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# Action Plan 2021-2023 HRS4R

Human Resources Strategy For Researchers

## Abstract

The University of Padua has drafted the 2021-2023 Action Plan to be submitted to the European Commission, in order to obtain its periodic renewal accreditation.

The Plan consists of 46 actions, related to the principles of the Code of Conduct for the Recruitment of Researchers (C&C). The actions affect the following domains: professional development, access to research training and to continuous education, access to a professional career, the value of mobility, the evaluation system, public engagement, working conditions, funding and wages, participation in decision-making bodies, recruitment, selection, merit assessment, acknowledgement of qualifications and non-discrimination.

These actions were identified as a consequence of both an internal analysis on the results achieved during the previous Plan (2017-2020), and a targeted survey (December 2020 and January 2021) - the latter aimed at Stakeholders, who were invited to express themselves on the perceived effectiveness of past initiatives.

Many actions also relate to the University Integrated Performance Plan 2021-2023 and/or to other actions recently approved by the governance, which were not included in the previous Plan, and whose implementation is expected in the three-year period 2021-2023. The execution of such actions calls for the involvement of several Offices and/or Areas, along with their Vice Rectors and Delegates.



# Actions and principles (C&C)



## Professional development

Activate scholarships, support researchers coming to Italy on paperwork matters, provide with a career development system.



## Access to research training and to continuous education

Promote research on the sustainable development goals of 2030 Agenda, develop new skills as necessary for the European context, raise awareness on the need for personal data protection.



## Access to professional careers

Support personal and professional development, create a welcome kit for researchers to hand out at the onboarding.



## Value of mobility

Define a regional policy to create a local network, create exchange opportunities – also, virtual – for international activities, increase mobility opportunities for students, PhDs, researchers and technical/administrative staff (even during pandemic circumstances).



## Evaluation system

Implement the “Open Science Career Assessment Matrix” system, achieve excellence and multidisciplinary in Research.



## Public engagement

Raise the interest of students about research since high school, organize public events to promote the local territories and the cultural, historical and social heritage.



## Working conditions

Facilitate collaboration and data sharing between research groups, develop an app to promote sport, create wellness-dedicated spaces, organize events to celebrate the eight hundredth anniversary of the University of Padua, promote well-being through the Corporate Wellness Service, create sustainable paths to cut down production of CO<sub>2</sub>, encourage the development of local, national and international networks on the subjects of wellness and sport, empower the university community on the topic of sustainability, activate the day nursery service, define a welfare programme, support the integration of PhD students through the creation of a community, create an intranet space to easily share data and documents, activate the Operational Plan for Agile Work (POLA), guarantee the quality of educational, research and third mission's goals, adopt and publish the Three-Year Anti-Corruption and Transparency Plan (PTPCT).



## Funding and wages

Create a newsletter to inform about funding opportunities, increase the attractiveness of the University for researchers from non-European countries.



## Participation in decision-making bodies

Expand participation of voters throughout the election of the Rector.



## Recruitment

Make the recruitment system more and more open, transparent and meritocratic, support Departments on public competitions' procedures, revise the career section for teaching and research, based on related rights and duties.



## Selection

Improve selection procedures in order to promote the participation of international experienced researchers.



## Merit assessment

Implement monitoring of Quality System Standards.



## Acknowledgement of qualifications

Improve administrative support to the Departments in order to identify experiences, roles, educational qualifications (also international ones), implement remuneration policies for those who obtain funding from calls and tenders.



## Non-discrimination

Organize national and international events and initiatives to raise awareness on the issue of equity, inclusion and equal opportunities, promote cross functional training courses to the entire academic community and citizens, actively participate in networks dealing with the issues of equity, equal opportunities and inclusion, carry out inclusive guided visits, promote gender balance, introduce the new Positive Actions Plan (PAP).

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### Participating Areas and Offices

Areas and offices involved in the implementation of the actions of the Plan: ARRI, Ranking Sector and Third Mission, Career Service, International Research Office, Office for Research and Quality, Research Valorization Office; AAGL; ASIT; ACOM, Communication Office, Public Engagement Office; ARI, Projects and Mobility Office; ARU, Office of Teaching Staff, Office for Organizational Development, Economic Treatments and Welfare Office; AFIP, Management Control Office, Taxation Office; ADiSS, Doctorate and Post-Graduate Office, Educational Offer and Quality Office, Student Services Office; CAB (University Libraries Centre), CAM (University Museums Center) and CUG (The Guarantee Committee).

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