

N.	Name	Surname	UNIPD AREA	RESPONSIBLE UNIT (University Central Office in charge)	Macro Area (for Grouping Actions)	Specific area of implementation	1. Title of the action	2. Description of the action/any sub-actions (when depending on a single Responsible Unit)	2.0 Description of any sub-actions (each depending on different Responsible Units)	2.1 INVOLVED UNIT(S), if any, and specific contribution within the proposed action(s)	3. Relevant principles within the Charter & Code - C&C (Carta europea dei ricercatori e Codice di condotta per l'assunzione del ricercatore).	4. Timing: action starting date (quarter-year)	5. Timing: action(s) duration (number of months)	6.1 Main contact person for the action (Name, Surname)	6.2 Main contact person for the action - email	7. Measurable Key Performance Indicators (e.g. number of events organized per year; number of targeted/engaged persons; customer satisfaction rate, etc.)	8. Target(s): objectives to achieve according to the KPIs (e.g. 5 events/year, release of regulations/guidelines, etc.)	9. Action status with reference to the previous Action Plan (21-23): NEW (i.e. newly introduced), or EXTENDED (linked to a previous action, will be further developed in this Action Plan 24-26)	10. Link(s) to the University of Padua Strategic Planning (Pianificazione Strategica) - One or more objectives, relevant to the action, may be specified
M.1: Integrity																			
1	Maria Rosaria	Falconetti	AAGL - AREA AFFARI GENERALI E LEGALI	AAGL - UFFICIO AFFARI LEGALI	Best Working attitude	Integrity	Integrated drafting of a single Code of Conduct	Integration and specification of the new provisions introduced by the National Code of Conduct (updated via DPR 62/2013) concerning university administration, taking into account the risk profiles emerged from the risk assessment analyses conducted on the processes affected by the reform. Integration of the Code of Conduct with the Ethical Code, towards a single Administration Code.	1.a) Integration and specification of the new provisions concerning the use and control of information technologies (ASIT - Ufficio Infrastruttura, Sistemi e Telecomunicazioni); 1.b) Integration and specification of the new provisions concerning the responsible use of social media (ACOM - Ufficio Comunicazione); 1.c) Integration and specification of the new provisions concerning the mandatory training and public ethics (ARU - Ufficio Sviluppo Organizzativo); 1.d) The second phase involves integrating the Code of Conduct with the Ethical Code, in order to adopt a single Administration Code, for a more organic, clear, and rational regulation of the fundamental duties that must be observed, also for disciplinary evaluation, by the different categories of workers and collaborators operating in the university context.	a) Use and control of information technologies (ASIT - Ufficio Infrastruttura, Sistemi e Telecomunicazioni); b) Responsible use of social media (ACOM - Ufficio Comunicazione); c) Regulation of the mandatory training and public ethics (ARU - Ufficio Sviluppo Organizzativo);	2. Ethical principles - Principi etici, 3. Professional responsibility - Responsabilità professionale, 4. Professional attitude - Comportamento professionale, 7. Good practice in research - Buona condotta nel settore della ricerca, 10. Relation with supervisors - Rapporti con i supervisori, 11. Supervision and managerial duties - Doveri di supervisione e gestione, 14. Non-discrimination - Non discriminazione, 16. Working conditions - Condizioni di lavoro	III quarter 2024	24	Giorgio, Valandro	anticorruzione.trasparenza@unipd.it	1) Preparation of an impact analysis: conducting an impact analysis of the new provisions of the Code of Conduct. Mapping of the processes and associated risks for an integration and risk-oriented specification of the provisions of the Code of Conduct and the University's Ethical Code, and identifying the parts to be modified. 2) Submission to the General Director and Rector. 3) Drafting of the new unified Code of Conduct for the University.	1) 30/09/2024 2) 31/12/2024; 3) 31/03/2025;	NEW	PERob04 - Promuovere la parità di genere ed una cultura inclusiva PERob05 - Favorire la transizione digitale e promuovere le abilità digitali del personale
2	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO RICERCA INTERNAZIONALE	Best Working attitude	Integrity	Ethics and Integrity@UNIPD	Ensuring and promoting ethical practices and integrity in research at the University of Padua. 2.a) Establishment and launch of CEUDA - University Ethical Committee for the management of ethical issues raised within research activities conducted by Unipd researchers. 2.b) Promotion of the principles expressed by the University's Research Integrity Code through information and training actions on ethics and research integrity.	CEUDA Task force		2. Ethical principles - Principi etici, 7. Good practice in research - Buona condotta nel settore della ricerca	I quarter 2024	36	Francesca Mura	international.research@unipd.it	a) Number of research integrity codes distributed (both digital and hard copies); b) Establishment of CEUDA by given deadline; c) Launch of CEUDA platform for managing ethical evaluation requests; d) Number of information and training events activated.	a) Sending hard copy and digital copies of the research integrity code to all new hires (100% of new hires); b) Establishment of CEUDA by 31/12/2024; c) Go-live of CEUDA platform by 31/12/2024; d) 1 training session per year on research ethics and integrity (total of 3 training and information events for 24-26).	NEW	RICob01 - Promuovere l'eccellenza scientifica e la multidisciplinarietà nella ricerca
M.2: HRS4R - C&C revised																			
3	Giola	Grigolin	ACOM - AREA COMUNICAZIONE E MARKETING	ACoM - UFFICIO COMUNICAZIONE	Communication	C&C	Reshaping HRS4R @UNIPD website	The 'HR Excellence in Research' section on www.unipd.it will be expanded and have increased visibility within the Unipd portal, including in the menu. This update aims to provide enhanced resources and information not only for researchers but for the whole academic community.	ARRI - Ufficio Ricerca Internazionale		34. Transparency - Trasparenza	IV quarter 2024	36	Giola Lovison, Francesca Mura	giola.lovison@unipd.it; francesca.mura@unipd.it	Update online informations by the given target date.	Target date: December 2026	NEW	DIOb03 - Migliorare l'attrattività dei corsi di studio, di dottorato, di master, di perfezionamento e di specializzazione, RICob03 - Incrementare la capacità di attrazione di ricercatrici e ricercatori eccellenti, PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo
4	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO RICERCA INTERNAZIONALE	Communication	C&C	HRS4R Empowerment and Implementation Group @UNIPD	Dissemination and Promotion of the principles of the revised C&C ("New" Charter for researchers) and the HRS4R. 4.a) C&C-revised: promotion of the revised C&C, training and events. 4.b) HRS4R ambassadors appointed by Departments as proactive members of the HRS4R implementation group and tasked with promoting the knowledge of HR principles within the University. 4.c) HRS4R awareness: HRS4R café, organization of periodic meetings with researchers and research support staff on topics related to the Charter. 4.d) Internal survey: how to enhance its effectiveness and reach a larger number of users.	ACoM - Ufficio Comunicazione		15. Research environment - Ambiente di ricerca, 30. Participation in decision-making bodies - Partecipazione agli organismi decisionali	I quarter 2024	36	Francesca Mura	international.research@unipd.it	- Submitting the internal survey HRS4R again by June 2025: Number of people reached by the questionnaire and number of respondents; - Establishment of the implementation group; - Number of informational sessions/seminars/meetings on HRS4R, number of people reached.	- At least 30% response rate among the researchers reached by the questionnaire; - Initiation of activities by the HRS4R Ambassadors @Unipd by July 2024; - 1 event per year on HRS4R (total of 3 events).	NEW	RICob04 - Potenziare le infrastrutture di ricerca e i servizi alla ricerca
5	Tommaso	Meacci	ARU - AREA RISORSE UMANE	ARU - UFFICIO PERSONALE DOCENTE	Communication	Internal Communication	HRS4R @UNIPD Impact&Communication	Update and renewal of UNIPD web pages aimed at teaching staff: 5.a) New UNIPD website (launch: 2025); 5.b) Revision of web sections dedicated to teaching staff (including translation into English for easy accessibility of information from external users).	ACOM - Ufficio Comunicazione		16. Working conditions - Condizioni di lavoro, 32. Recruitment - Assunzione (procedure di assunzione aperte, efficaci, trasparenti, favorevoli)	III quarter 2024	30	Anna Fusaro	anna.fusaro@unipd.it	Users satisfaction rate	Simplification of the web section for teaching staff	NEW	RICob03 - Incrementare la capacità di attrazione di ricercatrici e ricercatori eccellenti
M.3: CoARA & OTMR																			
6	Tommaso	Meacci	ARU - AREA RISORSE UMANE	ARU - UFFICIO PERSONALE DOCENTE	OTMR	R2-R3-R4 Recruitment	OTMR - R2 to R4	New templates of researchers' contracts and selection announcements for professors' selection processes. 6.a) Simplification of R2-R3 recruitment process (i.e. RTD and RTT contracts), new templates (including translation into English). 6.b) Updating (including translation) of selection announcements and attachments for professors' selection processes for R3-R4 recruitment.	ARRI - Ufficio Ricerca		5. Contractual and legal obligations - Obblighi contrattuali e legali, 14. Non-discrimination - Non discriminazione, 16. Working conditions - Condizioni di lavoro, 31. Recruitment - Assunzione (norme di accesso e ammissione), 33. Selection - Selezione	III quarter 2024	24	Anna Fusaro	anna.fusaro@unipd.it	1) Number of researchers reached 2) Number of professor selection announcements published in English.	1) Utilization (at the time of hiring) of new contracts and provision of the English version for international researchers. 2) Publication of selection announcements in English language.	NEW	INTob02 - Incrementare la reputazione dell'Ateneo come centro di eccellenza a livello internazionale, RICob03 - Incrementare la capacità di attrazione di ricercatrici e ricercatori eccellenti
7	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO RICERCA INTERNAZIONALE	Policies & Strategies	Selection & Recruitment	CoARA - Advancing Research Assessment @UNIPD	Approval and supervision of the implementation of the five-year action plan for CoARA, development of communication, information, and training actions on CoARA commitments, training of both assessors and those being assessed.	ARRI - Ufficio Ricerca e qualità ARU - Ufficio Personale docente		35. Judging merit - Valutazione del merito	I quarter 2024	36	Francesca Mura	international.research@unipd.it	- Approval and launch of CoARA Action Plan; - Number of informational and training events organized; - Production of guidelines on the implementation of CoARA commitments at Unipd.	- Approval of CoARA AP: October 2024; - Annual information and training events: 3 events; - Production of internal guidelines: December 2024.	NEW	RICob01 - Promuovere l'eccellenza scientifica e la multidisciplinarietà nella ricerca, PERob01 - Promuovere il reclutamento e le progressioni di carriera secondo il merito
M.4: Communication																			
8	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO RICERCA INTERNAZIONALE	Communication	Science	Science4All	UNIPD MSCA Fellows, MSCA Seal of Excellence Fellows and STARS Grantees will be at the centre of the new public engagement strategy including a series of video clips to be disseminated among high schools primarily in the Veneto Region. Researchers will be asked to explain their own professional experiences and answer questions of general interest.	ASIT - Ufficio Digital Learning e Multimedia ACOM - Ufficio Comunicazione ACOM - Ufficio Eventi Permanenti		8. Diffusione e valorizzazione dei risultati, 9. Public engagement (impegno verso l'opinione pubblica)	I quarter 2024	36	Francesca Mura	international.research@unipd.it	- Production of Science4All videos; - Number of schools involved; - Web and social media metrics (traffic, engagement, views).	- Number of videos produced = 11 (plus 9 from the previous AP = 20 total); - +15% schools reached vs last edition; - 5% increase in views compared to the 2023 baseline (views on videos produced within the AP 2021 - 2023).	EXTENDED	RICob01 - Promuovere l'eccellenza scientifica e la multidisciplinarietà nella ricerca, INTob02 - Incrementare la reputazione dell'Ateneo come centro di eccellenza a livello internazionale
M.5 Open Science & Intellectual property																			
9	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO TERZA MISSIONE E VALORIZZAZIONE DELLA RICERCA	Best Working attitude	Intellectual Property	New Patent Regulation	Complete revision of the University's patent regulations following the new intellectual property law, that abolished the professor's privilege, transferring ownership of inventions from individual researchers to their employing institution.			24. Intellectual Property Rights - Diritti di proprietà intellettuale	II quarter 2024	12	Stefania De Zanche	stefania.dezanche@unipd.it	Publication of the new patent regulation	Publication of the new patent regulation	NEW	TMob04 - Favorire e consolidare il trasferimento tecnologico, la brevettabilità dei risultati della ricerca e l'utilizzo dei brevetti e del know-how scientifico
10	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO RICERCA INTERNAZIONALE	Best Working attitude	Open Science & sharing	Dashboard Horizon Europe @UNIPD	Development of an interactive database of submitted proposals as well as funded projects within the University of Padua under the Horizon Europe 2021-2027 programming, enabling both the generation of summary reports and the consultation of detailed data regarding funded actions.	ASIT - Ufficio Digital Learning e Multimedia		8. Diffusione e valorizzazione dei risultati	I quarter 2024	36	Francesca Mura	international.research@unipd.it	- Activations enabled for all teaching staff and PTA; - Number of accesses to the dashboard (500).	Dashboard go-live by June 2025	NEW	RICob01 - Promuovere l'eccellenza scientifica e la multidisciplinarietà nella ricerca
11	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO TERZA MISSIONE E VALORIZZAZIONE DELLA RICERCA	Best Working attitude	Open Science & sharing	Implementation of UNIPD data in the national portal "Knowledge Share"	Implementation of informative sheets for patents and spin-offs from the University of Padua to identify third parties interested in acquiring a license for intellectual property or funding spin-offs.			8. Dissemination, exploitation of results - Diffusione e valorizzazione dei risultati	I quarter 2024	36	Ileana Borrelli	ileana.borrelli@unipd.it	Number of informative sheets published.	5 sheets/year	NEW	TMob03 - Favorire e consolidare l'imprenditorialità accademica attraverso la creazione e la crescita di spin-off e startup e azioni che potenzino l'occupabilità di studentesse e studenti, TMob04 - Favorire e consolidare il trasferimento tecnologico, la brevettabilità dei risultati della ricerca e l'utilizzo dei brevetti e del know-how scientifico
M.6: Community: sense of belonging																			
12	Giola	Grigolin	ACOM - AREA COMUNICAZIONE E MARKETING	ACoM - UFFICIO COMUNICAZIONE	Community	Belonging	Belonging to Excellence: Cultivating Community Spirit @UNIPD	Increase the sense of belonging of the University lecturers and researchers through various actions including greater promotion of Unipd commitment to HRS4R. It is planned to: 12.a) increase participation in the internal survey aimed at teaching and research staff on occupational well-being; 12.b) prepare a toolkit to facilitate the use of the Unipd corporate image by teaching and research staff engaged in dissemination activities.	ARRI - Ufficio Ricerca Internazionale		8. Dissemination, exploitation of results - Diffusione e valorizzazione dei risultati, 9. Public engagement - Impegno verso l'opinione pubblica	I quarter 2025	36	Giola Lovison	giola.lovison@unipd.it	a) Enhance communication tools to broaden our outreach and disseminate the survey; b) Provision of the communication kit.	a) Target date: December 2026 b) Target date: December 2026	NEW	RICob03 - Incrementare la capacità di attrazione di ricercatrici e ricercatori eccellenti, RICob04 - Potenziare le infrastrutture di ricerca e i servizi alla ricerca, TMob01 - Promuovere la cultura della terza missione e valorizzare la responsabilità e l'impatto sociale dell'Ateneo, PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo

N.	Name	Surname	UNIPD AREA	RESPONSIBLE UNIT (University Central Office in charge)	Macro Area (for Grouping Actions)	Specific area of implementation	1. Title of the action	2. Description of the action/any sub-actions (when depending on a single Responsible Unit)	2.0 Description of any sub-actions (each depending on different Responsible Units)	2.1 INVOLVED UNIT(S), if any, and specific contribution within the proposed action(s)	3. Relevant principles within the Charter & Code - C&C (Carta europea del ricercatore e Codice di condotta per l'assunzione del ricercatore)	4. Timing: action starting date (quarter-year)	5. Timing: action(s) duration (number of months)	6.1 Main contact person for the action (Name, Surname)	6.2 Main contact person for the action - email	7. Measurable Key Performance Indicators (e.g. number of events organized per year; number of targeted/engaged persons; customer satisfaction rate; etc.)	8. Target(s): objectives to achieve according to the KPIs (e.g. 5 events/year, release of regulations/guidelines, etc.)	9. Action status with reference to the previous Action Plan (21-23): NEW (i.e. newly introduced), or EXTENDED (linked to a previous action, will be further developed in this Action Plan 24-26)	10. Link(s) to the University of Padua Strategic Planning (Pianificazione Strategica) - One or more objectives relevant to the action, may be specified
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M.7: Best working environment

13	Tommaso	Meacci	ARU - AREA RISORSE UMANE	ARU - UFFICIO PERSONALE DOCENTE	Best Working environment	Welcome	Starter Kit @UNIPD	Production of a starter kit with essential information on life and work at the University of Padua addressed to staff members, including international ones.	13. a) ARU - Teaching Staff Office: Will participate in the implementation of the "Starter Kit" for teaching staff, including international staff. Simplification and translation of the Vademecum and paperwork for employment procedures. Provision of practical informational elements. Implementation of a Vademecum for the Departments. 13. b) ARRI - Research and Quality Office: Will provide information on the access, obligations, and potential of the University of Padua Research Catalogue (PRA-IRIS), offering informative material and guidelines for the newly hired. 13. c) ARRI - International Research Office: Will collect information for the newly hired international staff and present a plan to overcome its fragmentation as to make it more easily accessible. 13. d) ARI - Global Engagement Office: (bridging with the international guest desk - SAOS/ISS) Will oversee the update of information and legal requirements concerning the access of newly hired international staff to Italy. 13. e) ACOM - Communications Office: Will support the implementation of an up to date web space for accessing all materials and information composing the Starter Kit.	ARU - Teaching Staff Office ARRI - International Research Office ARRI - Research and quality Office ARI - Global Engagement Office (for SAOS/ISS) ACOM - Ufficio Comunicazione	3. Professional responsibility - Responsabilità professionale. 4. Professional attitude - Comportamento professionale. 5. Contractual and legal obligations - Obblighi contrattuali e legali. 34. Transparency - Trasparenza. 14. Non-discrimination - Non discriminazione. 16. Working conditions - Condizioni di lavoro. 31. Recruitment - Assunzione (norme di accesso e ammissione)	III quarter 2024	30	Anna Maria Fusaro	francesca.mura@unipd.it, manuela.marin@unipd.it, anna.fusaro@unipd.it, giulia.lovison@unipd.it, mattia.gusella@unipd.it	1) Analysis and collection of information to be included in the "Starter kit". 2) Drafting of the "starter kit". 3) Number of researchers reached.	1) Target date: September 2026 2) Target date: December 2026 3) Release of the Vademecum (internet and intranet), sending out of the new documents to the newly hired	NEW	PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo. INTob02 - Incrementare la reputazione dell'Ateneo come centro di eccellenza a livello internazionale
14	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO RICERCA INTERNAZIONALE	Best Working environment	N.D.	Training 4 Research Managers and Administrators (RMA) @UNIPD.	Design and implementation of a training programme for newly hired and established administrative staff supporting research activities, aimed at enhancing the level of research management services in the pre- and post-award phases of grant management.	ARU - Ufficio Sviluppo Organizzativo	12. Continuing Professional Development - Sviluppo professionale continuo. 15. Research environment - Ambiente di ricerca	I quarter 2024	36	Francesca Mura	international.research@unipd.it	- Development of training programme and activation of training. - Number of trained individuals.	a) Delivery of 5 training sessions by December 31, 2026; b) 50 individuals trained.	NEW	RICob04 - Potenziare le infrastrutture di ricerca e i servizi alla ricerca. RICob02 - Incrementare la capacità di attrazione di fondi competitivi per la ricerca. RICob03 - Incrementare la capacità di attrazione di ricercatrici e ricercatori eccellenti	
15	Giulia	Grigolin	ACOM - AREA COMUNICAZIONE E MARKETING	ACoM - UFFICIO PUBLIC ENGAGEMENT	Best Working environment	Sustainability	Sustainability events @UNIPD	The action aims to develop a model to verify the adherence of practices in the organisation of events of the University with requirements and guidelines indicated in the international standard ISO 20121:2012 "Event sustainability management systems. Requirements with guidance for use". This model should be integrated within the organisational system of the University regarding all types of events, in order to correctly apply sustainability standards and pursue sustainability targets in line with policies of the University of Padua.	ACoM - Ufficio Comunicazione ACoM - Ufficio Eventi Permanenti	9. Public engagement - Impegno verso l'opinione pubblica	III quarter 2024	24	Rosa Nardelli	rosa.nardelli@unipd.it	1) Definition of the model. 2) Use of the model for events organised by the Central Administration. 3) Distribution to all University structures of a handbook with guidelines to apply sustainability standard to events organisation.	1) Definition of the model by 31/07/2024; 2) Use of the model for at least 6 events organised by the central administration; 3) Target date: by 31/12/2025.	NEW	TMob01 - Promuovere la cultura della terza missione e valorizzare la responsabilità e l'impatto sociale dell'Ateneo. SOSob02 - Migliorare il clima lavorativo e ampliare i prodotti e servizi	
16	Giulia	Grigolin	ACOM - AREA COMUNICAZIONE E MARKETING	ACoM - UFFICIO PUBLIC ENGAGEMENT	Best Working environment	N.D.	Well-being @UNIPD	Promotion of projects and activities for the well-being conditions of people working at the University of Padua (staff and faculty members). In detail, the action aims to promote: 16.a) A course on proper voice management to support professors in their teaching activities; 16.b) Wellness activities (yoga, tai-chi, qigong, postural gymnastics) aimed at improving workplace well-being and organisational climate; 16.c) EduChef, an initiative to promote wellness-oriented lifestyles and responsible consumption and eating habits for all staff.	ACoM - Ufficio Comunicazione	16. Working conditions - Condizioni di lavoro	II quarter 2024	36	Rosa Nardelli	rosa.nardelli@unipd.it	a) participants satisfaction rate; b) n. of initiatives organised per year.	a) > 75% of participants fully satisfied with the experience; b) > 15 courses and course editions per year.	EXTENDED	PERob02 - Potenziare i servizi per il benessere delle studentesse, degli studenti e del personale di Ateneo. PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo	

M.8: We4Us: Equality, Diversity and Inclusion: Gender Equality Plan - Positive Action Plan - UnIRE

17	Giulia	Grigolin	ACOM - AREA COMUNICAZIONE E MARKETING	ACoM - UFFICIO PUBLIC ENGAGEMENT	Policies & Strategies / Best work environment	N.D.	Gender Equality Plan @UNIPD	The Gender and Equality Plan, along with the Positive Action Plan (PAP) and in synergy with the University planning and reporting documents, establishes the actions and goals the University of Padua wishes to carry out with regards to equal opportunities, overcoming discrimination, enhancement of differences and promotion of organizational well-being for people who study and work at the University. The plan includes actions aimed at educating, informing, and raising awareness among the academic and citizen communities, as well as concrete actions aimed at fostering equal and successful participation of all in academic life and careers.	ARU - Ufficio Sviluppo Organizzativo ADISS - Ufficio Carriere Studenti	2. Ethical principles - Principi etici. 14. Non-discrimination - Non discriminazione. 19. Gender balance - Equilibrio di genere	II quarter 2024	12	Rosa Nardelli	rosa.nardelli@unipd.it	% newly hired staff members and freshmen participating in the online training course "Equity and Inclusion"	80% of newly hired staff members, within the calendar year of hiring, from 2024, starting from the release of the online course and 10% of freshmen of A.Y. 2023/2024.	EXTENDED	TMob01 - Promuovere la cultura della terza missione e valorizzare la responsabilità e l'impatto sociale dell'Ateneo. PERob04 - Promuovere la parità di genere ed una cultura inclusiva
								The "UnIRE" project is aimed at promoting shared knowledge and widespread attention on issues such as gender-based violence, harassment and discrimination, and consists of the following actions: - training and information seminars, which will involve the entire academic community; - opening of an anti-harassment counselling point to teaching and technical-administrative staff and to students; - internal communication initiatives on the University protection bodies and related tutela possibilities; - promotion of a crowdfunding campaign to finance, with the University contribution, research grants to tackle the issue of discrimination and gender-based violence with a multidisciplinary approach; - events open to citizens and local communities, involving the various social actors in the area; - activities in collaboration with secondary schools.	ACoM - Ufficio Comunicazione ACoM - Ufficio Fundraising	2. Ethical principles - Principi etici. 14. Non-discrimination - Non discriminazione. 19. Gender balance - Equilibrio di genere	II quarter 2024	36	Rosa Nardelli	rosa.nardelli@unipd.it	a) organization of training seminars for all components of the university community; b) opening of an anti-harassment counselling point; c) crowdfunding campaign to foster research in the field of equity and inclusion.	a) 30 seminars within the three years b) 30/06/2025 c) at least EUR 75,000, sufficient for the activation of four annual cheques, with co-funding from the University amounting to 25%.	NEW	PERob02 - Potenziare i servizi per il benessere delle studentesse, degli studenti e del personale di Ateneo. PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo
								The Positive Action Plan (PAP), along with the Gender and Equality Plan (GEP), establish the actions and goals the University of Padua intends to carry out with regards to equal opportunities, overcoming discrimination, enhancement of differences and promotion of organizational well-being for those people who study and work at the University.	ACoM - Ufficio Comunicazione CUG - Comitato Unico di Garanzia	16. Working conditions - Condizioni di lavoro. 19. Gender balance - Equilibrio di genere. 32. Recruitment - Assunzione (procedure di assunzione aperte, efficaci, trasparenti, favorevoli). 33. Selection - Selezione	I quarter 2025	36	Presidente del CUG (in corso di nomina al 25.03.2024) - Ufficio organi collegiali per la Segreteria Cug, Caterina Rea	cug@unipd.it	a) % of gender balance (improvement in the balance of % of men and women between employees). b) number of activities for promoting gender balance in the assignments of tasks and responsibilities within Departments and PhD Boards	a) increase in % of gender balance (improvement in the balance of % of men and women between employees) b) from 3 to 5 activities (eg. meeting for gender balance, proportion, data monitoring of assigned responsibilities within Departments and PhD Boards, etc)	EXTENDED	PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo. PERob04 - Promuovere la parità di genere ed una cultura inclusiva

M.9: Supervision & Mentoring

18	Roberta	Rasa	ADISS - AREA DIDATTICA E SERVIZI AGLI STUDENTI	ADISS - UFFICIO DOTTORATO DI RICERCA	Supervision & Mentoring	PhD	Academic Mediator for PhD students	Academic mediators, appointed within the doctoral programmes of our University, are tasked with providing support and listening to PhD candidates who may encounter relational issues during their doctoral journey, and proposing potential solutions. The goal is to identify at least one mediator per programme, organize training sessions and exchanges of best practices, creating a functional community, monitor mediation interventions, and identify best practices.		15. Research environment - Ambiente di ricerca. 16. Working conditions - Condizioni di lavoro. 29. Complaints/appeals - Reclami e ricorsi	I quarter 2024	36	Elena Pavan	elena.pavan@unipd.it	- Number of training events for mediators organized; - Users satisfaction rate.	- 2 events per year; - Average satisfaction rate per intervention of 5 out of 10.	NEW	DIDob01 - Favorire il miglioramento della didattica. INTob1 - Rendere i corsi di studio e di dottorato ambienti di apprendimento aperti e internazionali. PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo
19	Roberta	Rasa	ADISS - AREA DIDATTICA E SERVIZI AGLI STUDENTI	ADISS - UFFICIO DOTTORATO DI RICERCA	Supervision & Mentoring	PhD	Doctoral Supervision Training	Doctoral Supervision is a crucial asset. The goal of this action is to train supervisors, enabling them to fulfil their roles and ensure that the doctoral environment provides adequate support. To prevent and manage potential conflicts, the key aspects of supervision must be agreed upon in advance and made transparent, without undermining informal meetings, collaborations, and trust relationships. Here are the points to focus on for effective supervision: Discipline and perseverance, Awareness of diversity, Ethics and integrity, Independence and accountability, Intersectoral experience, Leadership, Networking, Project management, Stress tolerance, Teamwork, and Time Management.		10. Relation with supervisors - Rapporti con i supervisori. 11. Supervision and managerial duties - Doveri di supervisione e gestione. 15. Research environment - Ambiente di ricerca. 26. Supervision - Supervisione	I quarter 2025	24	Elena Pavan	elena.pavan@unipd.it	No. of trained supervisors	2 for each doctoral course per year	NEW	DIDob01 - Favorire il miglioramento della didattica. DIDob2 - Favorire l'innovazione nelle metodologie di insegnamento e l'aggiornamento dei contenuti. PERob03 - Migliorare il clima lavorativo e ampliare i servizi per il benessere organizzativo

M.10: Professional growth & Self Evaluation

N.	Name	Surname	UNIPD AREA	RESPONSIBLE UNIT (University Central Office in charge)	Macro Area (for Grouping Actions)	Specific area of implementation	1. Title of the action	2. Description of the action/any sub-actions (when depending on a single Responsible Unit)	2.0 Description of any sub-actions (each depending on different Responsible Units)	2.1 INVOLVED UNIT(S), if any, and specific contribution within the proposed action(s)	3. Relevant principles within the Charter & Code - C&C (Carta europea dei ricercatori e Codice di condotta per l'assunzione dei ricercatori)	4. Timing: action starting date (quarter-year)	5. Timing: action(s) duration (number of months)	6.1 Main contact person for the action (Name, Surname)	6.2 Main contact person for the action - email	7. Measurable Key Performance Indicators (e.g. number of events organized per year; number of targeted/engaged persons; customer satisfaction rate; etc.)	8. Target(s): objectives to achieve according to the KPIs (e.g. 5 events/year, release of regulations/guidelines, etc.)	9. Action status with reference to the previous Action Plan (21-23): NEW (i.e. newly introduced), or EXTENDED (linked to a previous action, will be further developed in this Action Plan 24-26)	10. Link(s) to the University of Padua Strategic Planning (Pianificazione Strategica) - One or more objectives, relevant to the action, may be specified
20	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO TERZA MISSIONE E VALORIZZAZIONE DELLA RICERCA	Professional Growth	Intersectorial Bridge	Training on patents and academic entrepreneurship	Training programme on patents and academic entrepreneurship aimed at doctoral students and RZ Researchers (RTD and Research Grant Holders).		ADISS - Ufficio Dottorato di Ricerca: integrazione dei dottorandi tra i destinatari dell'azione	12. Continuing Professional Development - Sviluppo professionale continuo	IV quarter 2024	36	Ileana Borrelli	ileana.borrelli@unipd.it	Number of training sessions per year	1 training session/year	NEW	DI0604 - Favorire lo sviluppo delle competenze trasversali e interdisciplinari, TMob01 - Promuovere la cultura della terza missione e valorizzare la responsabilità e l'impatto sociale dell'Ateneo, TMob03 - Favorire e consolidare l'imprenditorialità accademica attraverso la creazione e la crescita di spin-off e startup e azioni che potenzino l'occupabilità di studentesse e studenti.
21	Tommaso	Meacci	ARU - AREA RISORSE UMANE	ARU - UFFICIO SVILUPPO ORGANIZZATIVO	Professional Growth	Soft Skills	Training initiatives for the development of researchers' interdisciplinary skills	Development of a training plan to enhance researchers' skills based on the European Competence Framework for Researchers (ResearchComp). Focus on "making an impact" by communicating science and knowledge valorization through the realization of courses for professors, researchers and phd students aimed at providing some tools and a basic skills of the main techniques for effective communication and knowledge valorization, to ensure widespread and effective dissemination of the university's research results among the public.		ACOM - Ufficio Comunicazione ACOM - Ufficio Public Engagement ADISS - Ufficio Dottorato di Ricerca	20. Career development - Sviluppo professionale, 22. Access to research training and continuous development - Accesso alla formazione alla ricerca e alla formazione continua	I quarter 2025	30	Veronica Furlan	veronica.furlan@unipd.it	Number of training courses for researchers relevant to the Competency Framework.	Training courses on at least two competences identified in the ResearchComp Framework	NEW	DI0604 - Favorire lo sviluppo delle competenze trasversali e interdisciplinari TMob01 - Promuovere la cultura della terza missione e valorizzare la responsabilità e l'impatto sociale dell'Ateneo
22	Tommaso	Meacci	ARI - AREA RELAZIONI INTERNAZIONALI	ARI - PROJECTS AND MOBILITY OFFICE	Professional Growth	Mobility	PhD Short Mobility & Doctoral cooperation with UNIPD Strategic Partners	Promotion of short-term mobility for PhD students and fostering international doctoral-level cooperation activities with strategic partners: 22 a) Promotion and support for short-term mobility of PhD students within the Erasmus+ programme (up to now PhD students have not been supported in short-term mobility programmes); 22 b) Support for doctoral-level cooperation activities with strategic partners of UNIPD (University of St Andrews, UK, Université de Lausanne, Switzerland, Monash University, Australia + any other potential partners to be identified in the coming years). Initiatives may include various types such as co-supervision, joint PhD programmes, workshops for PhD students and early-stage researchers, conferences, training, etc.		ADISS - Ufficio Dottorato di Ricerca	8. Dissemination, exploitation of results - Diffusione e valorizzazione dei risultati, 12. Continuing Professional Development - Sviluppo professionale continuo, 21. Value of mobility - Valore della mobilità	I quarter 2024	36	Alessandra Gallerano	alessandra.gallerano@unipd.it	22 a) Number of doctoral students who enroll in the short mobility. 22 b) Number of initiatives supported.	22 a) 50 doctoral students enrolled in short mobility (over a period of 36 months). 22 b) 10 (over a period of 36 months).	NEW	INTob01 - Rendere i corsi di studio e di dottorato ambienti di apprendimento aperti e internazionali, INTob02 - Incrementare la reputazione dell'Ateneo come centro di eccellenza a livello internazionale
M.11: Working opportunities: career and professional perspectives																			
23	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO CAREER SERVICE	Working opportunities	Career & professional perspectives	Matchmaking event - "Università Aperta PhD" career day dedicated to PhD students and graduates	One matchmaking event per year will be organized, inviting companies from different sectors looking for PhD students and graduates to hire. One to one job interviews will be scheduled. The event will be preceded by an "Università Aperta PhD warm-up" meeting in order to prepare candidates for CV writing and interviews with participating companies.		ADISS - Ufficio Dottorato di Ricerca	13. Recognition of the profession - Riconoscimento della professione, 23. Access to career advice - Accesso all'orientamento professionale	I quarter 2024	36	Anna Boaretto	anna.boaretto@unipd.it	No. of events per year	1 event/year	EXTENDED	DI0604 - Favorire lo sviluppo delle competenze trasversali e interdisciplinari, DI0605 - Potenziare e migliorare le opportunità di stage e tirocini anche a livello internazionale, PEROb01 - Promuovere il reclutamento e le progressioni di carriera secondo il merito
24	Andrea	Berti	ARRI - AREA RICERCA E RAPPORTI CON LE IMPRESE	ARRI - UFFICIO RICERCA INTERNAZIONALE	Working opportunities	Career & professional perspectives	You-4-You@UNIPD	Career Development Training - The International Research Office will organize tailored training sessions for researchers focusing on self-assessment, receiving feedback on their strengths and weaknesses in their professional profile, finding the best career fit, and drafting a career plan, alongside specific Euraxess portal training.		ARU - Ufficio Sviluppo Organizzativo ADISS - Ufficio Dottorato di Ricerca: integrazione dei dottorandi tra i destinatari dell'azione	12. Continuing Professional Development - Sviluppo professionale continuo, 23. Access to career advice - Accesso all'orientamento professionale, 26. Supervision - Supervisione	I quarter 2024	36	Francesca Mura	international.research@unipd.it	- Number of training activities; - Number of people involved; - Participants satisfaction.	- Organization of 3 training sessions on Career Planning, Euraxess, and Research Opportunities; - At least 20 participants involved per session; - Distribution of satisfaction questionnaires to the participants involved.	EXTENDED	DI0604 - Favorire lo sviluppo delle competenze trasversali e interdisciplinari

Per una migliore comprensione del testo, sono stati utilizzati i seguenti acronimi:

- ⓂARRI: Area Ricerca e rapporti con le Imprese
- ⓂARI: Area Relazioni Internazionali
- ⓂACOM: Area Comunicazione e Marketing
- ⓂARU: Area Risorse Umane
- ⓂASIT: Area Sistemi Informatici e Telematici
- ⓂCUG: Comitato Unico di Garanzia