</p>		

<p>General regulations, accountant and authorization procedures or common practices exist within the institution and are already applied by administrative staff and central or departmental offices.</p> <p>Researchers funded by research projects are required to periodically submit reports on their activity as indicated by the regulations of the specific projects.</p> <p>PhD students must report regularly on the progress of their research to their supervisors and, every year, to the PhD Academic Board, in order to gain admission to the following year or to the final dissertation (Doctoral Courses Regulation, art. 8).</p> <p>Post-doc and post-graduate fellows, working on specific research programs, are required to submit annually (or with the regularity indicated in the call) a detailed written report on their research to the Scientific Supervisor and to the Department Board for evaluation (Regulation for Research Fellowships, art. 10).</p> <p>UNIVPM has permanent administrative staff who keep researchers directly informed about the research opportunities (procedures and funding mechanisms) available at the national, European, and international levels. There are two different internal offices based on the source of funding; the National and Institutional Research Office for national/regional funding and the International Projects Service for European and international funding. They also support researchers during the different phases of the project implementation.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Doctoral Courses Regulation (R.D. n. 253 del 11/03/2022) • Regulation for Research Fellowships (R.D. n. 809, 11/07/2011, modified by R.D. n. 959, 28/09/2016) 			
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<p>5. Contractual and legal obligations</p> <p>Researchers' obligations are detailed in national laws (R.D. n. 1592/1933, DPR n. 382/1980, Law n. 230/2005, Law n. 240/2010, Law n. 79/2010). UNIVPM has adopted its internal regulations in compliance with these legislations.</p> <p>Researchers' rights and duties are specified in detail in the University regulations and, together with the working conditions, in the employment contract.</p> <p>At the beginning of each grant/contract, the researcher is informed about all national and local regulations applicable to his/her role: legal obligations are included in the contracts for researchers, which expressly provide references to the type of contract, intellectual property, and the relevant legislation both at the national and university levels.</p>	+/-	All internal regulations are in Italian and the University web site is only partially available in English. This can limit the knowledge of contractual and legal obligations by foreign researchers who carry out research in our university.	To improve the knowledge of contractual and legal obligations, UNIVPM will translate the most relevant University regulations and the University Statute in English. This will increase the degree of knowledge of contractual and legal obligations by foreign researchers.
<p>6. Accountability</p> <p>The concept of responsibility (Constitution of the Italian Republic, art. 28) is discussed in every University regulation. In particular, UNIVPM regulations which operationalize accountability are the Statute, the Regulation on Administration and Accounting, the Ethical Code and the Code for Research Integrity.</p> <p>Moreover, the use of research funding is compliant with accountability regulations since it is managed, at both central and department level, by offices which ensure that resources are used accordingly to the reasons for which they have been allocated.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/3/2019) 	++		

<ul style="list-style-type: none"> • Regulation on Administration and Accounting (R.D. n. 731, 15/09/2015) • Ethical Code (R.D. n. 832, 18/07/2011) • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 			
<p>7. Good practice in research</p> <p>All aspects related to good practice in research are covered by national laws and regulations. Personal data are collected and treated in compliance with the Italian L.D. n. 196/2003 (Code of personal data protection) and subsequent amendments and integrations, and the L.D. n. 81/2008 regulating health and safety principles in the workplaces. L.D. n. 101/2018 integrates national regulations in compliance with the General Data Protection Regulation (GDPR, EU Regulation 2016/679).</p> <p>UNIVPM has a dedicated office (Data Protection Office) and a Data Protection Committee established with the aim of ensuring consistent implementation of the relative legislation. In the reserved area of the UNIVPM website, employees can access guidelines containing indications on the processing of personal data in the context of scientific and statistical research projects, including medical, biomedical and epidemiological projects.</p> <p>UNIVPM has a Research Ethics Committee that provides opinions on research proposals and experimental protocols submitted for the committee's examination.</p>	+/-	<p>Although UNIVPM has already adopted all the good practices in research, their level of knowledge among researchers is still low. This is particularly relevant with regard to the GDPR for which an internal regulation has been recently approved and provided, and measures to favor its knowledge among researchers have just been applied.</p> <p>Another aspect which limits the full implementation of good practice of research is the limited knowledge of the European Open Science Policy, which is currently being implemented by UNIVPM, but it is not completely known by researchers in our university.</p>	<p>Similarly to what has been said with regard to ethical and professional aspects, communication strategies will be adopted to favor the knowledge among researchers of good practices in research. More specifically, UNIVPM will organize information seminars to make the entire academic community aware of the relevant ethical implications of research activities they carry out in human and social sciences.</p> <p>Moreover, the new EU policy on Open Science will be presented to the entire academic community as well as the standard method of working under EU funding programs.</p> <p>Taken together, these measures will improve the degree of knowledge of good practices which already exist in our university but that, at this stage, are not very well known by research and the overall academic community.</p>
<p>8. Dissemination, exploitation of results</p> <p>UNIVPM has a Communication Office which designs and implements communication activities related to projects or research events with the aim of disseminating results and reaching an</p>	-/+	<p>From the internal survey, 82% of the interviewed researchers interviewed agree (partially + totally) (51% totally) with the statement "UNIVPM encourages and supports researchers to disseminate the results of their</p>	<p>There is a need to fully implement the open access and open data policies. When possible, according to the agreements achieved with national and international journals, UNIVPM will open the full access to the scientific publications deposited in the institutional repository (IRIS).</p>

<p>audience which is wider than the academic one. This takes place through different communication channels, like social networks, internet sites, etc. and by respecting an established usage policy that the office contributed to define. It also manages the UNIVPM magazine online.</p> <p>Moreover, each Department has its own staff involved in the communication and dissemination process.</p> <p>UNIVPM promotes innovation and the protection of the rights to obtain patents for industrial inventions through the Technology Transfer Office. The office also promotes collaboration with the economic and industrial system, public and financial institutions.</p> <p>UNIVPM affirms the principles of full and open access to scientific literature and the free dissemination of research results (Open Access Policy, Ethical Code). To this end it uses the repository IRIS for the collection and management of data and activities related to research products.</p> <p>UNIVPM is also involved in the activities of the European Open Science Cloud (EOSC).</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulation on Intellectual Property and Patents (R.D. n. 964, 05/04/2004) • Open Access policy (Resolution of the Academic Senate n. 569, 23/11/2021) • Ethical Code (R.D. n. 832, 18/07/2011, art. 8-9) 		<p>research activities". Nevertheless, a gap exists in the full implementation of the Open Science's requirements since an Open Access policy has been only recently adopted by UNIVPM.</p>	<p>Moreover, educational and training events with a focus on intellectual and joint property rights will be organized. UNIVPM will also organize events on Open Science policy to increase researchers' attention on these topics also with the aim to present and promote the UNIVPM Open Access policy (see also principle 7).</p>
<p>9. Public engagement</p> <p>By the introduction of the national system of quality assurance for universities Self-Assessment, Periodic Evaluation and Accreditation System AVA in 2013, Third Mission and Social Impact of Universities have been officially included among</p>	<p>++</p>		

<p>the institutional activities of academic institutions, alongside teaching and research. Indicators and parameters for Third Mission assessment are considered for the accreditation of Institutions.</p> <p>In the last round of research assessment exercise (VQR 2015-2019), the public engagement activity in UNIVPM was evaluated as outstanding and UNIVPM ranked the third position among the Italian Universities.</p> <p>UNIVPM has coordinated and participated for several years in the project "Night of researchers", co-funded by the European Commission through the Marie Skłodowska Curie Actions program.</p> <p>UNIVPM has an office dedicated to the third mission, the Technology Transfer Office, with the role of transferring the results deriving from research activities to the manufacturing and industrial sector. This is accomplished mainly through the constitution of Spin-Off/Start up, patent filling and participation to P.O.C. (Proof of Concept) research projects.</p> <p>In addition, there is a specific Rector's Delegate dedicated for the Third Mission of the University. Every year, UNIVPM produces an Integrated Report (Bilancio Integrato) which reports how the University uses and transfers to society its resources (economic, human, knowledge, relational, environmental...) to create value in the short and medium term.</p> <p>In the internal survey, 74% of the interviewed researchers agree (partially + totally) with the statement "UNIVPM encourages and supports researchers in their third-mission activities".</p>			
<p>10. Non discrimination</p> <p>The principle of non-discrimination is among the</p>	<p>++</p>		

<p>most important principles within the Italian Constitution, as stated in art. 3 "all citizens have equal social dignity and are equal in front of the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions".</p> <p>Non-discrimination principles are reaffirmed in the UNIVPM Statute and Regulations. As foreseen by Law 183/2010 (Article 21), the UNIVPM Statute in Articles 10 and 21 guarantees the establishment of a Guarantee Committee for equal opportunities (CUG) that ensures gender equality and equal opportunities and strengthens the protection of workers, implementing preventive measures against any form of physical or moral violence, relating to gender, age, sexual orientation, ethnic origin, disability, religion, politics, and language.</p> <p>In addition to the CUG, other specific bodies monitor the application of such policies, namely: The Ethics Committee, working for the dissemination and the respect of the Ethical Code, and The Confidential Counsellor, an independent figure who collects any report related to discrimination, sexual and moral harassment, or mobbing cases.</p> <p>In the internal survey, 86 % of the interviewed researchers agree (partially + totally) with the statement "UNIVPM pays attention to avoid discrimination on the basis of gender, age, national or social ethnic origin, religion or belief, sexual orientation, language, disabilities, political opinions or social/economic conditions."</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/3/2019) • CUG Regulation (R.D. n. 394, 27/02/2013) • Ethics Committee (R.D. n. 981 del 20/09/2018) 			
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<p>11. Evaluation/ appraisal systems</p> <p>At a national level, the evaluation of the quality of universities and public research bodies activities is carried out by the Italian National Agency for the Evaluation of Universities and Research Institutes (ANVUR) (Law n. 240/2010, Article 6, Paragraph 7).</p> <p>As regards to research, the Agency evaluates the quality of results and products, the ability to attract external funding and to stimulate collaboration between researchers. It also defines the criteria and methodologies to evaluate the departments and manages the evaluation activities performed by the internal evaluation units of the universities and research centers. Periodically, usually every five years, ANVUR requires all universities to provide relevant data to evaluate their research activity for a national evaluation (VQR - Evaluation of Quality and Research).</p> <p>The results of the evaluation of the quality of the data provided by the universities are taken into account by the Italian Ministry for University and Research (MUR) in the distribution phase of the National Ordinary Fund (FFO), which is divided into two parts: a fixed fee, attributed to each university based on its size and needs, and a variable fee, which depends on the results obtained in the research activity (taking into consideration VQR results).</p> <p>Furthermore, Law 240/2010 establishes that the control functions over the research activities carried out by Universities must be entrusted to a specific body, the Evaluation Body, established by the UNIVPM Statute (articles 10 and 18), which also lists its functions.</p> <p>Finally, among national evaluation systems, there is also the National Scientific Qualification (ASN) which is a non-comparative assessment procedure managed directly by the Ministry for</p>	<p>+/-</p>	<p>The recent participation in CoARA requires UNIVPM to establish a direction in the assessment of research which is in line with the core commitments of the CoARA agreement.</p>	<p>UNIVPM should prepare an Action Plan towards the achievement of the signed commitments.</p>
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<p>University and Research (MUR) that allows participation to the selection procedure in individual universities for the R3 and R4 profiles. Regarding R1 and R2 profiles, according to the internal Regulations for each profile:</p> <ul style="list-style-type: none"> • PhD candidates regularly report on the progress of the research to their supervisors, and every year they must report to the PhD Academic Board in order to gain admission to the following year or to the final dissertation, • the research fellows are required to submit annually (or as indicated in the call) a detailed written report on their research activity to the Scientific Supervisor and to the Department Board for evaluation. <p>Regarding teaching, researchers at UNIVPM are evaluated by students through surveys which are administered at the end of every semester. The results are discussed in Department Boards and actions are taken if required.</p> <p>In addition, a Quality and Assurance Presidium (PQA), using the Quality Assurance System, oversees the execution and the monitoring of the quality assurance procedure.</p> <p>Due to the relevance of this principle, since May 2023 UNIVPM is a member of the Coalition for Advancing Research Assessment (CoARA) that works to establish a common direction in the assessment of researchers, research projects, research units and research organizations.</p> <p>The internal survey shows that 76 % of the interviewed researchers agree with the statement “UNIVPM ensures regular and transparent assessments of researchers’ professional activities (research, teaching, etc.)”</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/3/2019) • Doctoral Course Regulation (R.D. n. 253, 11/03/2022) 			
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<ul style="list-style-type: none"> • Regulation for the Evaluation of Professors and Researchers (R.D. n. 601, 11/06/2018) • Regulation for Research Fellowships (R.D. n. 809, 11/07/2011, modified by R.D. n. 959, 28/09/2016) • Didactic Regulation (R.D. n. 863, 23/09/2013, art. 29) • PQA Regulation (R.D. n. 117, 09/02/2018) 			
Recruitment and Selection			
<p>12. Recruitment</p> <p>UNIVPM, as required by National Laws (Law n. 240/2010 and Law Decree n. 36 of 2022), has adopted open recruiting and selection procedures based on the principles of transparency, merit, fairness, and the respect of equal opportunities. National laws detail for each academic position (PhD, Research fellows, temporary researcher, and professors) the specific admission requirements, the typical duration and features of these appointments, the standard remuneration, etc.</p> <p>Facilitations for especially disadvantaged groups or researchers returning to a research career are not possible considering the legal framework the university must comply with. National legislation is very careful to ensure equal opportunities, avoiding any kind of discrimination (Law n. 165/2001, art. 57), though not specifically referring to disadvantaged groups.</p> <p>At UNIVPM, admission standards at various levels of academic career comply with current laws and regulations and specific access requirements and selection standards are clearly stated in recruitment calls for each position.</p> <p>By adopting its Code for Research Integrity (Resolution of the Academic Senate n. 374,</p>	++		

<p>21/12/2020), UNIVPM implemented the principles within the C&C that are related to this aspect.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Doctoral Course Regulation (R.D. n. 253, 11/03/2022) • Regulation for Research Fellowships (R.D. n. 809, 11/07/2011, modified by R.D. n. 959, 28/09/2016) • Regulation for the Recruitment of fixed-term Researchers (R.D. n. 555, 04/06/2021 and R.D. n. 765, 24/07/2023) • Regulation for the Recruitment of Full Professors and Associate Professors in compliance with Articles 18 and 24 of Law n. 240/2010 (R.D. n. 200, 23/12/2011, modified by R.D. n. 90, 30/01/2019) 			
<p>13. Recruitment (Code)</p> <p>The Law n. 240/2010 and the Law Decree n. 36/2022 detail the requirements that Italian universities must respect in the recruitment procedures, to guarantee their openness, efficiency, and transparency.</p> <p>Concerning the access to different academic positions, UNIVPM complies with national laws: notices of selections always include a clear explanation of the entry requirements, a description of knowledge and competencies required as well as the details of the procedures for participation.</p> <p>A realistic timelapse from the publication of the call to the deadline for submission is guaranteed (generally 30 days after the date of publication of the notice in the "Gazzetta Ufficiale") and the staff of the Teaching and Research personnel Service provides further information and support to potential candidates.</p>	<p>+/-</p>	<p>UNIVPM fully complies with the national law which guarantees openness, transparency, and merit-based selection in the recruitment procedures. However, UNIVPM lacks a specific document reporting that its recruitment strategy is based on the principles of Open, Transparent and Merit-Based Recruitment.</p> <p>In the internal survey, 80% of the interviewed researchers agree (partially + totally) with the statement "UNIVPM adequately promotes at national level and according to the current legislation the calls for positions at any level of career". However, 55% of the interviewed don't know whether "UNIVPM adequately promotes at international level on the EURAXESS portal the calls for positions at any level of career".</p>	<p>A specific document on the UNIVPM OTM-R policy will be published on the UNIVPM web site together with a comprehensive guide to OTM-R practices.</p> <p>In order to fill the other gaps, different strategies will be adopted. The use of Euraxess Portal will be publicized and the recruitment calls will be correctly reported. Recruitment calls will be publicized also on job advertising tools, like LinkedIn. In addition, the UNIVPM international website will be implemented with information for researcher recruitment and career opportunities. This action, together with the translation in English of the most relevant recruitments documents as stated in Principle 5, will allow international candidates to gain easier access to information useful to apply for a position at UNIVPM.</p> <p>Finally, all the selection calls and related reports will be integrated with explicit reference to the principles of the Charter and the Code.</p>

<p>The wide diffusion of selection calls is provided by the publication in the official bulletin ("Gazzetta Ufficiale"), on the MUR website and the University website. All selection announcements always indicate the type of contract offered and its duration, as well as the description of the working conditions (including legal, economic, and social security provisions).</p> <p>Recruiting procedures for PhD students are published also in English on the UNIVPM website. By adopting its Code for Research Integrity, UNIVPM implemented the principles within the C&C that are related to this aspect.</p> <p>UNIVPM regulations:</p> <ul style="list-style-type: none"> • Regulations above-mentioned for Principle 12 • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 		<p>Indeed, calls for positions are present on the Euraxess portal, however no links to the portal are given on the UNIVPM website. In addition, on the Euraxess portal most of them are incomplete.</p> <p>In addition, two other gaps exist. First, the recruitment procedures and calls are still mainly available only in Italian. Second, calls for the selection of the various figures involved in research, as well as the related reports do not explicitly refer to the principles of the Charter for Researchers and the Code of Conduct.</p>	
<p>14. Selection (Code)</p> <p>UNIVPM complies with national and international rules on personnel selection at all levels. The calls for applications detail the evaluation criteria the selection committees must implement in the different procedures. UNIVPM regulations are clearly stated in the Statute and Ethical Code and the documents listed above for principle 12.</p> <p>According to national rules, selection committees are generally composed of Professors and Researchers from Italian Universities and Public Research Organizations, where applicable.</p> <p>As for gender balance, the UNIVPM Statute and Ethical Code indicate gender balance and non-discrimination as fundamental principles (see also Principle 27). Explicit recommendations to guarantee gender balance are provided for the appointment and composition of selection panels for the recruitment of Full and Associate professors. Gender balance is not mentioned for</p>	<p>+/-</p>	<p>From the internal survey, only about 50% of the interviewed researchers agree with the statements "UNIVPM ensures Selection Committees, when possible, include members from other Countries" and "UNIVPM ensures Selection Committees, when possible, include external members (e.g., private companies, public research institutions)". About 30% don't know about the statements (mainly referred to R1 and R2). In addition, 24% of the interviewed researchers answer, "I don't know" to the statement "UNIVPM ensures Selections Committees are gender balanced".</p> <p>Although a significant number of interviewed researchers either do not agree or do not know about the statements, UNIVPM complies with</p>	<p>The same actions described for principle 13 also apply to this Principle. Moreover, a balanced gender composition of the selection committees will be a requirement to be included in the recruitment regulations for all academic positions, except when this is not possible due to intrinsic gender imbalance in some research areas.</p>

<p>all the remaining academic positions (PhD students and Research Fellows).</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/3/2019) • Ethical Code (R.D. n. 832, 18/07/2011, art. 4-12) • Regulations above-mentioned for Principle 12 • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 		<p>national and international rules on personnel selection at all levels. Therefore, there is the need to give better visibility to all the UNIVPM rules governing selection.</p> <p>In addition, the criterion of gender balance in the composition of the selection boards is expressly mentioned only in the Regulations for some researcher figures.</p>	
<p>15. Transparency (Code)</p> <p>At UNIVPM, transparency is a key principle in the procedures for recruiting staff at all levels. All candidates are properly informed on the selection procedures and criteria, as well as on the number of positions available through a specific notice and the concerning regulations.</p> <p>About career prospects, Article 22 of National Law 240/2010 establishes that the research grant does not give rise to any right of access to permanent faculty positions at universities.</p> <p>In the UNIVPM Transparency website section “Calls for recruitment” all information about the entire recruitment process are available, as required by current regulations on Transparency (Legislative Decree n.33/2013 as modified by Legislative Decree n.97/2016): requirements, composition of the committees, evaluation criteria (where applicable), research activities to be developed (i.e. post-doc positions etc.), evaluation grid, references in case of complaints and appeals, ranking shortlist and publication of the Rector’s decree with the name of the winner.</p> <p>In addition to the publication of results, candidates can access further information about their evaluation on request, according to the</p>	<p>++</p>		

<p>procedures stated by the legislation on the right of access to administrative documents (Article 22 of Law n. 241/90).</p> <p>The possibility for candidates of being informed, after the selection process, about the strengths and weaknesses of their applications, through their publication, is instead limited by Article 23 of the University Privacy Regulation, in line with current national and EU policy (see Legislative Decree n. 101/2018 that aligns Legislative Decree n. 196/2003 to the European General Data Protection Regulation).</p> <p>From the internal survey, 81% of the interviewed researchers agree with the statement “UNIVPM ensures selection criteria, working conditions and rights (e.g., career prospects, skills required by candidates) are adequately described in the calls”.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> • Law n. 240/2010 • Legislative Decree n. 33/2013 (modified by Legislative Decree n. 97/2016) • Law n. 241/90 (Legislation on the right of access to administrative documents, article 22) • Legislative Decree n. 101/2018 • Legislative Decree n. 196/2003 <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • University Privacy Regulation (R.D. n. 1824, 26/11/2020), art. 23 • Regulations above-mentioned for Principle 12 • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 			
16. Judging merit (Code)	++		

<p>According to National Law 240/2010, candidates are selected through an open and competitive selection procedure, designed specifically to consider all relevant elements (<i>i.e.</i>, work experience and patent ownership). Other important legislative references are Ministerial Decrees 243/2011 and 242/2011, as well as Ministerial Decree 344/2011.</p> <p>On a national basis, the national scientific qualification (ASN) must be achieved by each candidate to apply for R3 and R4 positions. UNIVPM fully complies with this principle. As specified in all internal regulations, the selection committees give a full description of the criteria in compliance with National Law; all selection procedures include the evaluation of the curriculum and all scientific-professional qualifications.</p> <p>Candidates are evaluated on the basis of their curricula and the whole range of experience, also considering teaching, supervision of students and young researchers, teamwork, management of research and innovation and public awareness activities, bibliometric indices and possible patents or inventions, if applicable.</p> <p>The internal survey showed that 77% of the interviewed researchers agree with the statement “UNIVPM ensures the candidates’ whole range of skills (e.g., mobility experiences, professional and academic qualifications, entire career) are assessed in selection procedures at any level of career”.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/3/2019) • Regulations above-mentioned for Principle 12 • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 			
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<p>17. Variations in the chronological order of CVs (Code)</p> <p>UNIVPM provides suitable comparative procedures for evaluating the curriculum of candidates in compliance with national regulations. The commissions "[...] must assess the overall consistency of the candidate's scientific production, the intensity and the temporal continuity of the same production, without prejudice to the periods, properly documented, of involuntary removal from the research activity, with particular reference to parental functions" (D.M. 243/2011, D.M. 344/2011).</p> <p>For Research Fellows, Article 22 Paragraph 9 of Law n. 240/2010 states that sick leave and maternity periods are not calculated for the overall work period.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 	<p>++</p>		
<p>18. Recognition of mobility experience (Code)</p> <p>UNIVPM complies with this principle and undertakes to apply the provisions of national (e.g., Ministerial Decree 243/2011) and internal regulations.</p> <p>In each selection procedure, the committee considers the geographic/international mobility experience of each candidate during his/her training phase: experiences in Italy and abroad, cooperation with foreign and international organizations and research centers, lectures given</p>	<p>++</p>		

<p>at international conferences, teaching activity in international Universities and/or research centers, and achievement of international awards.</p> <p>UNIVPM firmly considers internationalization as one of the key principles in its strategy, stimulating and supporting participation in European projects, international networks and entering into scientific didactic collaboration agreements with several foreign universities, aimed at favoring mobility of students, researchers and professors (see also Principle 29).</p> <p>From the internal survey 76% of the interviewers agree while only 14% do not agree with the statement: “UNIVPM guarantees and actively promotes the possibility for researchers to experience geographical, inter-sectorial, inter and trans-disciplinary mobility, as well as from public to private sectors”.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 			
<p>19. Recognition of qualifications (Code)</p> <p>All announcements of available academic positions must contain a clear indication of the entry requirements, including the qualifications requested from candidates.</p> <p>UNIVPM fully complies with this principle and undertakes to apply the provisions of national (e.g., Ministerial Decree 243/2011, D.M. 242/2011 and D.M. 344/2011) and internal regulations (clearly stated in recruitment calls for each position).</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulations above-mentioned for Principle 	<p>++</p>		

<p>12</p> <ul style="list-style-type: none"> Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 			
<p>20. Seniority (Code)</p> <p>UNIVPM provides comparative procedures to evaluate the curricula of candidates in compliance with national and internal regulations. Selection committees always evaluate candidates impartially for the full range of knowledge acquired in their training phase and scientific experiences carried out. Selection committees are not allowed to judge the candidates on the basis of the prestige of the institution they come from, since the same weight in terms of evaluation must always be attributed to the same type of qualification.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> Statute (R.D. n. 320, 11/3/2019) Regulations above-mentioned for Principle 12 Code for Research Integrity (Resolution of the Academic Senate n. 374, 21/12/2020) 	<p>++</p>		
<p>21. Postdoctoral appointments (Code)</p> <p>In Italy, post-doctoral positions correspond to research fellow positions. Access to this position is regulated by Law 240/2010 and by Law Decree 36/2022. UNIVPM internal regulations fully comply with National Laws.</p> <p>UNIVPM Regulation for Research Fellowships governs the procedure to activate, select and award a research fellowship and strictly establish the duration, extension and renewal of the contract.</p>	<p>+/-</p>	<p>UNIVPM internal regulations on postdoctoral recruitments do not explicitly refer to C&C.</p>	<p>The same actions described for principle 13 also apply to this Principle. In particular, UNIVPM will ensure that calls for postdoctoral recruitment will contain explicit references to the principles of the Charter and the Code.</p>

<p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulation for Research Fellowships (R.D. n. 809, 11/07/2011, modified by R.D. n. 959, 28/09/2016) • Regulation for Recruiting fixed-term researcher (R.D. n. 555, 04/06/2021 and R.D. n. 765, 24/07/2023) 			
<p>Working Conditions and Social Security</p>			
<p>22. Recognition of the profession</p> <p>National Law 240/2010 established professional requirements and contractual obligations of all academic positions.</p> <p>At a national level, full recognition of the profession of Researchers is assured for permanent/fixed-term positions (R3-R4), falling under the provisions of the National Labor Contract for Public Research Organizations; PhD students and Research fellows (R1-R2) are not fully recognized as researchers, because this stage is mainly considered part of the training phase.</p> <p>At the internal level, all researchers, from R1 to R4, have professional recognition within the University and can access UNIVPM facilities, research support services and career development activities.</p> <p>As already indicated for Principle 2, UNIVPM adopts an Ethical Code, which appeals to the sense of responsibility of the academic community to ensure the fulfilment of all duties and the exercise of their rights.</p> <p>Internal regulations and/or practices define participation or representation in Academic Boards/Bodies and the opportunity to afford international mobility or a specific research budget.</p> <p>UNIVPM Regulations:</p>	<p>++</p>		

<ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/3/2019) • Ethical Code (R.D. n. 832, 18/07/2011) 			
<p>23. Research environment</p> <p>The national law that ensures researchers freedom of research also guarantees them adequate working conditions.</p> <p>At UNIVPM all researchers are guaranteed safe access to their Department and to the Labs (thanks to specific and binding national legislation and internal regulations, specific assessment plans are drawn up in case of exposure to biological and chemical risks, etc.), to archives and libraries and to all the E-resources (conference calls service, online services, wi-fi and access via the “eduroam” network, institutional archive of research products in open access, a personal home-page to collect CVs, links to scientific publications and so on).</p> <p>Researchers can benefit from research equipment and facilities in compliance with national health and safety laws (Legislative Decree 626/1994; Inter ministerial Decree n. 363/1998; Legislative Decree n. 81/08).</p> <p>UNIVPM adopts specific Regulations and policies for safety and health, focusing actively its attention also on risk prevention. A specific Risk Assessment Plan is provided to guarantee personal safety to all researchers accessing laboratories and medical infrastructures (or any sort of biological, chemical risk). All employees are required to complete and submit to the competent department the "Work Risk Sheet" (in compliance with Article 16 of Legislative Decree n. 81/2008).</p> <p>Moreover, during the recent pandemic period, the University had various specific protocols in place.</p>	<p>+/-</p>	<p>Although UNIVPM ensures all researchers can perform their research activity, some procedures are managed differently and with different timing and effectiveness depending on the various Departments. This might reflect the result of the internal survey showing that the 28% of the interviewers do not agree (partially and totally) with the statement “Departments provide a stimulating, pleasant to work-in environment, able to support research activities”.</p>	<p>UNIVPM should standardize the management of the various procedures (i.e., management of lab reagents order, special shipment.....) to guarantee the same efficient research support to all researchers.</p>

<p>From the internal survey, 82% of the interviewed researchers agree with the statements “UNIVPM ensures researchers enjoy adequate social security provisions, including sickness, parental benefits and pension rights and unemployed benefits according to existing national legislation” and “UNIVPM ensures compliance with national or sectoral regulations in terms of health and safety”.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Internal regulation on health and safety of workers in performing their activities (R.D. n. 461, 14/5/2018) 			
<p>24. Working conditions</p> <p>National laws promote adequate working conditions for all researchers and guarantee reasonable compromises with family needs: flexibility, specific regulations for disabled workers and students, security, family life balance (maternity and parental leaves - Law 151/2001), sick leave and other reasons which may motivate work interruption.</p> <p>In particular:</p> <ul style="list-style-type: none"> - R3 and R4 researchers benefit of full-time/fixed term option and of sabbatical leave (Article 6 of Law 240/2010); - researchers have no working time constraints and recording obligations, therefore flexible hours and teleworking are allowed; - sick and/or parental leave is guaranteed for R2/R3/R4 categories (Article 22 of Law 240/2010); - maternity leave is mandatory for all research categories (including PhD students); - exceptional and motivated leave for scientific studies and research abroad is allowed (article 10, Law n. 311/58); - paid-leave as per article 33 Paragraph 3 of Law 	<p>++</p>		

<p>n. 104, 05/02/1992 - “Framework law for the Assistance, Social Integration and the Rights of Handicapped Individuals” is allowed; - life-work balance in public administrations is promoted (article 14 of Law n. 124, 07/08/2015).</p> <p>At the local level, the UNIVPM Guarantee Committee for equal opportunities (CUG) ensures equal opportunities, promotion of the well-being of those who work and undertakes to prevent any form of discrimination (for more details see Principle 10). UNIVPM researchers are included in health safety and surveillance programs. UNIVPM adopts specific policies for safety and health to guarantee safety to all researchers accessing laboratories and infrastructures (more details at Principle 23). The University Sports Group (CUS) facilities are open to all students and staff: a football field, a gym where it is possible to practice futsal, volleyball, basketball and archery, and a gym for bodybuilding and martial arts are available to researchers on the university campus. There are also tennis courts (indoors in the winter months) and futsal fields outdoors.</p> <p>UNIVPM Regulations</p> <ul style="list-style-type: none"> • UNIVPM Statute (R.D. n. 320, 11/3/2019) • CUG Regulation (R.D. n. 171, 21/02/2020) • Regulation on health and safety of workers in performing their activities (R.D. n. 461, 14/05/2018) 			
<p>25. Stability and permanence of employment</p> <p>Law n. 240/2010 and Law Decree n. 36/2022 establishes the rules concerning the duration of university contracts for researchers. With concern to the EU Directive on fixed-term work and intending to prevent abuse of undue use of fixed-term contracts, the laws establish for all</p>	<p>++</p>		

<p>temporary positions (PhD, Research fellow and Fixed-term Researchers) the minimum and maximum possible duration. UNIVPM fully complies with the National rules and all selection calls always indicate the duration of the contract and the description of the working conditions (legal, economic and social security provisions are included).</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> Regulations above-mentioned for Principle 12 			
<p>26. Funding and salaries</p> <p>UNIVPM applies the national legislation, guaranteeing all researchers salaries in line with existing rules.</p> <p>For each category of researchers, the national law establishes the salary level to be applied, as well as the corresponding social security system.</p> <p>For Research Fellows, following the indications provided by Law 240/10, Article 22, each year a dedicated ministerial decree establishes a minimum level of remuneration to be applied.</p> <p>For permanent professors and researchers, according to national legislation, the complete assistance of the social security system is contemplated (including sickness, unemployment, maternity, parental leave, pension, etc.) (for more detail see comments to Principle 24).</p> <p>Research Fellows and PhD students may take advantage of the "Separate management of INPS", a form of social security assistance that intends to guarantee basic coverage for temporary workers or workers in particular situations, including benefits related to illness and motherhood.</p> <p>The Legislative Decree n.22/2015, Article 15, established the monthly unemployment benefit "DIS-COLL" also in support of R1 and R2 who have</p>	<p>++</p>		

<p>involuntarily lost their jobs (end of contract or dismissal).</p>			
<p>27. Gender balance</p> <p>UNIVPM has placed the issue of gender equity among its strategic priorities. Articles 10 and 21 of the UNIVPM Statute provide for the establishment of the Guarantee Committee for equal opportunities (CUG) intending to ensure equal opportunities, the enhancement of the wellbeing of those who work, the promotion of actions and initiatives to ensure equality and equal gender opportunities and preventing discrimination (see also Principle 10).</p> <p>As requested by the European Commission, and after the publication of the Guidelines for Gender Balance in Italian Universities (proposed by the Conference of Italian University Rectors on 19 September 2019), the UNIVPM CUG published the Gender Equality Plan (GEP) for the period 2022-2025. In this plan, strong relevance was given to the following actions: work-life balance and organizational culture; gender balance in leadership roles and decision-making bodies; gender equality in recruitment and career progression; incorporating the gender dimension into research and teaching programs; combating gender violence, including sexual harassment. The UNIVPM GEP is the outcome of the University's intention to implement full equality between men and women and combat all forms of violence and discrimination and will henceforth be the linchpin in the University's gender strategy.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> • Legislative Decree 165/01, article 35 • Legislative Decree n. 198/2006, "Code of Equal Opportunities amongst Men and Women" 	<p>+/-</p>	<p>In the internal survey, 79% of interviewed researchers expressed a positive opinion with respect to the following statement "UNIVPM ensures gender balance and equal opportunities at all levels of staff, including at supervisory and managerial level". This is a very encouraging result that recognizes the commitment of UNIVPM in support of gender balance.</p> <p>Gender equality within the selection committees is regulated at the national level. However, at present, for R1 and R2, the regulations do not refer to gender equality.</p> <p>Moreover, GEP has been only recently activated and it will need deeper dissemination.</p>	<p>UNIVPM will take action to ensure gender equality in the selection committees at all levels of selection. Moreover, it will promote the dissemination of the GEP among the researchers.</p>

<ul style="list-style-type: none"> • Law n. 240/2010 <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/3/2019) • UNIVPM Integrated Report (containing the University Gender Report) • Operative Regulation of the Guarantee Committee (R.D. n. 171, 21/02/2020) • UNIVPM Strategic Plan 2023-2025 • GEP 2022-2025 (Resolution of the Academic Senate n. 539, 26/10/2021 and of the Boards of Directors n. 1162, 27/10/2021) 			
<p>28. Career development</p> <p>National laws (240/210 and 36/2022) establish the possibility of career development for R1, R2 and R3.</p> <p>UNIVPM fully complies with the National regulation. In particular, it pays attention to the recruitment of young researchers (even from abroad), to whom it undertakes to ensure the right of rapid scientific career development.</p> <p>Over the last three years (2020-2022), UNIVPM hired 40 full professors, 98 associate professors and 150 fixed-term researchers. In the same period, UNIVPM counted 91 career progressions from researcher to associate professor (48 men and 43 women) and 40 progressions from associate to full professor (26 men and 14 women).</p> <p>Concerning the support and guidance for the personal and professional scientific development of the researchers, as described in the comments to Principles 37 and 40, the figure of a mentor is mandatory and institutionalized for researchers “under training” (PhD Students and Post-graduate fellows); this figure - identified at the beginning of the training phase - supports young researchers in their career development.</p>	<p>++</p>		

<p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulations above-mentioned for Principle 12 			
<p>29. Value of mobility</p> <p>UNIVPM Statute and Regulations, as well as the Strategic Plan, promote the value of mobility. UNIVPM includes internationalization among its institutional goals and recognizes the importance of intensifying collaborations with international partners aimed at increasing the quality and efficiency of education and training systems, as well as the scientific quality of the research activities. UNIVPM supports and promotes teachers' and researchers' international mobility, both thanks to the active participation of the University in international programs, like Erasmus+, and through many educational and scientific collaboration agreements with several university institutions all over the world. UNIVPM reserves PhD positions to students from abroad and constantly strives to attract foreign teachers and experts as visiting professors and visiting researchers.</p> <p>PhD students may profit from numerous opportunities to spend periods abroad that are financially supported through a 50% increase in the doctoral scholarship and which, in some programs, are mandatory (for more detail see comments to Principle 38).</p> <p>Concerning inter and trans-disciplinarity, PhD programs include several disciplinary areas, already recognizing the value of multidisciplinary mobility as an important means of enhancing scientific knowledge and professional development.</p> <p>UNIVPM has launched the 1st edition of the MSCA masterclass for potential applicants to the MSCA</p>	<p>-/+</p>	<p>From the internal survey, 76% of interviewed researchers agree with the statement “UNIVPM guarantees and actively promotes the possibility for researchers to experience geographical, inter-sectorial, inter and trans-disciplinary mobility, as well as from public to private sectors”, indicating that at UNIVPM there is a widespread culture on the value of mobility. Nevertheless, university international ranking results indicate that the level of researchers’ mobility is still low.</p>	<p>To increase the level of researchers’ mobility, several strategies will be activated.</p> <p>First, in all internal recruitment procedures, Selection Committees will be recommended to give a relevant weight to the criterion of mobility for the evaluation of the candidates. In fact, as stated in principle 18, the consideration of the geographic/ international mobility experience of candidates is already included among selection criteria in the recruitment procedures; however, it could be strengthened to push researchers to be more involved in mobility programs.</p> <p>At the same time, UNIVPM will organize meetings with PhD students to explain benefits related to take part to mobility programs of at least 6 months, underlying the economic benefits that they can have access to in case they decide to take advantage of this opportunity.</p> <p>Finally, given the considerable success achieved through the recent Marie Curie Master Class action, UNIVPM aims to make it systematic. This will allow UNIVPM to be even more recognized at an international level and this can have positive effects in terms of researchers’ mobility.</p>

<p>European Postdoctoral Fellowships call 2023, with the aim to attract young and talented researchers to successfully apply to the European call with our University as host institution. Promising candidates to MSCA masterclass are invited to attend a course on proposal writing and to make use of full support in the application writing process by UNIVPM advisors.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/03/2019) • Strategic Plan 2023-2025 • Internal Regulations on International Mobility (included in the Teaching Regulation R.D. n. 863, 23/09/2013, art. 22) • Doctoral Courses Regulation (R.D. n. 253, 11/03/2022) 			
<p>30. Access to career advice</p> <p>UNIVPM offers job placement support to give to interested parties (usually postgraduate students) appropriate support for the scouting of career opportunities. Currently, placement activities are coordinated by a specific office (Job Placement Office), which contributes to promoting the recruitment of UNIVPM graduates on the job market through different types of activities such as job service days, recruiting days, and information seminars.</p>	++		
<p>31. Intellectual Property Rights</p> <p>Intellectual property is protected by a specific regulation, as well as by national and European legislation and by specific constraints required by external funding bodies in the event of exploitation of the results of research financed on</p>	+/-	<p>Limited awareness of the value of Open Access and limited knowledge on its obligation in national and European projects. Limited awareness of the value of Open Science EU policy.</p>	<p>Actions will be implemented to raise awareness of the value of Open Access and on how to comply with the obligations of open science in EU and national projects. Moreover, training opportunities aimed at promoting the criteria of responsible research and innovation and open access to knowledge and data generated by research will be increased. Communication</p>

<p>specific competitive tenders.</p> <p>The protection of the "inventor" according to art. 1 and 4 of the UNIVPM Regulation on Intellectual Property and Patents applies to university employees and research fellows, PhD students, students and any other person who has created the invention or a patentable invention during a collaboration relationship with UNIVPM.</p> <p>The University provides support and consultancy service to its researchers in case of disputes related to the ownership of intellectual property rights, as well as on patents and on start-ups or spin-offs. Specific support relating to copyright on products and research data is also provided and informative sessions or training courses are also organized periodically for the entire academic community and for PhD students.</p> <p>UnivPM, in compliance with the provisions of article 2, paragraph 3 of its Statute and with article 2, paragraphs 2.5 and 2.7 of its Code of Ethics for Research Integrity promotes the principle of Open Access, as defined by the Berlin Declaration on Open Access to scientific literature on October 2003. After signing the Messina Declaration, UNIVPM has strongly encouraged researchers to publish in OA journals or books. The Transformative Agreement at which the library system of UNIVPM (CAD) participates through the CRUI-CARE (Coordination for Access to Electronic Resources) allows corresponding authors of UNIVPM to publish Articles in OA at no additional cost. Thanks to the CRUI agreement, each publisher has set a certain number of articles that can be published in OA for each contract year.</p> <p>National Legislation:</p> <ul style="list-style-type: none"> • National Legislation on Copyright and Intellectual Property (Law n. 633/1941) and subsequent amendments • Legislative Decree n. 101/2018 aligns 			<p>events on the autonomy of researchers and intellectual property rights will be regularly planned, in particular for PhD students and their supervisors. In any case, the new EU policy on Open data will be promoted among the entire academic community as the standard method of working under EU funding programs (see also Principles 7 and 8).</p>
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<p>national legislation to the General Data Protection Regulation (GDPR)</p> <ul style="list-style-type: none"> Italian Industrial Property Code - CPI (Legislative Decree n. 30, 10/2/2005) and subsequent amendments <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> Regulation on Intellectual Property and Patents (R.D. n. 964, 05/04/2004) Regulation for the Recognition of the Status of Spin-off (R.D. n. 498, 03/04/2013) Regulation on Commissioned Research (R.D. n. 1499, 21/11/2019) Open Access Policy (Resolution of the Academic Senate n. 569, 23/11/2021) <p>Other documents: UNIVPM in 2004 signed the Messina Declaration in support of the Berlin Declaration on OA to Knowledge in the Sciences and Humanities (resolution of the Academic Senate n. 5 of December 17, 2004)</p>			
<p>32. Co-authorship</p> <p>The proper consideration of co-authorship in the selection phase by the commission is already a consolidated practice.</p> <p>UNIVPM has also adopted a specific policy for the deposit of research products in the institutional IRIS Repository. The policy foresees a fair acknowledgment of the contributions of all participants to research, specifically researchers, doctors and post-docs research staff, technical-administrative staff or other scholars. During the validation phase of the products to be included in the institutional repository, particular attention is paid to the fact that all the co-authors of the University present in the author string of the product are recognized on the product.</p>	<p>++</p>		

<p>33. Teaching</p> <p>According to Law 240/2010, Article 6, teaching and tutoring are among the teachers' and researchers' institutional tasks.</p> <p>The AVA System (Self-evaluation – Periodic Evaluation –Accreditation) as established by Law N. 240 – 2010 aims to improve the quality of educational and research activities in universities through the application of a Quality Assurance Model based on internal planning, management, self-evaluation and improvement procedures of educational and scientific activities, and an external, clear and transparent assessment.</p> <p>For each academic position, UNIVPM Internal Regulations establish the teaching duties of full and associate professors, as well as the teaching activities for researchers and holders of research grants. PhD students and research fellows may be entrusted teaching and teaching support activities (within maximum limits defined year by year); these activities must not interfere with the research activities and can be carried out only if authorized by the tutor or the Supervisor.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulation for Recruiting Fixed-term researchers (R.D. n. 555, 04/06/2021) • Regulation for Research Fellowships (R.D. n. 809, 11/07/2011 modified by R.D. n. 959, 28/09/2016) • Regulation for PhD Students (D.R. n. 253, 11/03/2022) 	<p>++</p>		
<p>34. Complains/ appeals</p> <p>In compliance with the National Law 240/2010 (Article 10) which establishes a University Disciplinary Committee, the UNIVPM Statute establishes a Discipline Board (Article 10). It takes care of the preliminary phase of the disciplinary</p>	<p>+/-</p>	<p>The internal survey reveals a low level of knowledge on this issue and the policies currently adopted by UNIVPM. Approximately 38% of the interviewed researchers declared not to know that" UNIVPM ensures complaints /appeals of researchers and conflicts between</p>	<p>UNIVPM will implement a periodic, specific communication campaign to disseminate the initiatives already in place. To fill in the gap, UNIVPM will prepare a vademecum, which summarizes all the complaints/appeals and the related procedures to activate them.</p>

<p>procedure initiated by the Rector and operates according to the principle of peer judgment, in compliance with the adversarial procedure (Article 22 of the Statute). Within thirty days from the start of the procedure, the Discipline Board expresses a final opinion on the proposal made by the Rector, both about the relevance of the contested facts at the disciplinary level and about the type of sanction to be imposed. Final documents are transmitted to the Rector and the Administration Board for the adoption of the consequent resolutions.</p> <p>An important figure in the field of mediation and dispute resolution is the Confidential Counsellor who provides advice and assistance to anyone claiming to have been a victim of discrimination, mobbing, sexual, moral and psychological harassment.</p> <p>The UNIVPM Statute also establishes the CUG, with the aim to promote actions and initiatives to ensure well-being and equal gender opportunities, and the University Ethics Committee, that verifies compliance with the norms of the Ethical Code.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/03/2019) • CUG Operative Regulation (n. 171, 21/02/2020) • Ethical Code (R.D. n. 832, 18/07/2011) • Regulation of University Ethics Committee (R.D. n. 981, 20/09/2018) 		<p>supervisors and early career researchers are fairly and efficiently handled”.</p> <p>A gap is indeed identified in the lack of advertising services and procedures ("to whom and how to submit a complaint") dedicated to assisting researchers in resolving work-related conflicts, disputes, and grievances.</p> <p>Therefore, a strong institutional commitment is needed to raise awareness of their implementation.</p>	<p>This will allow UNIVPM to make the academic community more aware of the measures aimed at resolving conflicts in the most appropriate ways and according to the national law and the UNIVPM statute.</p> <p>In addition, the most relevant documents on this topic will be translated in English.</p>
<p>35. Participation in decision-making bodies</p> <p>The national legislation gives autonomy to the Universities to define the terms, drawn up in specific regulations, related to the participation of researchers in academic bodies, according to the limits set by National Law 240/2010.</p>	<p>++</p>		

<p>UNIVPM Statute establishes the governance structure of the University and provides the composition of its governing bodies. Permanent professors and researchers, as well as technical and administrative staff and students, have full representativeness both in the Academic Senate and the Administration Board.</p> <p>UNIVPM is organized into Departments, where researchers carry out their activities and whose structure is defined in Article 28 of the Statute. The Director is elected by the Department Board between the full and associate professors.</p> <p>The Department Board is made up of the professors, researchers, elective representatives of students enrolled in bachelor's and master's Degree Courses and in Research Doctorate Programs, holders of research grants, as well as technical and administrative staff, within the limits established by the UNIVPM Regulations and according to election procedures established by the Electoral Regulations.</p> <p>From the internal survey 76% of the interviewers agree with the statement that "UNIVPM ensures regular and transparent assessments of researchers' professional activities (research, teaching, etc.)".</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Statute (R.D. n. 320, 11/03/2019) 			
Training and Development			
<p>36. Relation with supervisors</p> <p>This principle concerns researchers "under training" for whom a supervisor/tutor is appointed (PhD Students, Research fellows and post-graduate fellows).</p> <p>The presence of a supervisor in the initial career phase is preparatory and aims to guide the</p>	<p>++</p>		

<p>scientific development of researchers and include them in the research team; the supervisor may also have the role of authorizing the use of funds allocated to support research activities. According to the internal Regulation for PhD Research, the PhD Academic Board of each PhD course appoints a supervisor/tutor for each young researcher. PhD candidates regularly report on the progress of their research to their supervisors. In addition, each candidate must report every year to the PhD Academic Board, to gain admission to the following year or to the final thesis dissertation.</p> <p>The internal Regulations for Post-doc and post-graduate fellows specify that these researchers work on specific research programs and that their activities are carried out in accordance with the scientific supervisor. Therefore, post-doc and post-graduate fellows work according to the advice and under the supervision of a "Scientific Supervisor" or of a "Tutor", selected among the professors/researchers of the Department and indicated in the agreement signed at the beginning of the fellowship. The research fellows are required to submit annually (or with the regularity indicated in the call for the position) a detailed written report on their research activity, the progress of the research and the results achieved to the Scientific Supervisor and the Department Board for evaluation.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulation for PhD Students (R.D. n. 253, 11/03/2022). • Regulation for Research Fellowships (R.D. n. 809, 11/07/2011, modified by R.D. 959, 28/09/2016). 			
37. Supervision and managerial duties	-/+	The internal survey showed that only 58% of interviewed researchers agree with the statement "UNIVPM ensures	To assure the necessary attention to the researchers' role as supervisors, in all internal recruitment procedures, Selection Committees

<p>Tutorial activity - certified and carried out by university professors and researchers - contributes to the fulfillment of the institutional obligations referred to in Article 6 of Law n. 240/2010 (Legal Status of Professors and Researchers) and D.M. 45/2013 (Regulations on Accreditation Procedures for PhD Programs and Criteria for the Development of PhD Programs by Accredited Institutions). As part of the overall commitment for professors and researchers, based on the criteria established in the internal Regulation on the evaluation of professors and researchers, they are required to annually reserve teaching and service tasks for students, including guidance and tutoring.</p> <p>Both the Ministerial Regulation providing the criteria for the ASN to access the academic positions of Full and Associate Professors and the University regulations indicate, among the evaluation criteria, the ability to manage a research team and the experience as a supervisor of PhD candidates and early-stage researchers.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulation for PhD Students (R.D. n. 253, 11/03/2022). • Regulation for Research Fellowships (R.D. n. 809, 11/07/2011, modified by R.D. 959, 28/09/2016). 		<p>senior researchers pay particular attention to their supervisor activities". Therefore, the supervisor's activity is not considered as relevant as it should be.</p>	<p>will be recommended to give a relevant weight to the criteria of supervision, mentorship and managerial duties for the evaluation of the candidates.</p>
<p>38. Continuing Professional Development</p> <p>Many opportunities for continuing professional development are in place at UNIVPM, including formal or informal training, individual or collective, which is provided to researchers through both in-house training initiatives (including e-learning and webinars) and financial support for participation to external conferences and dissemination activities.</p>	<p>+/-</p>	<p>Although UNIVPM offers many opportunities for professional development, the internal survey shows that 23% of the interviewed researchers disagree with the statement "UNIVPM ensures organization and access to specific training programs to improve researchers' skills at all levels of career (e.g., training courses, workshops,</p>	<p>UNIVPM will improve communication /promotion of the training offer through the university website, to stimulate the widest possible participation.</p>

<p><u>Training</u>: all our researchers can participate in workshops, events, and training courses. Of particular interest is the annual soft skills initiative for PhD students, which includes the training on how define a competitive research project (thus creating the opportunity to provide first acquaintance with EU research funding), and an in-depth study on innovation and technology transfer.</p> <p>For years, the University has also participated in the e-capital initiative to provide young researchers, but also recent graduates, with the opportunity to go deeper into the issues related to access to research funding, the management of intellectual property and chances to translate research into employment's opportunities even outside the academic context. This year, the MSCA-Postdoctoral Fellowship Masterclass initiative was also launched (4 days of seminars and lessons offered to potential MSCA candidates with international experience with UNIVPM as host institution) entirely delivered in English.</p> <p><u>International mobility</u>: researchers are encouraged and supported to apply for international mobility programs; PhD students can count on a real "dedicated" budget for research activities abroad and training.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none"> • Regulation for PhD Students (R.D. n. 253, 11/03/2022, art. 4-5-6-19). • Teaching Regulation (R.D. n. 863, 23/09/2013, art. 22) regarding students' international mobility 		<p>seminars, etc.)". Moreover, 17% disagree with another statement "UNIVPM guarantees researchers adequate training for teaching activities (i.e., e-learning)". Therefore, there is the need to improve activities related to this principle.</p>	
<p>39. Access to research training and continuous development</p> <p>UNIVPM ensures access to several training initiatives aimed at favoring the development of the researchers' careers at all academic levels. As</p>	<p>++</p>		

<p>examples:</p> <ul style="list-style-type: none"> - the PhD soft skills initiative training program, aimed at enhancing their skills on research and project management and on project writing for competitive calls; - the training days by the Agency for the Promotion of European Research (APRE), to which UNIVPM is associated; - the training initiatives focused on MCSA fellowships; - the webinars and information sessions with updates on financial opportunities for research; - the catalogue of PhD courses that are available to doctoral students; - the training courses focused on innovative and inclusive pedagogical and teaching techniques. 			
<p>40. Supervision</p> <p>The role of the supervisor/tutor is mandatory and institutionalized for Researchers “under training” (R1, R2); this figure - identified at the beginning of their training phase - supports them in their professional development.</p> <p>In the case of PhD students, even the national legislation guarantees the professionalism and exclusivity of the supervisor/tutor: the PhD Academic Board must be composed of at least 16 members with a proven research reputation in the disciplinary areas of the doctoral course.</p> <p>Supervisors/Tutors are selected amongst professors and researchers in scientific areas that are relevant for the educational objectives of the PhD program. They are usually members of the Faculty Board and have adequate experience in the supervision of research; this allows them to provide PhD students with the necessary support for educational activities, as well as publications and dissertation writing and dissemination of results. For research projects in which companies are involved, an additional tutor from the</p>	<p>++</p>		

<p>company usually follows the activities of the PhD student. More details are available in the comments to principles 36 and 37.</p> <p>UNIVPM Regulations:</p> <ul style="list-style-type: none">• Regulation for PhD Students (R.D. n. 253, 11/03/2022).• Regulation for Research Fellowships (R.D. n. 809, 11/07/2011, modified by R.D. 959, 28/09/2016).			
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