



**POLITECNICO
DI TORINO**



HR EXCELLENCE IN RESEARCH

ACTION PLAN 2015-2017 POLITECNICO DI TORINO

I. Ethical and professional aspects

1. Research freedom

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTION	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
1	Difficulties in fund raising for fundamental research and frontier research	To implement effectively the concept of "research freedom" in domains where the performance of research is conditioned by the difficulties in fund raising	To design and implement actions for promoting curiosity-driven research (such as: Project ERC@POLITO, Project Talent Research)	Research Support and Technology Transfer Area	2017	December 2016: implemented actions

3. Professional responsibility

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTION	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
2	The University does not have yet at its disposal sufficiently effective tools for the protection of unpublished works	To enhance the ability of the University to protect the unpublished works of its researchers	To adopt the software for detection of plagiarism and to periodically monitor the requests	Library and Museum Area - Information Technology Area - Strategic and Institutional Support Service	By the end of 2016	June 2016: software purchased

3	Need to enhance awareness on the concept of RRI-Responsible Research and Innovation	To consolidate responsible practices in research and innovation	To provide specific support and training on RRI	Research Support and Technology Transfer Area and Communication, Events & External Relations Service	2017	December 2016: support and training courses provided
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8. Dissemination, exploitation of results

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
4	Need for a consolidation of good practices in dissemination and exploitation of results	To strengthen the University mission in the enhancement of the value of research and technology transfer outcomes	To provide support and training for the management of intellectual property, tutoring services and strategic consultancy in the field of spin-off firms and the evaluation of the commercial potential of the research outcomes	Research Support and Technology Transfer Area	2017	December 2016: analysis of the kind of support provided to researchers
5	Need for transferable skills in dissemination and exploitation of results	To write competitive proposals in response to Horizon 2020 calls	To provide specific support and training on how to write a Plan for the Exploitation and Dissemination of Results	Research Support and Technology Transfer Area	2017	December 2016: support and training course provided
6	Need for a consolidation of awareness on Open Access issues	To comply with rules and obligations related to Open Access	To provide to researchers and administrative staff specific support and training on Open Access with particular focus on open access requirements in research funding programmes	Library and Museum Area	2017	December 2016: support and training course provided

9. Public engagement

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
7	Lack of clear and complete information on the research activities carried out at Politecnico and on the research results	To enhance research collaboration between internal researchers and with external stakeholders	To define of a Plan for collecting and promoting communication of research activities and of research results through multiple channels (media, website, University social network, events ...)	Communication, Events & External Relations Service and Research Support and Technology Transfer Area	2017	June 2016: working group appointed
8	Need for training in transferable skills in communication and Public Engagement	To improve skills for the communication of scientific work	To provide support and training on effective communication of science to non-specialist audiences	Communication, Events & External Relations Service	2017	December 2016: support and training course provided
9	Need to ensure that research activities are made known to society at large in such a way that they can be understood by non-specialists	To contribute to the improvement of the public's understanding of Science and help researchers to better understand public interest in priorities for science and technology and also the public's concerns	To coordinate and strengthen the participation of the University in public engagement initiatives	Communication, Events & External Relations Service	2017	2016: definition of a plan for participation in initiatives

II. Recruitment

13. Recruitment (Code)

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
10	Lack of a comprehensive guide to OTM-R practices already existing at POLITO with regard to all research position	To give evidence of OTM-R practices through a comprehensive guide	To create a comprehensive guide to OTM-R practices already existing at POLITO with regard to all research position	Human Resources and Organisation Area, Estates Facilities and Logistics Area	2017	2016: appointment of a working group for drafting the guide
11	Low percentage of research staff coming from abroad compared to the total research staff	To attract researchers from abroad	To design and implement new actions and initiatives to promote Politecnico di Torino as host institution of qualified international researchers	International affairs Area, Research Support and Technology Transfer Office, Communication, Events & External Relations Service, Human Resources and Organisation Area, Estates Facilities and Logistics Area	2017	December 2016: check on new actions/initiatives designed and implemented

III. Working conditions and social security

27. Gender balance

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
12	<p>Phd candidates are 667, being female candidates 32% with a positive trend of the percentage of female candidates in the last years</p> <p>The percentage of women among teaching staff according to their professional category is as follows: 36% in Assistant Professor, decreasing to 28% in Associate Professor and to 9,5% in Full Professor</p>	<p>To reduce the career development gap between male and female researchers</p>	<p>To define a plan of actions to support career development of female researchers</p>	<p>Equality Committee for equal opportunities, non-discrimination and antiharassment</p>	<p>2017</p>	<p>December 2016: plan of actions defined</p>

28. Career development
30. Access to career advice
39. Access to research training and continuous development

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
13	Need to strengthen support to career development and job placement for temporary researchers	To strengthen the strategy of the University in relation to career development support and job placement support, especially for temporary researchers	Based on the outcomes of the pilot project “Empowerment for Employability”, further actions and initiatives will be designed	Student Affairs Area- Job Placement office	2017	December 2016: Evaluation report of the pilot project “Empowerment for Employability”

31. Intellectual Property Rights

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
14	Need to ensure appropriate protection of Intellectual Property Rights, including copyrights	To consolidate the ongoing procedures by enhancing them with complementary activities	Improve support service for the author in the negotiating stage with the publisher and periodic update of templates of new contractual formulas	Library and Museum Area	2017	December 2016: check on support provided and update of templates of new contractual formulas

33. Teaching

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
15	Lack of teacher training	To increase teaching skills	To extend courses on 'teaching the teachers', 'communicating in the classroom' both to permanent research staff and to temporary research staff	Student Affairs Area	2017	December 2016: report on delivered courses on 'teaching the teachers'

34. Complains/appeals

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
16	Lack of an impartial person to deal with complaints/appeals of researchers	To ensure the presence of an impartial person able to acknowledge complaints and appeals from the research staff	To appoint a University Researcher Ombudsman	Legal Affairs Service	2017	December 2016: appointment of a University Researcher Ombudsman

IV. Training

37. Supervision and managerial duties

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
17	Impossibility to express anonymously about the adequacy of supervisors	To create a tool to monitor the satisfaction of the relation between the PhD candidates/ research fellows and the supervisors	To create an anonymous on-line questionnaire on the adequacy of the supervisor based on the guidelines for supervisors and to decide periodical distribution to PhD and research fellows	Human Resources and Organisation Area, Students Affairs Area-Doctoral School, Information Technology Area	2017	June 2016: questionnaire draft

40. Supervision

N°	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTIONS	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN
18	Lack of uniformity in carrying out the supervisor role	To optimize the operational procedures related to the supervisor figure	To adopt guidelines to regulate the relationship between the PhD candidate and the supervisor and guidelines to regulate the relationship between the temporary researcher and the scientific responsible	Student Affairs Area-Doctoral School (SCUDO) / Human Resources and Organisation Area	2017	2016: approval of guidelines to regulate the relationship between the PhD candidate and the supervisor and guidelines to regulate the relationship between the temporary researcher and the scientific responsible