



UNIVERSITÀ
DEGLI STUDI
DI PADOVA

Annual Report of Evaluation Unit

Year 2024

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INTRODUCTION

The Annual Report of the University Evaluation Unit (NdV), in accordance with Law 370/1999 and based on specific guidelines from the National Agency for the Evaluation of the University and Research System – ANVUR ([2024 Guidelines for the Annual Report of Evaluation Units](#)), outlines the results of monitoring and activities of quality control of teaching, research, administrative management, and of the collection of opinions from students, graduates, and alumni (OPIS).

Since 2013, with the implementation of the Self-Assessment, Evaluation, Accreditation (AVA) system, the annual evaluations of the Evaluation Unit on teaching and the results of the student opinion surveys (OPIS) have been included in the part of the Annual Report dedicated to activities related to the Quality Assurance (AQ) and accreditation system (Section 1 – Evaluation of the Quality of the University, Study Programs, and Doctoral Programs).

Since 2015, the Annual Report has also included the Report on the Overall Functioning of the evaluation, transparency, and integrity of internal controls system prepared by the Independent Evaluation Bodies (OIV) pursuant to Article 14, paragraph 4, letter a) of Legislative Decree 150/2009 and subsequent amendments (Section 2 – Performance Evaluation).

Lastly, the Annual Report contains the recommendations that the NdV formulates, based on the analyses and evaluations carried out, aimed at improving the set of organizational, administrative, teaching, and research processes of its University (Section 3 – Recommendations and Suggestions). The 2024 Annual Report of the NdV is therefore structured as follows:

Section 1 – Evaluation of the Quality of the University, Study Programs, and Doctoral Programs which also includes the part related to OPIS (regulated by Law 370/1999 art.1, c.2, and c.3) with a deadline of April 30, 2024, approved by the Evaluation Unit on April 24, 2024;

Section 2 – Evaluation of the Integrated Performance Cycle;

Section 3 – Recommendations and Suggestions.

Sections 1 and 2 can be consulted in the Italian version of the document.

In a perspective of simplification, also responding to the invitation expressed by ANVUR, within this Report the NdV has decided not to reproduce data and information already available, for example on the University's website, in the Annual Monitoring Sheets (SMA), etc., but has chosen to refer to the reference sources underlying its work, thus endeavouring to avoid unnecessary duplications.

RECOMMENDATIONS AND SUGGESTIONS

Based on what has been illustrated in the first and second sections of the Annual Report and considering the outcome of the periodic accreditation visit in 2018 and the evidence collected through its activities during the course of the exercise, the Evaluation Unit finds that **systematic Quality Assurance processes are active at the University of Padua, contributing to the continuous improvement of academic activities**. The Evaluation Unit, through its analysis activities, has verified **the presence of a consolidated and effective system of planning and monitoring of performance concerning teaching, research, third mission, and institutional and managerial activities**.

Within this positive context and with the intent of stimulating continuous improvement, the annual report identifies some recommendations, already highlighted in specific sections, which are summarized and synthesized below. The Evaluation Unit asks the University to provide feedback regarding their implementation.

Recommendations of the Evaluation Unit:

- **Regarding Area A - Organization Strategy and Planning.**
Update the "Quality Policies" document (dating back to 2018) and the "Quality Assurance System" document (dating back to 2019) also based on the recent and appropriate update of AQ management methods at the University level and the AVA 3 system forecasts.
Consolidate and systematize the review process of the Governance System by formalizing it and monitoring its outcomes in terms of effectiveness.
Properly document the review of the Quality Assurance System by systematically monitoring its outcomes in terms of effectiveness.
Employ an IT application for the collection of improvement observations, including those concerning student reports for improving the quality of Study Programs (CdS).
Implement actions to increase the response rate by students to the Good Practice survey..
- **Regarding Area B - Resources**
Identify additional methods, or intensify those already provided (such as interventions supporting gender balance policies both in recruitment and career progression), to reduce the gender gap in teaching and research staff. Although these are gradual and medium-term processes, it is necessary to first reverse the trend in order to compensate for the significant gap still existing.
Considering the increase in staff working at the University, pay particular attention to the onboarding process of teaching staff and PTA to provide newly hired colleagues with information on initiatives/opportunities offered by the University, also in relation to the topic of disability..

Continue the process of temporal alignment between annual budget planning and organizational and individual objectives contained in the performance plan, highlighting the connections with the assigned objectives and the relative weight attributed.

In terms of planning and managing building structures and infrastructures, improve communication towards the academic community to increase awareness at all levels (students, teaching staff, and PTA staff) of the initiated projects and related timelines. The Evaluation Unit suggests that the aforementioned communication effort, while considering the departmental and territorial articulation of the university, should allow for a university-wide vision and pay particular attention to spaces for teaching and research activities.
In relation to equipment and technologies, further strengthen the university-level vision of equipment and technology management and maintenance, making the coordination of activities that currently may be overseen at the departmental level systematic
In relation to information and knowledge management, further enhance the circulation of information both outside and within the University to promote a high degree of knowledge and awareness of the initiatives and actions undertaken by the University. This also through the careful use of communication means and social media in order to protect the University's image

- **Regarding Area C – Quality Assurance**

For the Joint Student-Teacher Committees, ensure web visibility, uniformly throughout the university, of their composition and the annual reports they produce.

- **Regarding Area D – Quality of Teaching and Student Services, with reference to Area D, CdS and D.PHD**

Conduct a comprehensive evaluation of the University's educational offerings, including the third level of education, particularly considering the relationships between master's degrees and doctoral courses. In relation to internationalization initiatives, conduct specific monitoring activities aimed at a precise evaluation of the effectiveness of the multiple actions implemented.

In relation to stakeholder consultation, monitor the acceptance status of recommendations at the CdS and PhD levels.

Monitor the effectiveness of training and updating processes for teaching staff aimed at continuous improvement and modernization of teaching for the benefit of students.

For each of the CdS listed in tables A and B (pages 69-72) of this report to analyze, on the occasion of the next SMA, in detail the trend of indicators considered potentially critical by the Unit, focusing on the causes of performance and identifying any improvement actions. The Evaluation Unit invites the PQA to work to solicit and monitor the handling of reports by the CdS and to provide feedback to the Evaluation Unit.


To fully implement the indications provided in the Quality Assurance Guidelines for Doctoral Programs, making the implementation of the various processes systematic and verifying their actual and complete implementation. Analyze for each doctoral board and with the participation of student representatives the results of the questionnaire on doctoral students' opinions, which from September 2024 will use new administration methods.

- **Regarding Area E - Quality of Research and Third Mission/Social Impact, with reference to Area E.DIP**

Monitoring of the action of the Departments by the University with reference to the clear and transparent definition of criteria and methods for the distribution of resources allocated by the Department itself for various purposes. Systematically ensure the clarity, transparency, and consistency of incentives and rewards at the departmental level.

to consolidate the integration of strategic planning and to connect monitoring and review processes in the same logic. This effort is also important to promote a clear, detailed, and public vision of the strategic lines accessible to both internal and external stakeholders, and to monitor the effectiveness of the internal organization in implementing departmental strategies.

Transversally to all points of attention of the AVA3 system, the Evaluation Unit recommends to make it more evident how monitoring processes allow for the activation of continuous improvement initiatives.



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