INTERIM REPORT

IMPLEMENTED ACTIVITIES OF THE ACTION PLAN

NOVEMBER 2015 – DECEMBER 2018

December 2018
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Acronyms

Central Administration Departments

AFLEG: Legal Affairs Division
ARI: Research Support Department (formerly Research Support and Technology Transfer Department)
BIBLIOM: Library and Museum Department
CORE: Communications, Events and External Relations Division
GESD: Student Affairs Department (GESD-SCUDO: Doctoral School)
INTE: International Affairs Department
IT: Information Technology Department
Q-VAL: Quality Assurance Division (formerly SSSI)
RUO: Human Resources and Organisation Department
TRIN: Technology Transfer and Industrial Liaison Department (formerly Research Support and Technology Transfer Department)
# SUPPORTING CURIOSITY DRIVEN RESEARCH

## ACTION 1

<table>
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<th>PROBLEM IDENTIFIED</th>
<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
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<tr>
<td>1</td>
<td>Difficulties in fund raising for fundamental research and frontier research</td>
<td>To implement effectively the concept of &quot;research freedom&quot; in domains where the performance of research is conditioned by the difficulties in fund raising</td>
<td>To design and implement actions for promoting curiosity-driven research (such as: Project ERC@POLITO, Project Talent Research)</td>
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</table>
Implementation of the Action Plan

2015-2018

Principle: 1. Research freedom

Action n° 1: To define actions for promoting curiosity driven research

Monitoring period: from November 2015 to December 2018

Task Leader: Research Support Department (ARI)
Other Task Members: /

Contacts: Chiara Biglia (ARI)

Carried out activities:

- Milestones achieved
  - “ERC@PolITo” Project (2014-2020) is aimed at supporting the participation of the best researchers in ERC call for proposals. The project is funded by Institutional funds:
    - October 2016: presentation to the University Committee for Research, Technology Transfer and Services to Community of the ERC@POLITO Projects’s new activities aimed at strengthening the cv and track record of POLITO researchers
    - The total number of ERC grant in H2020 up-to-date at POLITO is ‘10’ ERC Projects (4 Starting Grant, 4 Consolidator Grant, 2 Proof of Concept) with a total contribution of 12 M€.
  - “Research Talent” (“La Ricerca Dei Talenti”) Project funded by the Banking Foundation Compagnia di San Paolo
    - December 2015: 9 projects funded under the internal call for proposals “Research Talent” (“La Ricerca Dei Talenti”), according to the Decree of the Rector n. 602 dated Dec 4th2015
    - September 2016: 3 researchers awarded for the start-up of their research idea, that has been selected by ERC during the first step of the evaluation process (Decree of the Rector n. 446 dated 20 September 2016)
    - 11th December 2018: Event for the presentation of the results of the 9 research projects funded under the call for proposals “Research Talent” (“La Ricerca Dei Talenti”)
“Starting Grant” Project funded by the Banking Foundation Compagnia di San Paolo and by Institutional funds

- 21st December 2015: Adoption by the Board of Governors of the Framework Agreement between Politecnico di Torino and Compagnia di San Paolo, which includes the Project “Attracting high quality professors through Starting Grant”.
- 22nd February 2016: the Board of Governors approves the criteria for selection of the Professors that can be awarded a starting grant and the amounts that can be assigned
- 28th July 2016: 12 Professors are awarded a Starting Grant according to the Decree of the Rector n. 349
- 2nd October 2017: the Board of Governors awards a Starting Grant to 3 Professors with Institutional funds

“Joint projects to support research collaborations with excellent international organizations” Project funded by the Banking Foundation Compagnia di San Paolo and by Institutional funds

- 21st December 2015: Adoption by the Board of Governors of the Framework Agreement between Politecnico di Torino and Compagnia di San Paolo which includes the Project “Joint projects to support research collaborations with excellent international organizations”
- 31st May 2016: The Board of Governor assigned an additional budget of €720,000 for the Project “Joint projects to support research collaborations with excellent international organizations” to be used for 8 more PhD fellowships in the frame of the Call for Proposals “Joint research projects with top universities”
- 28th July 2016: publication of the internal Call for Proposals “Joint research projects with top universities”
- November 2016: first round of evaluation of proposals submitted in the frame of the internal Call for Proposals “Joint research projects with top universities”
- 8th March 2017: The Board of Governor assigned an additional budget of €1,500,000 for the Project “Joint projects to support research collaborations with excellent international organizations” to be used for 16 more PhD fellowships in the frame of the Call for Proposals “Joint research projects with top universities”
- May 2017: second round of evaluation of proposals submitted in the frame of the internal Call for Proposals “Joint research projects with top universities”
- November 2017: third round of evaluation of proposals submitted in the frame of the internal Call for Proposals “Joint research projects with top universities”
“Create a network around your research idea” ("Metti in rete la tua idea di ricerca") Project funded by Banking Foundation CSP and by Institutional funds

- 31st May 2016: Approval by the Board of Governors of the Project
- December 2016: publication of the internal Call for proposals “Create a network around your research idea” ("Metti in rete la tua idea di ricerca") aimed at supporting excellent research ideas of young researchers developed in collaboration with international and local partners
- 1st June 2017: first evaluation phase completed. Publication of the ranking list indicating PIs admitted to the second phase of the evaluation process.
- 13th July 2017: second evaluation phase completed. Publication of the final ranking list indicating the 14 projects selected for funding (Rector Decree n. 416 dated 13th July 2017)

Starting Grant for Temporary Researchers Type A and Type B (€ 15,000)

- 29th June 2016: Approval of the Starting Grant by the Board of Governors

Research funds (lump sum of €14,000) for permanent researchers and professors

- 29th December 2016 and 1st February 2017: Approval by the Board of Governors

Marie Skłodowska-Curie actions (MSCA) are research curiosity driven (bottom up) proposals that support excellent research training and career development focused on innovation skills, by worldwide and cross-sector mobility.

- The cumulative number of MSCA grants in H2020 up-to-date at POLITO is 30 MSCA actions (13 Innovative Training Network, 5 Research and Innovation Staff Exchanges, 2 European Researchers’ Night, 10 Individual Fellowship) with a total contribution of 9,7 M€.

Future & Emerging Technologies (FET) activities aim to create a fertile ground for responsible and dynamic multi-disciplinary collaborations on future technologies.

- FET grants in H2020 up-to-date at POLITO is 8 funded projects (RIA and CSA) among which 1 FETOPEN and 1 FETPROACT on Battery2030.

Completed and in progress activities

ERC@PoliTO Project

- December 2015: Workshop and Individual Training for the ERC_CoG_2016 applicants (participants: 25)
- December 2015: Open day on the call PRIN 2015 launched by the Italian Ministry for Education, University and Research to support fundamental research (participants: 100)
- 15th February 2016: deadline ERC_PoC_2016. Submitted 1 proposal
- March 2016: ERC Event at Castello del Valentino with Mr.Gaudina, head of the communication unit at ERCEA, and some ERC winners and evaluators (participants: 110).
- March 2016: a reserved meeting among Mr. Gaudina and the ERC winners in order to strengthen relations with the ERCEA and further exploitation activities (participants: 12)
- May 2016: Workshop and Individual Training for ERC_AdG_2016 applicants (participants: 30)
- September 2016: Workshop for applicants ERC-2017-StG and ERC-2017-CoG (participants: 50)
- October 2016: deadline ERC_StG_2017. Submitted 3 proposals
- February 2017: deadline ERC_CoG_2017. Submitted 3 proposals
- 21 March 2017: ERC Cafè with ERC winners (participants: 30)
- 4th-5th May 2017: Workshop “What makes a successful academic cv” (participants: 20)
- April-August 2017 support on a possible change of Host Institution of a PI ERC from a foreign institution to Politecnico.
- August 2017: deadline ERC_AdG_2017. Submitted 1 proposal
- From July 2017 face-to-face meeting and helpdesk support to ERC_StG_2018 potential candidates.
- September 2017: start of an ERC Consolidator project whose Principal Investigator, chose to conduct his research at the Polytechnic, leaving his original HI in France.
- 18-19 September 2017: Workshop on “Gestire le questioni etiche nei progetti Horizon 2020” being this an hot issue in ERC projects were POLITO apply as sole participant.
- 25th-27th September mission to Delft University and, among the objectives, share of best practice on the support activities given to ERC applicants
- October 2017: External training (through external experts) and Internal training (through an ad hoc internal panel, made of of 2 ERC Polito winners and 2 ARI staff) aimed to support an ERC applicant to the Interview at BXL.
- October 2017: questionnaire received by European Commission to evaluate the impact of the ERC Program based on completed ERC projects
- 17th of October: deadline ERC_StG_2017. Submitted 7 proposals
- 28th October 2017: one FARE_project (National Funds to ERC applicants and to fundamental research) has been granted to POLITO
- October 2017: definition of an Internal Ethics Guide to support and simplify to researchers the comprehension and the management of ethical issues in the whole H2020 project lifecycle (in progress).
- November, 2017: the new ERC project has been included among the “Success stories” of POLITO on the website
- 14th of November 2017: 2 ERC Synergy Grant 2018 Proposals supported and submitted
- 9th of November 2017: Workshop for ERC-2018-CoG applicants (participants: 15)
- November 2017: a new ERC Consolidator Grant project has been granted to Polito
- 30th November-1st December, 2017 "Workshop "PhD Supervision" aimed at strengthening the cv and track record of POLITO researchers being the quality of supervision one of the element that is evaluated in the CV of ERC applicants
- February 2018: deadline ERC-2018-CoG. Submitted 5 proposals
- March 2018: deadline PRIN 2017. Submitted 309 proposals; funded 38 corresponding to 5 mln€
- April 2018: deadline ERC-2018-PoC. Submitted 1 proposal
- April 2018: Workshop on PHD supervision aimed at providing an update on international experiences and practices regarding doctoral supervision and enhancing the quality of the supervision and the independence of young researchers
- May 2018: Workshop on how to build and present a competitive CV for individual grants
- July 2018: ERASMUS 2-weeks-mobility at QUT University of Brisbane for the staff member dedicated to the ERC support
- August 2018: deadline ERC-2018-AdG. Submitted 6 proposals
- October 2018: participation in Bruxelles to the workshop on how to manage ERC projects
- October 2018: deadline ERC-2019-StG. Submitted 5 proposals (1 funded, 2 went to the II step of evaluation, of which 1 was “fundable but not funded”)
- November 2018: conference organized by EARMA on ethics at Bruxelles
- November 2018: deadline ERC-2019-AdG. Submitted 2 proposals
- November 2018: PoliTO enter as additional partner in a new ERC Starting Grant project hosted by the IIT institution.
- November 2018: Infoday ERC and workshop on how to write an ERC proposal
- December 2018: PoliTO annotated ERC templates to support researchers in the drafting of an ERC proposal
“La ricerca dei Talenti” Project
- 15th December 2016: starting date of the 9 projects funded under the call for proposals “La ricerca dei talenti”
- February 2016: the Financial Reporting Guidelines were presented to Principal Investigators and Administrative staff
- 31st May 2016: a Joint press conference with Fondazione CRT with Massimo Lapucci, Fondazione CRT General Secretary, and Marco Gilli, Rector of Politecnico di Torino was organized in order to present the funded projects. https://youtu.be/7Cwb3CzgYmY
- 30th May, 2016: launch of the new section “Success stories” of POLITO website with videos and descriptions of the projects funded under the call for proposals “La ricerca dei Talenti”. Each Principal Investigator was involved in the preparation of a web page dedicated to the presentation of the main idea and possible outcomes of her/his funded project. Written in a language that addresses any audiences, these success stories are available at the following link: http://www.researchers.polito.it/en/success_stories/la_ricerca_dei_talenti_projects
- February 2017: first interim scientific report from the 9 PIs demonstrating the high positive impact of the initiative on their career and the scientific research
- January 2018: final scientific report from the 9 PIs demonstrating the high positive impact of the initiative on their career and the scientific research
- 11th December 2018: Event for the presentation of the results of the 9 research projects funded under the call for proposals “Research Talent” (“La Ricerca Dei Talenti”)

“Starting Grant “Project
- October 2016: the Financial Reporting Guidelines were presented to Principal Investigators and administrative staff
- February 2017: first interim scientific report presented by the 12 Professors that were awarded a starting grant

“Joint projects to support research collaborations with excellent international organizations” Project
- December 2016: 8 projects are selected for funding
- May 2017: 10 projects are selected for funding
- November 2017: 13 projects are selected for funding
- November 2017: presentation of the Reporting Guidelines to the PIs awarded a joint research projects and to the administrative staff
- March and November 2018: organization of training activities for Phd candidates from POLITO who are involved in the mobility exchange
foreseen in the framework of the projects funded under the call “Joint Research Projects with top universities”

- March 2018: organization of training and networking activities for PhD visiting students from the Partner University, who are involved in the mobility exchange foreseen in the framework of the projects funded under the call “Joint Research Projects with top universities”

- “Metti in rete la tua idea di ricerca” Project funded by Compagnia di San Paolo.
  - July 2017: 14 projects are selected for funding
  - 14th September 2017: presentation of the Financial Reporting Guidelines to PIs and administrative staff

- Marie Skłodowska-Curie actions (MSCA)
  - 12th January 2016: deadline of the MSCA Innovative Training Network. Submitted proposals: 29
  - 5th May 2016: Workshop and Individual Training for MSCA Individual Fellowships applicants (participants: 35-40)
  - 14th September 2016: deadline of the MSCA Individual Fellowships. Submitted proposals: 9
  - 27th October 2016: Workshop and Individual Training for MSCA Innovative Training Network applicants (participants: 24)
  - 10th January 2017: deadline of the MSCA Innovative Training Network. Submitted proposals: 25
  - 2nd May 2017: Leaflet for MSCA Individual Fellowships applications at Politecnico di Torino (email to research staff)
  - 22nd May 2017: Workshop and Individual Training for MSCA Individual Fellowships applicants (participants: 22)
  - 14th September 2017: deadline of the MSCA Individual Fellowships. Submitted proposals: 8
  - 16th October 2017: Workshop and Individual Training for MSCA Innovative Training Network applicants (participants: 22)
  - 17th January 2018 deadline of the MSCA Innovative Training Network. Submitted proposals: 40
  - 19th April 2018: Workshop and Individual Training for MSCA Individual Fellowships applicants (participants: 15-20)
  - April 2018: POLITO web section dedicated to Innovative Training Network success stories
  - 22nd May 2018: re-edited Leaflet for MSCA Individual Fellowships applications at Politecnico di Torino (email to research staff)
  - 12th September 2018: deadline of the MSCA Individual Fellowships. Submitted proposals: 19
16th October 2018: Workshop and Individual Training for MSCA Innovative Training Network applicants (participants: 25-30)

11-13th December 2018: MSCA ITN proposal clinics with Doctoral School and research staff (participants 15)

Next activities:

- **next period deadlines**
  - 15th January 2019: submission deadline for MSCA Innovative Training Network
  - January 2019: deadline of the call for proposals of the Ministry for Education, University and Research “FARE 2018”.
  - February 2019: submission deadline for ERC_CoG_2019
  - April 2019: deadline ERC-2019-PoC
  - April 2019: Infoday and Individual Training for MSCA Individual Fellowships
  - May 2019: Proposal Writing Workshop for MSCA Individual Fellowships applicants
  - Spring 2019: publication of MSCA Individual Fellowship Success Stories on POLITO website
  - 11th September 2019: submission deadline for MSCA Individual Fellowships.
  - October 2019: Workshop and Individual Training for MSCA Innovative Training Network
  - October 2019: deadline ERC-2020-StG.
  - November 2019: deadline ERC-2020-SyG
  - November 2019: Infoday ERC and workshop on how to write an ERC proposal

- **activities to be started**
  - Spring 2019: decision on the future of the Research Talent (La ricerca dei talenti) initiative
  - Autumn/Winter 2019/2020: assessment of the results of the Create a Network around your research idea (Metti in rete la tua idea di ricerca) initiative

Critical points:

- For carried out activities: /
- For next activities: /

Indicators:

- **New main actions for promoting curiosity driven research launched in 2015-2018:**
  - “Starting Grant” Project for newly appointed associate or full professors coming from external institutions
  - “Joint projects to support research collaborations with excellent international organizations” Project
• “Metti in rete la tua idea di ricerca” Project
• Starting Grant for RTD A and B 2016 (€ 15,000)
• Research funds (lump sum of €14,000) for permanent researchers and professors

- number of research curiosity driven proposals submitted: 507
  - 118 HORIZON 2020-ERC (to be compared with an average of ten/year proposals in FP7)
  - 211 HORIZON 2020-MSCA
  - 80 HORIZON 2020-FET
  - 77 Research talent, 40 Joint Projects, 43 Create a Network around your research idea

- number of research curiosity driven proposals funded: 74
  - 10 HORIZON 2020-ERC €12 mln (3 in all FP7)
  - 30 HORIZON 2020-MSCA
  - 8 HORIZON 2020-FET,
  - 9 Research Talent, 31 Joint Projects, 14 Create a Network around your research idea, 12 Starting Grant
## PROMOTING RESPONSIBLE RESEARCH AND INNOVATION

### ACTIONS 2-3

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<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>The University does not have yet at its disposal sufficiently effective tools for the protection of unpublished works</td>
<td>To enhance the ability of the University to protect the unpublished works of its researchers</td>
<td>To adopt the software for detection of plagiarism and to periodically monitor the requests</td>
</tr>
<tr>
<td>3</td>
<td>Need to enhance awareness on the concept of RRI- Responsible Research and Innovation</td>
<td>To consolidate responsible practices in research and innovation</td>
<td>To provide specific support and training on RRI</td>
</tr>
</tbody>
</table>
Implementation of the Action Plan

2015-2018

Principle: Professional responsibility

Action n.2: To adopt the software for detection of plagiarism and to periodically monitor the requests

Monitoring period: from November 2015 to December 2018

Task Leader: Student Affairs Department (GESD)
Other Task Members: Information Technology Department (IT) - Library and Museum Department (BIBLIOM)

Contacts: Alessandra Berlese (GESD)
Chiara Lauritano (GESD)
Enrico Venuto (IT)
Maria Vittoria Savio (BIBLIOM)

Carried out activities:

- Milestones achieved
  After careful analysis, the Politecnico of Turin has adopted the COMPILATIO software for anti-plagiarism purposes. The software will be particularly used for the online publication of Master degree Thesis.

  The software TURNITIN has been adopted for PhD thesis. During 2017 a workgroup of the Doctoral School has met periodically to test TURNITIN and draw guidelines for PhD supervisors and candidates. In October software and guidelines has been illustrated to PhD candidates at the end of the third year.

- completed and in progress activities
  July 2017: The software COMPILATIO is made available for trial for three pilot Master courses (Electric Engineering; Cinema and Media Engineering; Territorial, Urban, Environmental and Landscape Planning).

Research Support Department
Research Fund Raising Division
Excellent Science and Researchers Mobility Office
Politecnico di Torino Corso Duca degli Abruzzi, 24 – 10129 Torino – Italy
Phone: +39 011.090.6282 fax: +39 011.090.6171
europoli@polito.it www.polito.it
December 2017: The software COMPILATIO, after Thesis application trial from July to October, is used for 10 Master courses

Starting from the end of 2017 (i.e. XXX PhD cycle) all PhD thesis are tested for plagiarism through TURNITIN before the defense. TURNITIN is now available to all PhD supervisors and it is recommended that they use this software together with PhD candidates for all papers, in order to learn how to correctly report sources.

Instructions about how to avoid plagiarism and auto-plagiarism have been prepared and delivered to all PhD candidates, as well as guidelines for the use of the software TURNITIN (one for the PhD candidate and one for the supervisor).

Since March 2018 Compilatio software is used to test online Thesis application of all Master courses. Common guidelines for using Compilatio to test thesis during online Thesis application are available.

Next activities:
- next period deadlines

This action in completed:

- activities to be started

Critical points:
- For carried out activities: /
- For next activities: /

Indicators:
- Software for detection of plagiarism adopted
- Guidelines for the use of the software adopted
- No. of thesis tested through the software:
  - COMPILATIO (Master thesis)
    - 2017: 376
    - 2018: 3382
TURNITIN (PhD thesis)

- 2015 0
- 2016 0
- 2017 592
- 2018 1024
Implementation of the Action Plan  
**2015-2018**

**Principle:** Professional responsibility

**Action n°:** 3  To provide specific support and training on RRI

**Monitoring period:** from November 2015 to December 2018

**Task Leader:** Research Support Department (ARI)

**Other Task Members:** Communications, Events and External Relations Division (CORE)

**Contacts:** Isabella Susa (ARI)

**Carried out activities:**

- **milestones achieved**
  - Structured 3-years long project “Promoting research and research environment” approved by the the Board of Governors of Politecnico di Torino on July 27, 2016 including actions dedicated to RRI
  - October 2016 - Politecnico di Torino has entered the RRI task force of Cesaer (Conference of European Schools for Advanced Engineering Education and Research)
  - June 2017 - Creation of a working group guided by Politecnico di Torino about RRI in European Research projects as a subgroup of the CODAU (Convegno dei Direttori generali delle Amministrazioni Universitarie) Research working group.
  - November 2018 – appointment of a Rector’s Advisor for Research Integrity with the aim of preparing a programmatic manifesto of the internationally recognized fundamental principles that our University embraces in conducting its research

- **completed and in progress activities**
  - Awareness action about RRI principles during individual meetings with researchers while providing specific support on how to write a Plan for the Exploitation and Dissemination of Results in Horizon 2020 projects – continuous action
  - Participation of ARI to a multi-stakeholder workshop about RRI organized by Fondazione Cariplo in the framework of RRI Tools EU project, Rome, May 2016
Workshop “Responsible Research and Innovation in Nanoscience and Nanotechnology” organized at Politecnico di Torino, in the framework of the project “To3 nano Outreach” supported by Compagnia di San Paolo, June 14, 2016

Participation as a speaker of I. Susa to a session of ESOF-Euroscience Open Forum dedicated to RRI issues: “Abandoning the usual disciplinary structures in science”, Manchester, July 26, 2016

Participation in a consortium building a proposal for H2020-Swafs4: Institutional change to support RRI in research performing and research funding organizations – Opening research organizations in the European research Area. Project title: Co-create; project coordinator: Euroscience (FR), deadline: August 30, 2016


Participation of ARI to a multi-stakeholder workshop about RRI organized by Fondazione Cariplo in the framework of the RRI Tools EU project in Milan, October 2016

Presentation about RRI (with focus on EU projects) from ARI at the CODAU research working group, November 2016.

Invited participation of I. Susa to the workshop “Ricerca e innovazione responsabile. Quale spazio nel sistema italiano dell’innovazione?” – RRI, which space in the Italian innovation system - organized by Padova University on February 24, 2017.

Set up of the programme and identification of an external trainer for a MOC training about Research Integrity for Politecnico Ph.D. students, in collaboration with SCUDO doctoral school, June 2017.

Set up of a programme for a session about RRI during the “NFNM scientific workshop on nanofluids and nanomechanics” organized in Politecnico di Torino by a DISAT researcher, September 15, 2017.

Participation of ARI to the meeting of the RRI Cesaer task force at the Cesar annual meeting in Budapest, October 2017.

Delivery of a Handbook about Ethical issues in EU projects, October 2017

Launch of a working group guided by Politecnico di Torino about RRI in European Research projects as a subgroup of the CODAU Research working group, November 2017,

Participation of ARI to the “Workshop on Integrity and Responsibility in Scientific Research”, Università Cattolica del Sacro Cuore, Milano, November 2017.

MOC training about Research Integrity specifically addressed to PhD students available online to all Politecnico di Torino personnel, October 2018

Two discussion meeting between the PhD students who took the MOC course on Research Integrity and the trainer, prof. Enrico Bucci, 24 October 2018 and 10 December 2018

Contribution of Politecnico di Torino to the national network APEnet (Atenei per il Public Engagement) to define a National “Manifesto” for Public Engagement in Universities.
Next activities:
Publication of the “Manifesto APEnet per il valore pubblico della conoscenza"

- **next period deadlines**
  - Deadline of EU calls in the WP Swafs Science with and for society with topics dedicated to RRI, April 2019

- **activities to be started**
  - Identification of consortiums for participation to the RRI – Citizen Science swafs calls in 2019

Critical points:

- **For carried out activities:**
  - encountered problems that have affected the work plan
    - It is difficult to motivate researchers to be involved in issues such as RRI which are cross cutting and not strictly related to their research
    - Low success rate at EU level in the Swafs (Science with and for society) EU calls

- **For next activities:**
  - critical points which need the involvement of the Steering Board

  - possible risks

Indicators:

- Number of new training/workshop related to RRI organized by/with the participation of Politecnico di Torino
  - Before 2015: no events
  - in 2015 - no events,
  - in 2016 - 5 training/workshop/workshop sessions
  - in 2017 – 5 training/workshop/workshop sessions
  - in 2018 – 2 training sessions, 1 MOC

- Number of EU projects in the Swafs Area with the participation of Research Support Department of Politecnico di Torino
  - Before 2015 no proposals
  - In 2015 1 proposal
  - In 2016 2 proposals
  - In 2017 1 proposal
# SUPPORTING DISSEMINATION, EXPLOITATION AND PROTECTION OF RESULTS

**ACTIONS 4-5-6-14**

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<th>PROBLEM IDENTIFIED</th>
<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
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<tbody>
<tr>
<td>4</td>
<td>Need for a consolidation of good practices in dissemination and exploitation of results</td>
<td>To strengthen the University mission in the enhancement of the value of research and technology transfer outcomes</td>
<td>To provide support and training for the management of intellectual</td>
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<tr>
<td>5</td>
<td>Need for transferable skills in dissemination and exploitation of results</td>
<td>To write competitive proposals in response to Horizon 2020 calls</td>
<td>To provide specific support and training on how to write a Plan for the Exploitation and Dissemination of Results</td>
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<td>6</td>
<td>Need for a consolidation of awareness on Open Access issues</td>
<td>To comply with rules and obligations related to Open Access</td>
<td>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</td>
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<td>14</td>
<td>Need to ensure appropriate protection of Intellectual Property Rights, including copyrights</td>
<td>To consolidate the ongoing procedures by enhancing them with complementary activities</td>
<td>Improve support service for the author in the negotiating stage with the publisher and periodic update of templates of new contractual formulas</td>
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### Implementation of the Action Plan

**2015-2018**

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<th>Principle: Dissemination, exploitation of results</th>
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<tr>
<td><strong>Action n.4:</strong> 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</td>
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**Monitoring period:** from November 2015 to December 2018

**Task Leader:** Head of Technology Transfer and Industrial Liaison Department (TRIN)

**Contacts:** Shiva Loccisano (TRIN)

**Carried out activities:**

- **Milestones achieved**
  - 2015-2016: Several events have been organized in order to increase the knowledge on IPR’s topics: PhD courses, seminars and counseling activities involving students, academic researchers, enterprises (spin-off), such as:
    - PhD course “Intellectual Property Rights, Technology Transfer and Hi-tech Entrepreneurship”
      - The course is designed to develop students skills to apply the results of scientific and technological research that have led to forms of Intellectual Property, providing useful competences to start up new entrepreneurial experiences. The aim of the course is to train a new generation of creative, entrepreneurial and innovative researchers able to cope with the challenge of the new European Framework Programme for Research and Innovation “Horizon 2020”
    - Seminars on the technology transfer: protection and exploitation of research results
    - Counselling about patents process to academic researchers that are going to patent: meeting be to be in order to inform the researchers about patents process (patent requires, patent prior art search, patent application, legal issues and cost)
    - Counselling about making enterprise (spin-off) to academic researchers: what’s an academic spin-off, legal issues, support of I3P (the Innovative Enterprise Incubator of the Politecnico di Torino) about the business plan and market analysis
  - Adoption of a new informative system for management of TT: “Sophia”
  - January 2016: Creation TRIN Department (Technology Transfer office of Politecnico)
2016-2017: Several events have been organized in order to increase the knowledge on IPR’s topics: PhD courses, seminars and counseling activities involving students, academic researchers, enterprises (spin-off), such as:

- Course “Intellectual Property and Commercialization- What all researchers should know”, addressed to the winners of the Proof of Concept 2017 call, to provide useful competences to start up new entrepreneurial experiences. An afternoon session devoted to the LabTT staff on the most efficient mechanisms of technology transfer.
- Seminars on the technology transfer: protection and exploitation of research results.
- Workshops on patenting activities and on practical impacts in the construction sector, focusing on technology transfer mechanisms.
- Counselling about patents process to academic researchers that are going to patent: meeting be to be in order to inform the researchers about patents process (patent requires, patent prior art search, patent application, legal issues and cost).
- Counselling about making enterprise (spin-off) to academic researchers: what’s an academic spin-off, legal issues, support of I3P (the Innovative Enterprise Incubator of the Politecnico di Torino) about the business plan and market analysis

- February 2017: platform www.knowledge-share.eu is on line
- EIA 2017 (European Innovation Academy), 9th - 28th July
- An increase in the number of relationships with SMEs for the adoption of innovative processes resulting from technology transfer (e.g. “Techshare Day”, “B.R.O.A.D. PITT2”)
- Launch of strategic relationships on the topics of Technology Transfer, Entrepreneurship and Innovation with Sutardja Center of Entrepreneurship and Technology- UC Berkley.
- Update of the Regulation for collaborative and contract research (“regolamento convenzioni e contratti per attività in collaborazione o per conto terzi”)
- 2018: involvement of Italian universities and public research centers to define www.knowledge-share.eu platform standards, in collaboration with the Italian Patent Office (Ufficio Italiano Brevetti e Marchi - UIBM) and Netval (www.netval.it)
- Increase of CLIK laboratory activities (various types of format) with the aim of linking student projects to the needs of companies
- Implementation of the financing of the POC program in order to increase the development of early stage technologies

completed and in progress activities

- January – June 2016: I4C (Innovation for Change)
- February – June 2016: PhD course “Intellectual Property Rights, Technology Transfer and Hi-tech Entrepreneurship”
- 23th February 2016: “Polito Techshare Day”
- 7th March 2016: “Patent searching techniques. Introduction and case studies”
- 19th – 20th July 2016: training course "Trasferimento tecnologico e terza missione nelle università" (“Technology Transfer and Third Mission of Universities”)
▪ 1th – 2nd September 2016: Course “Sophia”
▪ B-PITT (Broad P.I.T.T.)
▪ 11th - 29th July: EIA (European Innovation Academy)
▪ POC (Proof of Concept)
▪ 4th - 6th October 2016: Christi Mitchell for ProgressTT activities (course on the technology transfer)
▪ 15th -23th November 2016: APAC Innovation Summit
▪ 24th November 2016: Memorandum of Understanding B.R.O.A.D. PITT2
▪ 10th January: Course “Sophia”
▪ January – July 2016: I4C (Innovation for Change)
▪ 6th -8th March 2017: Winter School NetVal on “Student Entrepreneurship”
▪ 14th March 2017: “Polito Techshare Day”
▪ 27th - 28th March 2017: Christi Mitchell for ProgressTT activities (course on the technology transfer)
▪ 31th March 2017: Workshop “OATOPEN - Il patrimonio brevetti del Politecnico di Torino”
▪ 31th March 2017: call for POC (Proof of Concept)
▪ 9th -14th April 2017: InnoWomEnt Poland
▪ 9th May 2017: Startup To The Future in collaboration with I3P and LINKS Foundation
▪ 9th May 2017: Workshop “Le innovazioni del Politecnico per le imprese di costruzioni”- Collegio Costruttori Edili Ance Torino
▪ 21th -26th May 2017: InnoWomEnt Turkey
▪ 31th May 2017: results B.R.O.A.D. PITT2
▪ May – June 2017: presentation and selection for EIA 2017 (European Innovation Academy), 9th - 28th July
▪ 6th June 2017: Startup To The Future in collaboration with I3P and LINKS Foundation
▪ 7th - 9th June 2017: Course “Intellectual Property and Commercialization- What all researchers should know” Hugh Penfold
▪ 30th June 2017: Innovation for Change - Demo day
▪ August 2017: Global Venture Labs Meeting at Sutardja Center of Entrepreneurship and Technology- UC Berkley.
▪ 27th September 2017: CLIK – Contamination Lab & Innovation Kitchen - Inauguration (through “Lab Assistant hackathon challenge”)
▪ 3rd October 2017: Innowoment Book (as an output of the program about the female entrepreneurship, a summary book about the activities has been edited)
▪ 6th October 2017: c.lab presentation (project of Contamination Lab by Polito and Unito)
▪ 10th-11th October 2017: Sophia Annual User Group Meeting in Chicago
▪ 20th October 2017: 4T (Tech Transfer Think Tank) Roma
- 23rd October 2017: webinar IEEE (presentation of new features of the IEEE patent search software)
- 8th November 2017: seminar by prof. Ikhlq from UC Berkeley
- 30th Nov – 1st Dec 2017: national final PNICube Napoli (participation of 3 spinoff from Politecnico di Torino)
- 1st-3rd December 2017: Maker Fair Roma (participation of the 2 winner teams of the forst CLIK hackathon)
- 23-24th January 2018: internal training course on “Technology Transfer Processes” and “Intellectual Property Rights”
- 29th January: 2018 “Ecosystem for research, entrepreneurship and innovation”- public lecture by Paolo Taticchi (Imperial College London) for doctoral students in programme in Management, Production and Design
- 23th February 2018: presentation Challenge Innovation 4 Change
- 26th February – 02th March 2018: workshop InnoWomEnt (Bursa, Turkey)
- 12th March 2018: kick off Challenge “Smart Mood Reader” at CLIK (innovative teaching)
- 20th March 2018: kick off “InvenTO”, prototyping bootcamp
- 9-12th May 2018: Innovarion 4 Change @Cern
- 10th-14th May 2018: Salone Internazionale del Libro di Torino
- 14th May 2018: kick off Hackathon “Indoor Localization Tracking”
- 01-03th June 2018: Torino Maker Fair
- 14th June 2018: InnoWomEnt Conference @ I3P
- 25th June 2018: Demo Day - Innovation 4 Change
- 8-27th July 2018: European Innovation Academy
- 11th September 2018: kick off Hackathon “Sustainability & Packaging” at CLIK (innovative teaching)
- 20-21th September 2018: Presentation www.knowledge-share.eu, UIBM Academy (IPR) @Rome
- 21th September – 01th October 2018: “InvenTO”, prototyping bootcamp
- 27th September 2018: “Techshare Day 2018”, inventors of Politecnico meet companies and VC
- 11-13th October 2018: Maker Faire Rome
- 12th October 2018: 4T – Think Tank Technology Transfer, national event
- 16th October 2018: kick off Challenge Adidas “Reverse Logistics Wholesale” at CLIK (innovative teaching)
- 25th October 2018: workshop “Piccole imprese per un grande territorio” (CNA, ASCOM, Coldiretti)
- 08th November 2018: Tech Day, seminar “Il Trasferimento Tecnologico alle PMI e la pre-incubazione d’impresa”
- 16th November 2018: SEI Pioneer Demo Day
- 20-21th November 2018: training course on Proof of Concept funding
13th December 2018: Tech Up 2018, call for spin-offs and talents
19th December 2018: lesson on IPR to PhD candidates

Next activities:
- next period deadlines
  - scale up of the collection of the Universities and Italian Research Centers' IP for www.knowledge-share.eu In partnership with the Italian Patent Office (Ufficio Italiano Brevetti e Marchi - UIBM) and Netval (www.netval.it)
  - full involvement of public universities and Italian research centers to make the Politecnico di Torino a leading company in the activities and www.knowledge-share.eu national reference point
  - increase the number of students involved in the activities proposed by the CLIK in close connection with the companies that propose the challenges

- activities to be started
  - release of guidelines regarding the University intellectual property management
  - preparation of a "communication kit" dedicated to projects that have won the Proof of Concept funding call

Critical points:
- For carried out activities:
  - encountered problems that have affected the work plan

- For next activities:
  - critical points which need the involvement of the Steering Board
  - possible risks

Indicators:
- Number of educational and training events organized: 32 (in the period 2013-2015: 19)
- Number of meeting be to be on patents carried out: 196 (in the period 2013-2015: 85)
- Number of meeting be to be on spin-off carried out: 35 (in the period 2013-2015: 7)
## Implementation of the Action Plan
### 2015-2018

### Principle 8: Dissemination, exploitation of results

### Action n°5: To provide specific support and training on how to write a Plan for the Dissemination and Exploitation of Results

**Monitoring period:** from November 2015 to December 2018

**Task Leader:** Research Support Department (ARI)

**Contacts:**
- Agnieszka Furman (ARI)
- Isabella Susa (ARI)

**Carried out activities:**
- **Milestones achieved**
  1. **December 2015:** A specific program aimed at increasing the visibility and impact of research activities has been developed and approved by Politecnico Board of Directors. A budget has been devoted to specific activities to support researchers in boosting their competences in communicating their research products.
  2. **March 2016:** Two staff units in the Research Support Department dedicated to promote research.
  3. **February 2017:** A plan of training courses devoted to improve communication skills has been outlined by our Research Support Department.
  4. **June 2017:** Set up of a group of spokespersons related to each Department to deal with Research Support Department (ARI) and Communications, Events and External Relations Division (CORE) on issues related to communication.
  5. **January 2018:** Set up of a group of communication spokespersons from the main Politecnico services (Research, Teaching, Technology Transfer, Internationalization etc.) with monthly meetings. The group purpose is to give an update on the communication activities carried out in each service. The group is led by the Rector’s delegate for Culture and Communication.
  6. **October 2018:** delivery of the “Communication and Dissemination in Horizon 2020” Handbook on how to properly approach communication and dissemination activities in Horizon 2020 projects. An internal event was set up to present the handbook to the Polito researchers and administrative staff and it was made available on the intranet.
• completed and in progress activities

**COMPLETED**

1. Providing **Dissemination and communication activities templates/tables** aimed at helping researchers to collect partners' feedbacks and write a good and comprehensive dissemination and communication overview in their project proposals (mainly for projects coordinated by Polito).
2. 3-4/10/2016 - Workshop "Writing in Business English for EU Proposals" by IDP Consultants (30 participants)
3. 24/11/2016 –Workshop "How to build a successful communication and dissemination strategy in research projects" by Communicating Europe + (40 participants)
4. 6-7/04/2017 - Workshop “Writing in Business English for EU Proposals” by IDP Consultants (20 participants)
5. 30/05/2017 – Workshop “How to promote your research with social media and increase the impact of your projects" by Formicablu (50 participants)
6. 16-17/11/2017 Workshop “How to mobilize partners and deliver effective presentations for your research project” by IDP Consultants (20 participants)
7. 27/9/2018 Workshop “Effective Visual Communication of Science” by Seyens (70 participants)
8. 6/11/2018 Workshop “Communication and Dissemination in Horizon 2020” – a practical handbook designed by the Fund Raising Division of the Research Support Department
9. Prescreening and revision of 40 project proposals.

**IN PROGRESS**

1. **Support to researchers in writing** Dissemination and Communication sections of their European projects proposals in an effective way.
2. **ESRs analysis** aimed at identifying good practices to be proposed to researchers for the Dissemination and Communication plans of their projects proposals.
3. Improvement of the Dissemination and Communication activities templates/tables with specific outlines tailored on the different projects templates.

Next activities:

• **next period deadlines**

  1. Fall 2019: organization of a training for Politecnico researchers on **How to use Social Media to promote research activities**. The training will be organized with at least 10 meetings focusing on the different social media and with practical sessions.

• **activities to be started**
To strengthen communication skills on how to communicate research ideas and to convey them in a research project.

**Critical points:**

- **For carried out activities:**
  1. encountered problems that have affected the work plan
     - No problems have been encountered
- **For next activities:**
  1. critical points which need the involvement of the Steering Board
  2. possible risks

**Indicators:**

- **Before 2015:**
  - Number of initiatives aiming to support the Plan for Dissemination and Exploitation of Results writing = 0
  - Number of dedicated persons in the Research Support Department to promote research = 0
- **After 2015:**
  - Delivery of the “Communication and Dissemination in Horizon 2020” Handbook on how to properly approach communication and dissemination activities in Horizon 2020 projects
  - Number of organized trainings aiming to support the Plan for Dissemination and Exploitation of Results writing = 7
  - Number of supported proposals as regards to the Plan for Dissemination and Exploitation of Results = 40

**Next Indicators:**

- Update of the “Communication and Dissemination in Horizon 2020” Handbook
- Number of trainings/initiatives launched, tailored on the Department needs collected through the group of spokespersons set up in June 2017
<table>
<thead>
<tr>
<th>Implementation of the Action Plan</th>
<th>Principle: Dissemination, exploitation of results</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2015-2018</strong></td>
<td>Action n°6: 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</td>
</tr>
</tbody>
</table>

**Monitoring period:** from December 2015 to December 2018

**Task Leader:** Library and Museum Department (BIBLIOM)

**Other Task Members:**

**Contacts:** Maria Vittoria Savio, Paola Ferrero (BIBLIOM)

**Carried out activities:**

- **Milestones achieved**
  - In 2017 the section about Open Access in the new website of Politecnico Libraries [http://www.biblio.polito.it/open_access](http://www.biblio.polito.it/open_access) was renewed and implemented in order to provide researchers with more information about Open Access related to Horizon 2020 projects. Supplementary information about the underlying research data and the Digital Management Plan have been provided.
  - In April 2018 the shift from our previous repository Porto to the new platform Porto@IRIS institutional research archive has been completed. Copyright team collaborated to test the functions requested on the validation papers workflow and proposed further implementations.
  - Open Access/Copyright team (Maria Girard and Monica Margara, BIBLIOM) carried out their work of validation of the articles deposited OA on Porto@IRIS, supporting researchers and PhD students, with particular attention to the fulfillment of Horizon 2020 requirements.
  - April 2018: for the first time a rector's Rector's Advisor for Open Science, prof. Federica Cappelluti, was appointed in order to enhance Open Access at Politecnico di Torino. On June 29th she met professors and administrative staff who are point of reference for IRIS and Open Access and discussed with them new activities and projects.
o 22nd-25th October 2018: organization at Politecnico di Torino of the OA-Week@PoliTO within the Open Access Week international initiative

o 18th December 2018: approval by the Academic Senate of the "Politecnico di Torino Policy on Open Access to Scientific Publications", upon favorable opinion of the Board of Governors

- completed and in progress activities
  o Open Access/Copyright team (Maria Girard and Monica Margara, BIBLIOM) supplies information to professors and administrative staff who are points of reference for IRIS and Open Access in the Departments.

  o The OA team gives support to researchers and to PhD students to archive correctly their papers; Maria Girard and Monica Margara are daily contacted about copyright issues: what can be deposited OA in the Institutional Repository, which version of a paper is permitted by the publishers, how to calculate an embargo period.

  o The continuous interaction with Politecnico authors highlights the need for a deeper knowledge about H2020 issues and Open Access. In relation to this point, a new working group composed by Open Access/Copyright Team (Library and Museum Dept), Research Support Dept. and Quality and Evaluation Dept. has been formed in order to supply researchers global information about European Projects.

  o The working group organized a first meeting about “Open Access in Projects H2020” (Politecnico di Torino, March 22nd, 2018) and others training courses are planned in Autumn in every Department.

  o The Open Access Team drew up a first draft of a DMP template to be supplied to researchers in order to help them to archive their data.

  o In order to raise awareness among Politecnico’s researchers about Open Access, on June 29th 2018 a speech of prof. Jean Claude Guédon was held in the Central Library of Engineering about connections between learned societies and commercial publishers in the field of Open Access.

To improve their skills, Maria Girard and Monica Margara in this period attended the following training courses:

  o Corso su Research Data Management / Susanna Mornati di 4Science. - Università degli studi di Milano, November 27th, 2017

  o Il trasferimento tecnologico al Politecnico di Torino: stato dell’arte e prospettive, Politecnico di Torino, December 12th, 2017

  o I dati della ricerca e il loro utilizzo: iniziative in corso nel nostro paese / Paola Galimberti – Centro Nexa su Internet e Società, Politecnico di Torino, January 10th, 2018
Next activities:
- next period deadlines
  June 2019: entry into force of the Open Access policy

Critical points:
- For carried out activities:
  encountered problems that have affected the work plan
  Due to the researchers’ insufficient awareness of the OA requirements related to H2020 projects, there’s been a remarkable increase of transactions with researchers.

- For next activities:
  - critical points which need the involvement of the Steering Board
  - possible risks

Indicators:
The continuous revision of the section about Open Access in Horizon 2020 in the website of Politecnico libraries is very useful for Politecnico’s researchers and increases the numbers of papers deposited OA in the institutional repository and, obviously, the numbers of downloads.

- Numbers of papers deposited OA (January 2013 – October 2015): 2,906
- Numbers of papers deposited OA (November 2015 -November 2017): 3,510

- Numbers of downloads of open access papers  (January 2013 – October 2015): 418,167
- Numbers of downloads of open access papers  (November 2015 -November 2017): 664,477

Politecnico di Torino has now its own Policy on Open Access to Scientific Publications.
Implementation of the Action Plan
2015-2018

Principle: Intellectual property rights

Action n°14: Improve support service for the author in the negotiating stage with the publisher and periodic update of templates of new contractual formulas

Monitoring period: from November 2015 to November 2017

Task Leader: Library and Museum Area (BIBLIOM)
Other Task Members:

Contacts: Maria Vittoria Savio (BIBLIOM)

Carried out activities:

- Milestones achieved
  Two skilled staff units (Maria Girard and Monica Margara, Open Access/Copyright team - BIBLIOM) are at researchers’ disposal to support them to face the problems related with the publishers at the negotiating stage and afterwards. The goal is to help them to be aware of the risks they run when they sign away their copyright to the publishers.

  They revised and updated the Politecnico website’s open access section, where researchers can also find templates of Addenda to Copyright Transfer Agreement [http://www.biblio.polito.it/open_access/info_per_gli_autori/lettere_di_richiesta_agli_editori](http://www.biblio.polito.it/open_access/info_per_gli_autori/lettere_di_richiesta_agli_editori).

  In 2017 they have also implemented the open access section providing the researchers with the iter they should follow to be compliant with the fulfillment of Horizon2020 requests. New information about publishers with a favourable policy towards Open Access are given: [http://www.biblio.polito.it/open_access/horizon_2020/come_ottemperare_alle_richieste_relative_all_open_access](http://www.biblio.polito.it/open_access/horizon_2020/come_ottemperare_alle_richieste_relative_all_open_access)

  In November 2017 the Open Access/Copyright team supplied the users with new information about choosing the right OA journals avoiding the so called “predatory publishers”: [http://www.biblio.polito.it/open_access/info_generali/pubblicare_su_una_rivista_open_access](http://www.biblio.polito.it/open_access/info_generali/pubblicare_su_una_rivista_open_access)
completed and in progress activities

Maria Girard and Monica Margara periodically revise the “publishers’ policies” part in the Open Access section and make it available to researchers.

In order to make available a growing number of papers, the Copyright Team is checking the articles edited by OA publishers (or by publishers that, contacted by e-mail, allowed our researchers to deposit OA their papers) and currently dark in our repository: some authors have already been contacted and informed about the favorable policy of these publishers so that they can open their articles.

Open Access/Copyright team held a training course at the Department of Environment and Infrastructure Engineering about OA and related copyright issues in order to support the researchers to archive properly the papers on the institutional repository in compliance with the publishers’ policy. As a result, an improvement in the way the researchers of this department archived their papers was observed.

From November 2015 to November 2017, Maria Girard and Monica Margara attended the following training courses to improve their skills:

- Webinar SCOAP 3 Forum. The impact of SCOAP 3, November 18th 2015
- Workshop PASTEUR4OA Working Together to Promote Open Access Policy Alignment in Europe*, February 22nd 2016 - Nexa Center for Internet and Society, Torino
- Webinar OpenAIRE about alignment of Italian policies with international practices, May 5th 2016
- OpenAIRE National Workshop 2016 - Roma, May 30th and 31st
- “Proprietà intellettuale e Open Access” IRIS a cura dell'Università degli Studi di Trento. September 2016. Corso on-line costituito da quattro moduli didattici:
  - Pubblicazioni accademiche, diritto d'autore e contratti per la circolazione dei diritti;
  - Pubblicazioni scientifiche e Open Access;
  - Open Access, pubblicazioni, brevetti e dati. Convergenze e limiti;
  - Accesso aperto e proprietà intellettuale nella nuova anagrafe della ricerca.
- PUBBLICO DOMINIO #OPENFESTIVAL: Il pubblico dominio tra riforma del copyright e bene comune. November 29th, 2016

Next activities:
- next period deadlines
- activities to be started
This action is completed: the revision and update of “publishers’ policies” section in the Politecnico’s website will be carried on as a routine activity together with the frequent transactions with the authors.

The training courses about copyright issues will be included as a section of the courses on Open Access, focused on the fulfillment of Horizon 2020 requirements, scheduled in Action 6.

Critical points:

- **For carried out activities:**
  - encountered problems that have affected the work plan

  Authors often aren’t fully aware about the possibility to negotiate with the publishers ex-ante and sometimes don’t even know which are the publishers’ policies about OA. This critical point affects, even more than before, not only the Copyright Team’s validation workflow but also the fulfillment of the Horizon 2020 requirements. A stronger cooperation with the offices involved in the Politecnico’s Research area would be useful to support our researchers at all stages of the projects funded by EU.

  Due to the amount of work required to shift from Porto to the new platform Porto@IRIS, the Open Access/Copyright team had to postpone the training courses they planned to hold in the departments.

- **For next activities:**
  - critical points which need the involvement of the Steering Board
  - possible risks

Indicators:

November 2015- August 2016

Number of publishers contacted : 8

Number of transactions with authors by email :
- Advisory service requests: 7
- Requests for information to Copyright Team: 20
- E-mail to authors contacted during the validation process for papers with copyright issues problems: 175
September 2016 – June 2017

Number of publishers contacted: 9

Number of transactions with authors by email:
- Advisory service requests: 18
- Requests for information to Copyright Team: 35
- E-mail to authors contacted during the validation process for papers with copyright issues problems: 248

July 2017 – November 2017

Number of publishers contacted: 5

Number of transactions with authors by email:
- Advisory service requests: 9
- Requests for information to Copyright Team: 13
- E-mail to authors contacted during the validation process for papers with copyright issues problems: 102
**PROMOTING COMMUNICATION OF POLITO RESEARCH AND RESEARCH ENVIRONMENT**

**ACTIONS 7-8-9**

<table>
<thead>
<tr>
<th>n.</th>
<th>PROBLEM IDENTIFIED</th>
<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Lack of clear and complete information on the research activities carried out at Politecnico and on the research results</td>
<td>To enhance research collaboration between internal researchers and with external stakeholders</td>
<td>To define of a Plan for collecting and promoting communication of research activities and of research results through multiple channels (SUA-RD, media, website, University social network, EU channels, events)</td>
</tr>
<tr>
<td>8</td>
<td>Need for training in transferable skills in communication and Public Engagement</td>
<td>To improve skills for the communication of scientific work</td>
<td>To provide support and training on effective communication of science to non-specialist audiences</td>
</tr>
<tr>
<td>9</td>
<td>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</td>
<td>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</td>
<td>To coordinate and strengthen the participation of the University in public engagement initiatives</td>
</tr>
</tbody>
</table>
Implementation of the Action Plan 2015-2018

Principle: Public engagement

Action n°7: To define a plan for collecting and promoting communication of research activities and research results through multiple channels

Monitoring period: from November 2015 to December 2018

Task Leader: Research Support Department (ARI) and Communications, Events and External Relations Division (CORE)

Contacts: Isabella Susa (ARI)
Elena Foglia Franke (CORE)

Carried out activities:

• Milestones achieved
  1. Budget line about “Promoting research and research environment” approved by the Board of Governors of Politecnico di Torino on December 2015
  2. Two staff units in the Research Support Department specifically dedicated to promote research and research environment on March 2016
  3. Structured 3-years long project “Promoting research and research environment” approved by the Board of Governors of Politecnico di Torino on July 2016
  4. Set up of a transversal communication group (members: administration officers from Research Support Department, Communication, Events and External Relations Division, IT Department) to define common actions, January 2017
  5. Set up of a group of spokespersons related to each Department to deal with Research Support Department (ARI) and Communications, Events and External Relations Division (CORE) on issues related to communication, June 2017
  6. Appointment of a Rector’s Delegate for Culture and Communication, March 2018
  7. Creation of the Politecnico “Group of Communicators”
  8. Publication of the Strategic Plan “Polito4 impact”, November 2018

• Completed and in progress activities
We divide the communication activities in the following classes: Support to researchers, Events, Web actions, Lobbying and networking actions, Media Relations Activities and list the activities in chronological order in each class.

**Support to researchers**

1. Support to Politecnico di Torino Departments to fill in the section A.1 “Declaration of departmental research objectives” of the SUA-RD form for ANVUR (Italian national Agency for the Evaluation of University and Research) annual evaluation. A common template and a filled-in example has been proposed to Departments – March 2016 to May 2017

2. Support to the coordinator of the EU project DEMOSOFc in the networking with Torino Chamber of Commerce and Enterprise Europe network for the organization of a project Industrial workshop, about 100 participants, November 14, 2017.

3. Politecnico di Torino has launched in 2017 the new Interdepartmental Centers. The Events and External Relations Division (CORE) collaborates with the Interdepartmental Center coordinators proposing some guidelines and offering support on communication topics (continuous action, started in June 2017).

4. A “Research Communication Handbook” addressed to Politecnico di Torino researchers about how to write and implement an effective communication plan in EU projects and proposals has been published in April 2018

**Events**

1. Organization of an event to present the 9 Research projects funded at Politecnico di Torino by Fondazione CRT in the framework of “Bando La Ricerca dei Talenti”, May 30, 2016

2. Organization of a regional event about “Fabbrica Intelligente” regional platform on- “La piattaforma regionale Fabbrica Intelligente nel contesto piemontese e nazionale: iniziative, progetti e finanziamenti”, about 100 participants, December 12, 2016

3. The first “Research Day” has been realized on, with video-presentations of Politecnico research projects, live presentations from industrial partners and a round table with stakeholder about Politecnico research directions, about 250 participants - March 21, 2017


5. Creation of a multimedia project to show the excellence of research at Politecnico, which was presented to the Ministers of the G7-Carnegie Meeting Group (29 September 2017) and to the President of the Italian Republic Sergio Mattarella (7 November 2017). Nowadays the exhibition is permanently exposed in the main hall of Politecnico.

6. International Infoday and conference “EU Research Conference - Funding and Policies for Smart Mobility” in the framework of Smart Mobility World at Lingotto Fiere (in cooperation with Torino Chamber of Commerce and Enterprise Europe network), 80 participants October 10, 2017

7. Submission of a proposal to the Careers Programme of ESOF2018 – Euroscience Open Forum (proposal title “Harness the power of collaboration and be amazed at what you can achieve together”), November 2017.
8. Organization of the event “Tecnologie, Strumenti e Tecniche a supporto del Cultural Heritage” (2018 will be the European Year dedicated to Cultural Heritage), with the objective of building relations between researchers of Politecnico di Torino, Centro Conservazione e Restauro Venaria and local stakeholders (Institutional representatives in charge of culture at the town or regional level, Museum directors), December 13, 2017.

9. Participation of Politecnico di Torino to “Just the woman I am” event (fundraising for research projects on female cancer) for the editions 2016, 2017, 2018

10. Participation of Politecnico di Torino to the book fair Salone del Libro, May 2018

11. Politecnico di Torino is Partner of Festival Scienza e Innovazione Settimo Torinese, October 2018

12. Contribution of Politecnico di Torino young researchers involved in MSCA ITN networks to the Experience Path of the Skills for the future conference organized by the European Training Foundation, November 2018

13. Organization of an event to present Horizon Europe guidelines, with a focus on Public-Private partnerships: Towards Horizon Europe, November 2018

14. Public event at Politecnico di Torino with the participation of the astronaut Samantha Cristoforetti, November 2018

15. Event of presentation to stakeholders of research projects funded by an internal competitive call: La ricerca dei talenti un anno dopo, December 2018

Web actions

1. Launch of a section “Success stories” in the Politecnico di Torino website with description of research projects (in Italian and in English), pictures and videos, also promoted by the institutional pages of the social networks: http://www.researchers.polito.it/en/success_stories, March 2016.

2. Implementation of the English version of Poliflash, October 2017

3. In the period March 2016-December 2018, more than 50 “Success stories” have been published in Italian and English.

4. Launch of the Poliflash on-line magazine (http://poliflash.polito.it/) with a section dedicated to research activities: “Ricerca e Innovazione”, January 2017

5. In the period January 2017-December 2018, 186 articles have been published.

6. Meeting of the transversal communication group (members: administration officers from Research Support Department, Communication, Events and External Relations Division, IT Department) to define common actions: 3 meetings in 2017, as a sort of editorial board for Poliflash Magazine

7. Since April 2018 monthly meetings of the Politecnico “group of Communicators” chaired by the rector’s delegate for Culture and communication

8. Contribution of Politecnico di Torino researchers to the show schedule of “Wanted – I ricercati”, a radio show of the Politecnico di Torino web radio: about 15 researchers involved

9. Support to Departments and Interdepartmental Centers to open social media official profiles to promote their research results and activities continuous action
10. Realization of videos about Research projects: 6 videos for the event “research Day”, 8 videos about the Research project “Bando la Ricerca dei Talenti”, 3 videos about ERC projects.

11. A new release of Politecnico home page, in which particular relevance will be given to the communication of research activities and results, has been realized and will be implemented in next months.

12. Set-up of Interdepartmental Centers Websites and social media accounts

Lobbying and networking actions

1. Presentation of the ERC projects of Politecnico di Torino to the head of the Communications unit of ERC, Dr. Massimo Gaudina, discussion of possible support of ERC in communication and exploitation of ERC projects and results, February 2016

2. Contacts and meetings with EU Commission officers responsible of Research Communication (at DG Research and Innovation and Research Executive Agency) with the objective of increasing the presence of Politecnico di Torino Researchers in the multiple communication channels directly managed by the EU Commission

3. Contacts and meetings with APRE (Agenzia per la Promozione della Ricerca Europea) officers with the objective of increasing the presence of Politecnico di Torino Researchers in APRE Communication channels

4. Contacts and meetings with new communication officers at the REA and ERCEA in 2018.

Media relations activities

1. Support for researchers in communicating with the media research activities and projects, with particular attention to H2020 and ERC projects (continuous action)

Next activities: the action is completed because a plan for collecting and promoting communication of research activities and research results through multiple channels has been set-up. Of course the activities linked to this action need to continue in 2018. It will be very important to arrive to set up common guidelines for communication with the group of spokespersons related to each Department.

- **next period deadlines**
  1. Festival della Tecnologia to be released in November 2019

- **activities to be started**
  1. Communication of Politecnico di Torino Research Infrastructures
  2. The complex work to release a completely new Politecnico di Torino web site will start in January 2020
Critical points:

- For carried out activities:
  1. encountered problems that have affected the work plan

- For next activities:
  1. Critical points which need the involvement of the steering board
  2. Possible risks

Indicators:

The plan for promoting communication of research activities and research results through multiple channels is defined in the “Promoting research and research environment” project (approved by the Board of Governors of Politecnico di Torino on July 27, 2016) is used to monitor and collect information about communication initiatives.

Support to researchers

- Number of departments supported in filling the SUA-RD form:
  - Before 2015: 0
  - In the monitoring period: 11 Departments (all)

Events

- In the monitoring period:
  - Number of participants to “La piattaforma regionale Fabbrica Intelligente nel contesto piemontese e nazionale: iniziative, progetti e finanziamenti”: about 100
  - Number of participants to the first “Research Day”: about 250
  - Number of participants to the “Pint of Science”: about 40
  - Number of participants to the “EU Research Conference - Funding and Policies for Smart Mobility”: about 80
  - Number of expected participants to the event “Tecnologie, Strumenti e Tecniche a supporto del Cultural Heritage”: about 80
  - Number of participants to “Just the woman I am” event (fundraising for research projects on female cancer) for the editions 2016., 2017, 2018: 50,000
  - Number of people who visited the Politecnico di Torino stand at Salone del Libro, May 2018
  - Number of participants to Politecnico di Torino conferences at Festival Scienza e Innovazione Settimo Torinese, October 2018: 500
  - Number of visitors of Politecnico di Torino stand at the Experience Path of the Skills for the future conference organized by the European Training Foundation, November 2018: 400
  - Number of participants to the event Towards Horizon Europe, November 2018: 300
- Number of participants to the Public event at Politecnico di Torino with the participation of the astronaut Samantha Cristoforetti, November 2018: 450
- Number of participant to the stakeholder Event La ricerca dei talenti un anno dopo, December 2018: 50

**Web actions**
- **Before 2015:**
  - Few videos realized about research projects (about 10)
  - Success stories: 0
  - Articles on Poliflash magazine: 0
- **During the monitoring period:**
  - Number of realized videos about research projects: 20
  - Number of Success stories published on-line in the monitoring period: 50
  - Number of articles published in the section dedicated to research in the Poliflash magazine: 200
  - Number of Interdepartmental Center supported in communication (web site or social media): 11
  - Number of Departments supported in opening social media instruments: 5

**Lobbying and networking actions**
- **Before 2015:** No structured lobbying actions with the European Commission about Research Communication
- **During the monitoring period:**
  - 1 Politecnico di Torino Research project chosen as example in the Communication Campaign about ERC Consolidator in 2016
  - 1 Politecnico di Torino Research project chosen for the ERC=Science2
  - 3 Marie Curie projects of Politecnico di Torino chosen as Success stories by the European Commission
  - Publication of 2 Politecnico di Torino events on the Events web portal of the European Commission
  - Selection of 2 Politecnico di Torino research projects as best practices in APRE national workshops
  - Publication of 2 articles about projects and strategic initiatives in Politecnico di Torino to support researchers in the APRE magazine

**Media relations activities**
- **Number of press releases on research topics in 2015:** 30
- **Increase of the number of press releases on research topics in 2017-2018:** + 30%
Implementation of the Action Plan

2015-2018

Principle: PUBLIC ENGAGEMENT

Action n°8: To provide support and training on effective communication of science to non-specialist audiences

Monitoring period: from November 2015 to November 2017

Task Leader: Communication, Events & External Relations Division (CORE)

Other Task Members: Doctoral School (GESD-SCUDO)

Contacts: Elena Foglia Franke (CORE)
Chiara Lauritano (GESD-SCUDO)

Carried out activities:

- Milestones achieved
  - NOV 2015: A training course on communication of science to non-specialist audiences has been included in the catalogue of the Courses on transferable skills of SCUDO:
  - from NOV 2016: On line courses for PhD candidates to develop communication skills with following up courses where participants have practiced on effective communication of science have been included in the catalogue of the Courses on transferable skills of SCUDO.

- SEPT 2016 and SEPT 2017: 2 summer schools organized with the French and the Swiss partners of the Coopera project to develop effective communication and the capability to present its own research to a nonspecialists audience (elevator's pitch).

- OCT 2017 course on Communication (Italian version only)

- NOV 2016 and NOV 2017: Organization of the award for the best public presentation of a doctoral thesis research in 3 minutes to a general-interest audience. The Board of Governors of Politecnico has granted 3 prizes for the 3 winners; 78 PhD candidates in the first edition and 67 PhD candidates in the second one took part to the pre-selection made by an internal commission, 6 were short-listed for the final selection, the jury was made up of experts in scientific divulgation.
Next activities:
- **next period deadlines completed.**
  Training activities to improve effective communication of science to non-specialist audiences have become a permanent part of Doctoral School education. The MOC format allows a greater attendance.
- **activities to be started**

Critical points:
- **For carried out activities:**
  1. encountered problems that have affected the work plan

- **For next activities:**
  1. critical points which need the involvement of the Steering Board
  2. possible risks

**Indicators:**
Participation to the training courses

<table>
<thead>
<tr>
<th>Year</th>
<th>Attendance to courses thought in class</th>
<th>Attendance to MOC</th>
<th>Total attendance</th>
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<tbody>
<tr>
<td>2015</td>
<td>80</td>
<td>N/A</td>
<td>80</td>
</tr>
<tr>
<td>2016</td>
<td>37</td>
<td>355</td>
<td>392</td>
</tr>
<tr>
<td>2017</td>
<td>115</td>
<td>357</td>
<td>472</td>
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</tbody>
</table>

Participation to the contest “My Research in 3 Minutes”

2016 No. participants 78
2017 No. participants 67
Implementation of the Action Plan
2015-2018

Principle: Public engagement

Action n.9: To coordinate and strengthen the participation of the University in public engagement initiatives

Monitoring period: from September 2016 to December 2018

Task Leader: Communication, Events & External Relations Division (CORE)

Contacts: Elisa Tinozzi (CORE)

Carried out activities:

- Milestones achieved
  - October 2013: definition of a plan for participation in initiatives
  - November 2015: check on the activities carried out in order to promote Politecnico di Torino’s Public Engagement

- Completed and in progress activities
  - 2014-2018 TOP EXPERIENCES: a cycle of workshops with top manager and CEO (some of them selected among POLITO’s Alumni) from top level corporations and organizations
  - From December 2014 to October 2015 “I MERCOLEDI DELLO SPORT” for Torino Capitale Europea dello Sport 2015: Wednesday’s talks about topics related to the interconnection between sport, engineering, architecture and design
  - March 8th each year, on the occasion of the International Women's Day, POLITO takes part in Just the Woman I am, a sport event (6 km running or walking) promoted with CUS – Centro Universitario Sportivo and the University of Turin dedicated to fund raising for cancer research. The sport event, that takes places on Sunday, is followed by an Open Talk on Monday. The Open Talk is dedicated to students and citizens to promote correct lifestyles, followed, the year after, by a scientific conference.
Besides the runners from Politecnico di Torino, the university also organizes a stand in which research activities in this field are displayed. During these editions the number of...
participants has been rising up from 3,000 in 2014, to about 12,000 in 2016 and 15,800 in 2017. In the last edition 80,000 persons were involved in piazza San Carlo.

- May-October 2015: events in Agorà Torino about **engineering and its relations with food** and food production chain
- May 2015: design of the **logo for Flexmeter EU** project
- Last Friday of September each year: participation to the "**European Researchers’ Night**" September 25th 2015 "**10 European Researchers’ Night**"
  September 30th 2016 – European Researchers’ Night, eleventh edition with 11,000 visitors
  11,000 visitors expected. 1,500 researchers involved and more than 100 activities.
- September 2015: graphic project for **promoting H2020 actions among didactic staff**;
  printed block-notes for the internal scientific community
- October 2015: seminars and workshop for the cycle “**EXPO-EXTO Feeding the city**” such as the 7th Aesop Sustainable Food Planning (SFP) Conference
- October 14th -15th 2015: Joint Event Politecnico di Torino, Technion Institute of Technology and Università di Torino
- In the middle of October 19th-25th since 2013 on: **Festival dell’Innovazione e della Scienza Settimo Torinese**: more than 100 laboratories, 80 meetings, 40 high school involved, 20 caffè scientifici, conferences, exhibit, show addressed to young people, families, academics. Each edition has a main topic:
  2015 edition – Luce alle Idee (Light)
  2016 edition: NOI ROBOT (Robotics)
  Our Department of Applied Science and Technology has participated in labs, meetings, exhibits.
- February – June 2016: **photo shooting** for each Department. The main focus of the shooting weren’t only buildings and labs, but human resources while working. People from the Departments were positively impressed by the results (not only staff members, but also students, docs and young researchers were involved) and these images will help us to
better promote our researchers’ activities also during public engagement initiatives and on web sites.

- May – June 2016: **photo shooting with young researchers** winners of an ERC (European Research Council) grant or of a financed project in the framework of “La ricerca dei Talenti”. These pictures were taken also for the Success Stories section on the PoliTo web site Opportunities for Researchers.

- February 2016: **Techshare Day**, a direct way to introduce companies and SME to Politecnico di Torino research’s activities. This event is not addressed to a wide public, but to selected companies following the stream of Open Innovation. As a result 200 people were involved.

- March 17th 2016: **workshop on Robotics** with Fondazione Agnelli and Centro Scienza. A full morning workshop with students from Primary School focusing the attention of youngster on Robotics and its everyday life applications. 200 children, divided into groups, have experienced how to build a robot and make it works, and have seen directly which competences are required. A way to make children more confident about their technical skills.

- May 12th -16th 2016 - Participation in “Salone del Libro - Visions”. 127.596 visitors. The youngest among them have been involved in activities carried out in the Bookstock Village, where our exhibit was placed. A lot of students and families get in touch with our research projects, spacing in a wide range of topics, from Robotics to Food, reaching Mechanics and Green Design. Drones with components 3D-printed on site, recumbent bicycles, green wall, augmented reality, sailing boat, prototype for communication for blind and deaf people, a lunar rover and even more for a total of fourteen projects have been shown.

- The last Friday of May each year at national level – “**Bimbi al Poli con Mamma e Papà**” is an event focused on the engagement of all staff’s families. Playing games and having leisure and fun in the place where their parents or their family’s members spend a lot of their working time, becomes an easy way to become also aware of the research activities. About 100 children (0-15 years) are involved.

- In the middle of June from 2015 on – “**Gran Prix del Valentino**”: the national event, that lasts about a week and allows the Italian public to see previews and innovations in car, has
seen 700,000 visitors for the third edition. 32% of them coming outside Turin, 19% between 18 and 24 years old. Politecnico di Torino, thanks to the students teams involved, has got its own exhibition platform with cutting-edge projects in automotive field and in 2017 has also organized the seminar on “Innovative Vehicles for the new mobility frontier: Politecnico agrees the challenge”.

- **July 2th - 3th 2016 – “Centennial of the Airport Torino Aeritalia”:** Air Show and exhibit with 125,000 participants. More than 5 Politecnico di Torino’s projects on aeronautics topics.

- **July 11th - 29th 2016 and July 10th - 30th 2017 – first and second Italian edition of “EIA - European Innovation Academy”:** more than 600 university students and aspiring entrepreneurs, coming from more than 70 nations working on 100 business ideas. A creative workshop which is opportunity for discussion among young people worldwide talent: engineers, marketing and economics students, from the most prestigious universities in the world, but also people already employed in different companies. Silicon Valley and italian mentors with international investors are in the Academy to guide students to the creation and marketing of their business idea.

The European Innovation Academy (EIA) is a non-profit educational institution recognized for excellence in tech entrepreneurship education. EIA educational programs are jointly developed with professionals of world class partner universities and companies: UC Berkeley, Stanford University, Google, Amadeus, CA and many others. Future entrepreneurs and business leaders are immersed in a multicultural ecosystem of 4000+ alumni and faculty from 75 different nationalities.

A very innovative education format in which Politecnico wanted to be strongly included to provide its students with an unique opportunity. Thanks to an agreement between Politecnico and EIA that has allowed to take the school in Turin for five years, there will be 50 Politecnico students from all three levels of education who will be able to take part in the Academy.

In particular, in 2016 five Politecnico projects reached the EIA final stage. Among the 10 finalists, identified by a qualified international jury investors, there are 4 projects of
Politecnico and among the winners of this edition, both projects qualified for the category "Established Teams" were born within the University.

- **September 22nd - 26th 2016 – Terra Madre Salone del Gusto**: 2.000.000 visitors were involved in the most important international event dedicated to food and gastronomy. Valentino Castle, our historical site, hosted Terra Madre delegates for the whole sessions. Politecnico had its own stand displaying projects dealing with “Food” topics.

- **October 14th - 16th 2016 – Maker Faire Rome** is the Greatest Show (and Tell) on Earth – a family-friendly showcase of invention, creativity and resourcefulness, and a celebration of the Maker Movement. It’s a place where people of all ages and backgrounds gather together to show what they are making, and share what they are learning. 100.000 visitors from 40 countries and more than 16.000 students took part in the Educational Day.

- **From November 11th 2016 – the 1st Annual POLITO Sustainability Week**: a series of events designed to promote sustainable actions throughout the POLITO campus sites. This weeklong series of events has been coordinated by the POLITO Green Team, an internal group of professors, students, administrative staff and researchers that encourages POLITO to address environmental and social challenges. This collection of events serve as a platform for action by leveraging the connections among POLITO’ sustainability stakeholders, to promote and catalyze campus sustainability efforts and ultimately work toward building a more sustainable, eco-centric community. The events have been hosted by a variety of groups at POLITO campus sites, and took many forms along the five actions fields: Energy and building; Mobility and Transport; Food, Water, Waste; Green Procurement and Urban Outreach to foster awareness and enhance quality of life.

- **17 march 2017: FameLab Italia Science Talent Show**

Three minutes and a handful of words to communicate to the public a scientific topic that you are passionate about. The event is addressed to scientists, researchers or university students who want to test their talent as a communicator. As in any talent show, the participants are judged by a jury of experts from the world of science and communication. The national winner is confronted with the winners of the competition in other 30 countries of the world. The international final takes place in June during the Cheltenham Science Festival, in the United Kingdom. Since 2012 thanks to the collaboration between the British
Council and Psiquadro - Perugia Science Fest FameLab has arrived in Italy involving a growing number of partners.

- **3-4 and 6 April 2017:** **ORIENTATI AL FUTURO** Open Day for prospective students
- **25 - 30 September 2017:** Turin hosted the working tables of G7 on three topics: Industry, Science and Technology and Employment. The G7 is a world known relevant international event. This one in Turin will be followed by the "**Carnegie Meeting**" focused on “The new frontier research and the new mechanisms to finance it”. The meeting, open to G14 ministers, will take place on September 30th – October 1th and Politecnico di Torino is involved by the Organizing Committee in arranging the Meeting with a special regard for logistics (budget management, locations identification, communication materials for guests…).
- **POLITO Showroom:** the G7 has represented a unique showcase for all the institutions in Turin to promote their excellence and show the best practices of technology transfer and knowledge sharing in the area. Each institution, like our university, is in charge of hosting national and international media interested in visiting their sites. Politecnico is preparing a specific place, so called showroom, where to exhibit its relevant figures, history and a selection of its best research activities. After the G7 event this place will represent a kind of reception to welcome visitors, delegates, schools and introduce them to the Politecnico di Torino.
- **10 October 2017** **SMART MOBILITY WORLD**, in its fifth edition, is the most important European event dedicated to sustainable, digital and integrated mobility. The event, represents for over 3500 international operators, a professional hub for generating concrete business opportunities supported by four tools: expo area, conferences, demos and test drives. Evolution of vehicles, smart cities and technology evolutions are at the heart of an open dialogue with public and private companies, large companies and start-ups. It’s a professional event that crosses leading companies with public administrations, industry associations and startups in a networking exhibition space.
- **October 2017 - May 2018** **Costruire il Futuro – da un’idea di Piero Angela** "Building the future", from an idea by Piero Angela, tells to students in 15 conferences the world that will
come through the voice of scientists, sociologists, demographers, doctors, jurists, historians, political scientists, economists and entrepreneurs.

- 7 and 11 November 2017: **Teatro e Scienza** performances. Teatro e Scienza is a cultural Association (ONLUS). Its mission is to produce and represent science shows, organize festivals, exhibitions, conferences, exhibitions, training courses and theatrical competitions. All this in order to excite the public to make it ready to love Science. They consider theirselves ambassadors of the Third Culture: understood not as the union of the first two (the Humanistic and the Scientific one), but as a vision from the top of the unity of Knowledge.

- 21/02/2018  Seminar on “Ethics and Robots”

- 04/03/2018  on the occasion of the International Women's Day, POLITO takes part in the annual sport event “**Just the Woman I am**” (6 km running or walking) promoted with CUS – Centro Universitario Sportivo and the University of Turin dedicated to fund raising for cancer research

- 16-17 and 19/04/2018: "**ORIENTATI AL FUTURO**" - Open Day for prospective students and career day

- 10-14/05/2018: Participation in “**Salone del Libro**” (International book fair)

- 22/05-07/06/2018: **Annual PoliTO Sustainability Week**

- 01/06/2018: 2018 edition of the “**Bimbi al Poli con Mamma e Papà**” event focused on the engagement of all staff’s families

- 02-03/06/2018: **Mini Maker Faire Turin** with the CLICK laboratory

- 27/09/2018: **Techshare Day 2018**

- 11-14/10/2018  **Maker Faire Rome** is the Greatest Show (and Tell) on Earth – a family-friendly showcase of invention, creativity and resourcefulness, and a celebration of the Maker Movement.

- 14-21/10/2018: **Festival dell’Innovazione e della Scienza 2018** - Settimo Torinese

Next activities:

- **next period deadlines and activities to be started**
  1. Activities for the future will be deeply connected accordingly to the new Rector’s goals about PE. Anvur (Agenzia Nazionale di Valutazione del Sistema Universitario
e della Ricerca) is asking to measure the impact of Public Engagement Activities and Politecnico di Torino is going to identify the tools needed to monitor those activities managed by the Departments and the Central Administration.

2. In 2019 POLITO will organize the first Festival of Technology

Critical points:

- **For carried out activities:**
  1. encountered problems that have affected the work plan

  The Corporate Image Office has been in charge of organizing a lot of events with the aim of involving a wide public of citizens in Politecnico di Torino researchers’ activities and to highlight the mission of our university towards the well-known triple helix model.

  Most of these actions are referred to young people and students.

  For the internal audience we have a lot of workshops, seminars, congress on specific scientific subjects, but some of them have a crosscut approach.

  Internal audience, such as researchers and students are very busy with their core business that sometime is difficult encouraging them to take part in events, public exhibit, roadshow… They are overloaded with information, news, invitations, newsletter…

  Citizens in general are easy to be engaged with outreach activities only if they are directly involved and they can experience a benefit.

  Sometime it is difficult to identify on the whole of the Departments’ activities, which ones are the projects that best fit the audience and the main objectives of specific engagement initiatives.

  Even if we usually promote calls open to every Department in order to select the ones to be involved, in many occasions it would be more useful and effective to have some kind of tool in order to check projects more familiar with the event’s target. In some way Porto, the Publications Open Repository of Politecnico di Torino, offers this kind of possibility, joined with our personal contacts with researchers.

  As stressed above it would be very useful to be informed in some organized way from Departments when they take part in engagement activities, both because we could be of some support and because we could register these specific data.

  In the past it was important to stress the increasing number of events managed by our structures and Departments. Today the goal is not only to increase the amount of them: the availability of working tools able to monitor the activities’ impact, related to the budget and
actual costs, is strongly recommended. Managing these new needs requires a new approach, since we have to be informed from Departments when they take part in engagement activities, both because we could support them and also because we could register these data.

- **For next activities:**
  1. critical points which need the involvement of the Steering Board
  2. possible risks

**Indicators:**
If we take in consideration that we directly manage more than 60 events per year with an increasing rate of about 10% in the last years, we have to notice that the number of corporate’s engagement activities are increasing. We could say that they are about ten for year, but only in 2017 they were 16 on the whole. We select the ones we are interested in, but in most cases we are involved from other Institutions or partners such as CRUI, EU Commission, other cluster of Universities, entrepreneurial or industrial Associations…

In 2016, Politecnico di Torino has delivered about 50 patronages. Patronages refer to public events involving our academic staff. Sometime these events are pursued for a specific scientific community, but several times they are focused on public engagement.
In 2017 we have reached 110 graphic projects, moving from 72 in 2016, about 50 in 2015, 80 in 2014, 70 in 2013, and 50 in 2012.

As regards the quality, we have to underline that we have bigger audience, taking part in national and international events with many visitors, but most of all we focused on more qualified and engaged audiences (seminars, workshop and labs with our researchers are often offered parallel to exhibit in the Politecnico di Torino’s stand and to poster sessions).
Last, but not the least, when we select in a proper way people from the Departments focusing on specific topics, we always find an enthusiastic feedback, and this is one of the most important goals to be reached.
# ATTRACTING QUALIFIED INTERNATIONAL RESEARCHERS

## ACTIONS 10-11

<table>
<thead>
<tr>
<th>n.</th>
<th>PROBLEM IDENTIFIED</th>
<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
</tr>
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<tbody>
<tr>
<td>10</td>
<td>Lack of a comprehensive guide to OTM-R practices already existing at POLITO with regard to all research position</td>
<td>To give evidence of OTM-R practices through a comprehensive guide</td>
<td>To create a comprehensive guide to OTM-R practices already existing at POLITO with regard to all research position</td>
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<tr>
<td>11</td>
<td>Low percentage of research staff coming from abroad compared to the total research staff</td>
<td>To attract researchers from abroad</td>
<td>To design and implement new actions and initiatives to promote Politecnico di Torino as host institution of qualified international researchers</td>
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Principle: Recruitment

Action n° 10: To create a comprehensive guide to OTM-R practices already existing at POLITICO with regard to all research position

Monitoring period: from November 2015 to December 2018

Task Leader: Human Resources and Organisation Department (RUO)

Contacts: Francesca Manfroni (RUO)

Carried out activities:

- Milestones achieved
  - June 2017: first draft of the OTM-R checklist completed. Following the EU checklist, the analysis of the current OTM-R policy, practices and procedures at Politecnico di Torino was carried out
  - December 2017: drafting of a comprehensive guide to OTM-R practices already existing at POLITICO with regard to all research position
  - 2018: starting the revision of the University job advertisement web site to ensure our research vacancies reach a wider audience also from abroad

Next activities:

- next period deadlines
  - 2019 publication of a comprehensive guide to OTM-R practices already existing at POLITICO with regard to all research position on the new web page https://careers.polito.it/

- activities to be started

Indicators:

- OTM-R checklist completed
- Creation of a comprehensive guide to OTM-R practices already existing at POLITICO with regard to all research position
## Principle 13: Recruitment

### Action nº 11: To design and implement new actions and initiatives to promote Politecnico di Torino as host institution of qualified international researchers

**Monitoring period**: from November 2015 to December 2018

**Task Leader**: International Affairs Department (INTE)

**Other Task Members**: Research Support Department (ARI)
- Communication, Events&External Relations Division (CORE)
- Human Resources and Organisation Department (RUO)

**Contacts**: Francesca Brazzani (INTE)
- Chiara Biglia (ARI)
- Elisa Tinozzi (CORE)
- Gianfranco Marino (RUO)

### Carried out activities:

- **Milestones achieved**
  - **“Visiting Professors” Initiative:**
    - 29th October 2015: launch of the call for proposals “Visiting Professors 2016” (€ 1,600,000) addressed to PoliTO Departments that can submit candidacies of professors and scientists to join their research teams for teaching and research activities. Applicants must satisfy all the following characteristics: have a high-level scientific qualification and an internationally recognized reputation, being employed at either universities or qualified foreign research centers. The duration of the stay may range from a minimum of 3 months up to 12 months.
    - 31st March 2017: launch of the second edition of the call for proposals “Visiting Professors 2017” with a budget of 1,500,000 euro addressed to PoliTO Departments. The rules of the call are mainly unchanged with the
exception of the period of stay for the “Full Professor" seniority level: a limit of six months has been introduced.

- 2nd February 2018: launch of the third edition of the call for proposals “Visiting Professors 2018" with a budget of  1,500,000 euro addressed to PoliTO Departments. The total budget shall be distributed in 3 plots, each of 500,000 Euro, attributed to the three deadlines for submission. The rules of the call are the same as in previous editions.

“Joint projects for the internationalization of research” Project

- 17th May 2016: launch of the fourth edition of the “Call for joint projects for the internationalization of research” that is financed by the Compagnia di San Paolo (CSP) for a total budget of € 450,000. The main purpose of the call is to strengthen long term collaborations with the best international universities ranked in the 50 top position of International rankings, or alternatively, with universities located in selected geographical areas.

- 4th May 2017 launch of the fifth edition of the “Call for joint projects for the internationalization of research” that is financed by the Compagnia di San Paolo (CSP) for a total budget of € 450,000. The Partner University involved in the Project must be alternatively selected among universities ranked in the 50 top position of International rankings or universities located in geographical areas of strategic interest: Argentina, Brazil, Chile, China, Colombia, Japan, Iran, Israel, Malaysia, Mexico, Russia, Singapore, South Korea, Vietnam.

- 20th February 2018  launch of the sixth edition of the “Call for joint projects for the internationalization of research” that is financed by the Compagnia di San Paolo (CSP) for a total budget of € 450,000. The Partner University involved in the Project must be alternatively selected among universities ranked in the 50 top position of International rankings or universities located in geographical areas of strategic interest: Argentina, Brazil, Chile, China, Colombia, Japan, India, Iran, Israel, Malaysia, Mexico, Peru, Russia, Singapore, South Korea, Vietnam.

“Starting Grant” Project is aimed at attracting and retaining external Full and Associate Professors with high scientific reputation also offering and negotiating with them appropriate starting grant. The project is funded by CSP:

- 21st December 2015: Adoption by the Board of Governors of the Framework Agreement between Politecnico di Torino and Compagnia di San Paolo, which includes the Project “Starting Grant”.

- 22nd February 2016: the Board of Governors approves the criteria for selection of the Professors that can be awarded a starting grant and the amounts that can be assigned

- 28th July 2016: the first 12 Professors are awarded a Starting Grant according to the Decree of the Rector (DR) n. 349

“Joint projects to support research collaborations with excellent international organizations” Project funded in the frame of the Framework Agreement 2016-
2018 between Politecnico di Torino and Compagnia di San Paolo. The main instrument for the implementation of the initiative is the Call for Proposals “Joint research projects with top universities”. The project is funded by CSP:

- 21st December 2015: Adoption by the Board of Governors of the Framework Agreement between Politecnico di Torino and Compagnia di San Paolo which includes the Project “Joint projects to support research collaborations with excellent international organizations”
- 31st May 2016: The Board of Governor assigned an additional budget of €720,000 for the Project “Joint projects to support research collaborations with excellent international organizations” to be used for 8 more PhD fellowships in the frame of the Call for Proposals “Joint research projects with top universities”
- 28th July 2016: publication of the internal Call for Proposals “Joint research projects with top universities”
- November 2016: first round of evaluation of proposals submitted in the frame of the internal Call for Proposals “Joint research projects with top universities”
- 8th March 2017: The Board of Governor assigned an additional budget of €1,500,000 for the Project “Joint projects to support research collaborations with excellent international organizations” to be used for 16 more PhD fellowships in the frame of the Call for Proposals “Joint research projects with top universities”
- May 2017: second round of evaluation of proposals submitted in the frame of the internal Call for Proposals “Joint research projects with top universities”
- November 2017: third round of evaluation of proposals submitted in the frame of the internal Call for Proposals “Joint research projects with top universities”

- November 2016: Publication on the homepage of the institutional website and on international platforms of a Call for expression of interest to cover the positions for external Full and Associate professors and creation of a specific online procedure to submit and collect expression of interest

- completed and in progress activities
  - “Visiting Professors” Initiative”:
    - December 2015-July 2017:
      - approval of 30 positions in the frame of the call 2016.
      - approval of 3 positions in the frame of the call launched in March 2017;
    - February 2018 – November 2018: approval of 20 in the frame of the call 2018
• April 2019 – October 2019: approval of 7 in the frame of the call "Long Term Visiting Professors 2019"

“Call for joint projects for the internationalization of research”

• 6th July 2016: 9 projects retained for funding (out of 14 proposals). The projects involve the following partners: ETH Zurich, University of California, Los Angeles, National University of Singapore (NUS), Columbia University, Ecole Polytechnique Fédérale de Lausanne, Universidad de Los Andes, Pontificia Universidad Javeriana-Bogotà, Antonio Nariño University.

• 30th June 2017: 8 projects retained for funding (out of 8 proposals). The projects involve the following partners: Nanyang Technological University (Singapore), Purdue University (USA), University of Tokyo (Japan), Universidad Nacional de la Plata+Universidad de Cordoba (Argentina), Kyoto Institute of Technology (Japan), National University of Science and Technology “MISIS” (Russia) Southeast University, Nanjing (China) Universidad Nacional del Nordeste (Argentina).

• 22nd May 2018: 9 projects retained for funding (out of 13 proposals). The projects involve the following partners: University of British Columbia (Canada), Princeton University (USA), California Institute of Technology (Caltech) (USA), Georgia Institute of Technology (USA), KTH Royal Institute of Technology (Svezia), PUCV- Pontificia Universidad Católica de Valparaíso (Cile), Ben-Gurion University of the Negev (Israele), Federal University of Minas Gerais (Brasile), Adolfo Ibanez University (Cile).

“Starting Grant“Project

• October 2016: the Financial Reporting Guidelines were presented to Principal Investigators and administrative staff

• February 2017: first interim scientific report presented by the first 12 Professors that were awarded a starting grant

“Joint projects to support research collaborations with excellent international organizations” Project

• December 2016: 8 projects are selected for funding

• May 2017: 10 projects are selected for funding

• November 2017: presentation of the Reporting Guidelines to the 18 PIs awarded a joint research projects and to the administrative staff

Creation of a Welcome Kit for international visiting researchers

• September 2016: fitting out of a WELCOME DESK@TURIN AIRPORT in order to provide to international researchers coming to PoliTO general information on the City and on logistics.

• Since September 2016 a Carta dei Servizi integrated within the Cus Card has been created and distributed to provide the following benefits:
  • Pre-paid medical certificate for non competitive sport activities
  • € 50 Sport Voucher to be used for sport activities at Cus Torino during one academic year
July 2017: Setting up of Polito Web pages dedicated to the presentation of the Visiting professors selected: http://www.researchers.polito.it/en/careers/visiting_professors/people

November 2017: a program of cultural, social and networking activities is available. The calendar of events is updated on a regular basis.

- January 2017: Following the publication of the Call for expression of interest to cover the positions for external Full and Associate professors, through the specific online procedure, more than 400 “expressions of interest”, were submitted and collected. Selection procedures are being held to cover the positions for external Full and Associate professors
- Creation of a leaflet to invite international researchers to apply for a Marie Sklodowska Curie Individual Fellowship @ Politecnico di Torino

Next activities:

- next period deadlines
  - Winter 2020: launch of the initiative dedicated to "Short term Visiting Professor"; professors, scholars or specialist currently working abroad on a permanent basis who will carry out teaching activities and, possibly, research, for a minimum period of 1 week and maximum of 4 weeks not necessarily continuous.

- activities to be started
  - production of one video based on the experiences of Visiting Professors in Politecnico and in Torino;
  - realization of a project finalized to map the Visiting Professors and Researchers hosted in Politecnico; organization of meetings with the Polito Coordinators who hosted Visiting Professors in order to evaluate the process of welcome and hospitality.
  - Welcome meeting (periodically organized on the basis of the Visiting Professors/Researchers currently in Polito). During the meeting there will be a presentation of the University and a coffee break/buffet will be offered in that occasion. The same activity is also for the Polito PhD students approaching to an international experience abroad (“Polito Ambassador”).
  - Assessment of the initiative “Joint projects to support research collaborations with excellent international organizations” and decision to launch a second edition of the internal Call for proposals

Critical points:

- For carried out activities: /
  - encountered problems that have affected the work plan
• For next activities:
  o critical points which need the involvement of the Steering Board
    involvement of Departments’ staff for the realization of the project finalized to map
    the Visiting Professors
  o possible risks

Indicators:
• New main initiatives for promoting Politecnico di Torino as host institution of
  qualified international researchers launched in 2015-2018:
  o “Visiting Professors” Initiative
  o “Starting Grant” Project for newly appointed associate or full professors coming from
    external institutions
  o “Joint projects to support research collaborations with excellent international
    organizations” Project
  o Welcome Kit for international visiting researchers
  o Leaflet to invite international researchers to apply for a Marie Sklodowska Curie
    Individual Fellowship @ Politecnico di Torino
  o dedicated section “CAREERS“ on the Institutional website
    http://www.researchers.polito.it/en/careers
  o Creation of a specific online procedure to submit and collect expression of interest
    to cover the positions for external Full and Associate professors
## PROMOTING GENDER EQUALITY

### ACTION 12

<table>
<thead>
<tr>
<th>n.</th>
<th>PROBLEM IDENTIFIED</th>
<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>Phd candidates are 667, being female candidates 32% with a positive trend of the percentage of female candidates in the last years. 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</td>
<td>To reduce the career development gap between male and female researchers.</td>
<td>To define a plan of actions to support career development of female researchers.</td>
</tr>
</tbody>
</table>
Implementation of the Action Plan
2015-2017

Principle: Gender equality

Action n° 12: To define a plan of actions to support career development of female researchers

Monitoring period: from November 2015 to December 2018

Task Leader: Human Resources Department / Research Support Department

Contacts: Francesca Manfroni (RUO)
Chiara Biglia (ARI)

Carried out activities:
- Milestones achieved
  - August 31st, 2017: Submission of the proposal entitled “ENGINE- Promoting Gender Equality and gender analysis in Engineering and Architecture in the European Research Area” under the Horizon 2020 Programme/topic: SwafS-03-2016-2017- Support to research organisations to implement gender equality plans. The coordinator is Universidad Politécnica de Madrid (Spain) and the partners are seven leading engineering universities, the training center of the UN agency addressing labour issues ITC-ILO, two research councils, the European association of engineering universities CESAER, as well as a number of observers, including several Research Funding Organisations and professional associations
  - October 2nd, 2017: The Academic Senate and the Board of Governors approved a proposal concerning the introduction in the Board of Governors of "gender quotas": that is, at least one member of each gender among the three members not belonging to the University roles and two members of each gender among the five members belonging to the University's roles
  - March 2018: the new Rector Prof. Guido Saracco (2018-2024) chose a gender balanced Team of Vice Rectors and Delegates (50/50)
  - March 2018: for the first time, appointment of a Vice Rector for Quality, Welfare and Equal Opportunities
  - March 2018: appointment of a Rector's advisor for Equal Opportunities
  - November 2018: adoption of the new Strategic Plan (2018-2014) that sets the following Equality objectives:
    - to increase the number of female students (up to 35%);
    - to support the career development of female researchers (+ 50%).
Autumn 2018: establishment of the teaching staff community “PoliTO for Women”
Autumn 2018: establishment of the PoliTo Gender Observatory

**completed and in progress activities**
- In 2014 PoliTO participates in the Gender Equality survey carried out by CESAER amongst its then 48 members. This report gave a good insight into gender issues. During the 2016 annual meeting of CESAER in Vienna, the members of CESAER decided to repeat the survey that is currently under construction.
- In 2018 CESAER carried out an Equality survey (Gender & Diversity) amongst its 54 members
- In March 2018 Aachen hosted the meeting of the CESAER HR Task Force around the topic of gender and diversity

**Next activities:**

**next period deadlines**
- In March 2019: POLITO will host an international workshop on ‘Implementing Gender Equality Plans (GEP)”

**activities to be started**
- Spring 2019: Launch of a Contest to create concepts for a new campaign to attract female students
- Scholarships for tutoring female students
- Autumn 2019: Adoption of the Gender Budget
- 2019: Drafting of the Gender Equality Plan

**Critical points:**
- For carried out activities:
  - encountered problems that have affected the work plan
    - Low success rate at EU in the Swafs (Science with and for society) EU calls
- For next activities:
  - critical points which need the involvement of the Steering Board
  - possible risks

**Indicators:**
Several actions have been developed to promote gender equality.
Moreover:
- March 2018: the new Rector Prof. Guido Saracco (2018-2024) chose a gender balanced Team of Vice Rectors and Delegates (50/50)
- March 2018: for the first time, appointment of a Vice Rector for Quality, Welfare and Equal Opportunities
- March 2018: appointment of a Rector's advisor for Equal Opportunities

The new Strategic Plan (2018-2024) has a strong focus on gender equality. The new action plan will include dedicated actions.
# Supporting Career Development

## Actions 13-15

<table>
<thead>
<tr>
<th>n.</th>
<th>Problem Identified</th>
<th>Objective</th>
<th>Planned Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>13</td>
<td>Need to strengthen support to career development and job placement for temporary</td>
<td>To strengthen the strategy of the University in relation to career development support and job placement support, especially for temporary researchers</td>
<td>Based on the outcomes of the pilot project “Empowerment for Employability”, further actions and initiatives will be designed.</td>
</tr>
<tr>
<td></td>
<td>researchers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Lack of teacher training</td>
<td>To increase teaching skills</td>
<td>To extend courses on ‘teaching the teachers’, ‘communicating in the classroom’ both to permanent research staff and to temporary research staff.</td>
</tr>
</tbody>
</table>
Implementation of the Action Plan  
2015-2018

Principles: Career development/Access to career advice/Access to research training and continuous development

Action n° 13: Based on the outcomes of the pilot project “Empowerment for Employability”, further actions and initiatives will be designed

Monitoring period: from November 2015 to December 2018

Task Leader: Students Affairs Department-Job Placement Office (GESD)
Other Task Members: Students Affairs Department - Doctoral School (GESD-SCUDO)  
Research Support Department (ARI)

Contacts: Monica Fassetta (GESD - Job Placement Office)  
Chiara Lauritano (GESD - SCUDO)  
Chiara Biglia (ARI)

Carried out activities:
- Milestones achieved

Project “Empowerment for Employability”
  - Thanks to a positive experimental phase - started in 2015- with the project E4E-Empowerment for employability, aimed precisely at strengthening and implementing placement services for research assignees, it was approved, started and managed for the entire period 2017-2019 (still in progress). to offer ever greater opportunities for approaching the world of work and at the same time strengthening transversal skills and self branding. The project was promoted and shared with company partners who already collaborate with Career Service through the various recruitment activities and who were able to get in touch with these highly qualified
profiles. Companies have certainly positively evaluated this target of researchers, especially at a time of great technological change and innovation required by the demands of the economic context. The companies involved were numerous and made themselves available for profile screening, as well as for meetings and cognitive interviews / selection, with the possibility of hiring and / or collaboration. The process of raising awareness of companies, especially in terms of the expendability of these profiles in the world of work, was carried out through all available channels, as well as the launch of a promotional video: http://stagejob.polito.it/aziende/progetti_e_programmi_di_ateneo. For researchers, it was promoted with a dedicated video: http://www.researchers.polito.it/funds_training/progetti_e_iniziative_strategiche_di_ateneo/progetto_e4e_empowerment_for_employability, mailing and recall, also with the collaboration of the various representatives in the Senate, and a gadget (power bank) was also planned to be offered at the end of the training cycle.

- From a training point of view, the "Empowerment for Employability" project involved guidance and outplacement professionals and allowed researchers to be valued with a view to strengthening/strengthening their professional careers. The project is currently underway and will end in April 2019. It will be necessary to evaluate the possible interest on the part of the governing bodies in the planning of a new edition of the project, also considering possible integrations - connections with other Areas - with respect to the specificities that have emerged in these years and to the new objectives that will be outlined by the University.

- Planning the second edition of the “E4E- Empowerment for employability” project over the period of the next 3 years. The second edition is only approved by our Board /Governor. In the period September 2016- February 2017 the Job Placement Office started the procedure to select the training company/educational staff in cooperation with the AQUI Department (Department dedicated to pubblic contracts). Joint to the Aqui Department we prepared and to open the national public invitation’ procedure of the project.

- The dedicated educational service offered to the researchers will be structured in a training cycle (it will be organized in consecutive educational sessions for the next 3 years) and it will be focusing on this topics:
  - professional goals and possible career paths;
  - professional application areas (job title and job description analysis);
  - Effective communication of technical content;
  - self-branding and active job seeking;
  - regulation in the job market and on self-entrepreneurship path

**Project “Chi ri-cerca trova!” (Whoever re-searches finds)**

Based on the experience of the “E4E- Empowerment for employability” project, in 2017 and in 2018 the Doctoral School launched the initiative “Chi ri-cerca trova!” addressed to Ph.D candidates. “Chi ri-cerca trova! is an experiential workshop focusing on final year Ph.D candidates’ employability development. Its aim is to provide the participants with accurate tools to define their own professional
pathway, thus enabling them to match their personal skills and motivation with a deeper knowledge of market dynamics (http://dottorato.polito.it/it/chi_ricerca_trova). There have been 3 editions and about 90/100 doctoral students have participated.

NEW INITIATIVES

- May 2017: Launch of new initiatives to support the management of personal professional development

- Completed activities and those in progress

E4E PROJECT

- The E4E pilot project was completed in July 2016, organized in two consecutive educational sessions. 86 researchers participate in the professional path of orientation to promote their profiles also in terms of job opportunities. In this group, 74 participants insert their CVs on the online recruiting platform used by companies interested in matching the profiles, and they are also able to fix interviews.
- In June 2017 the selection procedure of the training company for the period 2017-2019 ended and in the same month the first educational with 12 participants started. In July the group inserted their CVs on the online recruiting platform used by companies interested in matching the profiles, and they are also able to fix interviews. One edition per year is planned.
- At the end of each educational sessions is expected a final session offering opportunities to enter in contact with companies (interviews, skype-call, assessment, recruiting event,…)
- The Job Placement office promotes the project in different ways by the webpage Politecnico section “Opportunities for researchers”:
  - http://www.researchers.polito.it/en/funds_training/progetti_e_iniziative_strategiche_di_ateneo/progetto_e4e_empowerment_for_employability
  - Stage&Job site, mailing to the target, posting on Linkedin and also prepared a researchers’ dedicated video promo https://www.youtube.com/watch?v=DyPfGRybTe0 and for companies https://www.youtube.com/watch?v=YTal80VE74s&feature=youtu.be
- Number of participants (40 from the beginning of the project)
- Number of companies (60) involved directly by the Office Job Placement - and interested in the match of researchers' profiles.
- The Office joint to the selected Educational staff shared a list of companies (150 included which participated in the last edition) to promote the project and the related profiles. The Job placement Office also fixes call appointments with HR Offices to promote their CV profiles and to improve the engagement.

Each participants to the project also receive a gadget (power bank) with the official logo E4E.
NEW INITIATIVES

- 4th May 2017: Workshop “What makes a successful academic cv” (participants: 45). The workshop (held in English) was addressed to research fellows, researchers and professors of the Politecnico di Torino and in particular to those who are in the first ten years of their post-doctoral research career. Participants have been guided through the self-evaluation of their own skills and training needs and have received tools to plan objectives, identify progress and effectively communicate their skills to different stakeholders.
- 5th May 2017: coaching session for 11 researchers with an expert of the British company VITAE, with broad experience in enhancing the skills and careers of researchers.
- 30th May 2018: Workshop “How to build and present a competitive cv for individual grants” (participants: 50)
- 31st May 2018: coaching session for 12 researchers with an expert of the company Yellow Research, with broad experience in enhancing the skills and careers of researchers and in individual grants

Following activities:

- **next period deadlines**
  - New edition of the project E4E in October 2019
- **activities to be started**
  - Planning of individual meetings with talented researchers to support them in fund raising and building new international, interdisciplinary and intersectorial research collaborations

Critical points:

- **For carried out activities:**
  - Regarding E4E project a critical issue is promoting and increase the participation when in the meantime the Politecnico opens an high number of positions for temporary researchers.
- **For next activities:**
  - critical points which need the involvement of the Steering Board
  - possible risks

Indicators:

Based on the outcomes of the pilot project “Empowerment for Employability”:
- the project “Empowerment for Employability” organizes each year one session for research fellows and temporary researchers
- implementation of the new Project “Chi ri-cerca trova!” (Whoever re-searches finds)
✓ organization of new training courses on self-evaluation of researchers’ skills and training needs and providing tools to plan objectives, identify progress and effectively communicate their skills to different stakeholders
Implementation of the Action Plan

2015-2018

Principle: TEACHING

Action n°15: To extend courses on "teaching the teachers", "communicating in the classroom"

Monitoring period: from November 2015 to December 2018

Task Leader: Students Affairs Department - Doctoral School (GESD-SCUDO)
Quality Assurance Division (QVAL)

Other Task Members: Research Support Department (ARI)

Contacts: Chiara Lauritano (Doctoral School – GESD-SCUDO)
Antonella Marino (QVAL)
Chiara Biglia (ARI)

Carried out activities:

- Milestones achieved
  - On line courses for PhD candidates to develop communication skills and new editions of following up courses where participants have practiced on prepare a lesson/presentation and to interact with the classroom and to manage paraverbal communication aspects and nonverbal communication aspects.
  - Autumn 2016: Quality Committee approves the implementation of a training course on “Teaching the teachers” addressed to all RTD
  - March 2017: Presentation of the workshops for PhD supervisors to the School Board of the Doctoral School
  - December 2018: presentation of the outcomes of the workshops for PhD supervisors to the School Board of the Doctoral School

- Completed activities and in progress activities
  - February-May 2017: first training course on “Teaching the teachers” addressed to all RTD. 120 researchers participated in the course (4 training sessions)
  - 2 pilot workshops for PhD supervisors - two full-days training with an expert trainer in higher education, in order to support them as the role and responsibilities of PhD supervisors are going through a period of considerable change.
This kind of activities require to work in small groups, so only 12 participants have been admitted to each workshop; due to the high number of expressions of interest for the participation to the workshop, the 12 participants have been selected on the basis of the following criteria: youngest associated professors; representation of the different scientific cultures; gender balance.

The first workshop was held on 30th November – 1st December 2017; the second one on 23rd and 24th of April 2018.

- Spring 2018: second edition of the training course “Teaching the teachers” addressed also to permanent staff. The main novelties with respect to the 2017 edition concerned the opening of the course to 15 permanent professors interested in the initiative, as well as 35 temporary researchers (either newly hired or those who had not been able to follow the first edition). The aim was to provide researchers and teachers with tools for teaching and classroom management, useful also to those who already have a good teaching experience. The course ended successfully on May 31, 2018 with the final day of feedback.

- Spring-Fall 2018: working group of the participants to the workshops on PhD supervision to develop an ‘Expectations Questionnaire’ and a ‘Memorandum of Understanding’ to be used by PhD candidates with their own supervisors.

Critical points:

- **For carried out activities:**
  
  This kind of activities require to work in small groups, so several editions are needed.

- **For next activities:**
  
  - critical points which need the involvement of the Steering Board

Indicators:

- number of workshops given: 6
- number of researchers attending courses: 193
# CREATING A UNIVERSITY RESEARCHER OMBUDSMAN

## ACTION 16

<table>
<thead>
<tr>
<th>n.</th>
<th>PROBLEM IDENTIFIED</th>
<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>16</td>
<td>Lack of an impartial person to deal with complaints/apPEALS OF researchers</td>
<td>To ensure the presence of an impartial person able to acknowledge complaints and appeals from the research staff</td>
<td>To appoint a University Researcher Ombudsman</td>
</tr>
</tbody>
</table>

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Research Support Department  
Research Fund Raising Division  
Excellent Science and Researchers Mobility Office  
Politecnico di Torino  
Corso Duca degli Abruzzi, 24 – 10129 Torino – Italy  
Phone: +39 011.090.6282  
fax: +39 011.090.6171  
europoli@polito.it  
www.polito.it
Implementation of the Action Plan  
2015-2018

**Principle:** Complains/appeals

**Action n°16:** To appoint a University Researcher Ombudsman

**Monitoring period:** from November 2015 to December 2018

**Task Leader:** Legal Affairs Division-AFLEG

**Contacts:** Debora Fornari, AFLEG

**Carried out activities:**

- **Milestones achieved**
  - 6th November 2015: the Focus Group of Researchers unanimously expressed a favorable opinion concerning the appointment of a University Researcher Ombudsman selected among retired professors who have received the title “Professor Emeritus”. Due to institutional changes, the implementation of the action has been temporarily suspended
  - 12th November 2018: the renewed Focus Group of Researchers confirmed by a majority a favorable opinion concerning the appointment of a University Researcher Ombudsman selected among retired professors who have received the title “Professor Emeritus”
  - 20th November 2018: the Academic Senate did not approve the proposal to appoint a “Professor Emeritus” as University Researcher Ombudsman
  - 18th December 2018: following the discussion on the proposal of the Focus Group of Researchers, the Academic Senate appointed as Researchers Ombudsman the Vice Rector for Quality, Welfare and Equal Opportunities

- **completed and in progress activities**
  - completed activities:
    - On the basis of the “Feasibility study for an impartial supervisor to deal with complain and appeal” conducted by the Legal Affairs Service in 2014 and of the opinion expressed by the Focus Group of Researchers during the meeting of November 2015, in 2016 an analysis of the needed actions to appoint a University Researcher Ombudsman has been started and the following steps have been identified:
- To define with the institutional representative (Rector/Deputy Rector): the criteria for the selection of the Professor Emeritus (such as: number of years as “Professor Emeritus” (2/3?); acquired experience, professional skills, previous management roles in the Institution); possible remuneration; selection procedure and composition of a selection committee
- To create a working group (AFLEG, AFIS and RUO) to define the selection procedures on the basis of the decisions taken by the institutional representative
- To submit for approval by the Academic Senate and the Board of Governors the selection procedures, the possible remuneration, the selection criteria and the time schedule
- To write the regulations governing the selection procedures of the University Researcher Ombudsman (duties, functions, responsibilities, related costs)
  - 20th November 2018: Presentation to the Academic Senate of the selection procedures, the possible remuneration, the selection criteria and the time schedule. Following the discussion, on 18th December 2018 the Academic Senate appointed as Researchers Ombudsman the Vice Rector for Quality, Welfare and Equal Opportunities

In progress activities:
- draft of the Guidelines for the Researchers Ombudsman
- creation of a web page dedicated to the Researchers Ombudsman

Next activities:
- next period deadlines
  - Summer 2019: approval of the Guidelines and creation of a web page dedicated to the Researchers Ombudsman
  - Autumn 2019: start of the activity of the Researchers Ombudsman

Critical points:
- For carried out activities:
  - encountered problems that have affected the work plan
    - In 2016 and 2018 there was a turnover of professors in the role of deputy rector who were in charge of the political decisions on this action. For this reason, there was a delay in the timing of the implementation of this action.
    - It took longer than expected to identify who would have to play the role of researchers’ ombudsman who would receive unanimous support from the governing boards.
    - The appointment of a Researchers Ombudsman is part of a process of creating a research integrity structured framework. The starting date of the activities of the Ombudsman is postponed to summer 2019, when the
programmatic manifesto titled “Research integrity at Politecnico di Torino” will be approved.

- **For next activities:**
  - critical points which need the involvement of the Steering Board
  - possible risks

**Indicators:**
University Researcher Ombudsman appointed: YES
## ENSURING PROFESSIONAL SUPERVISION

### ACTIONS 17-18

<table>
<thead>
<tr>
<th>n.</th>
<th>PROBLEM IDENTIFIED</th>
<th>OBJECTIVE</th>
<th>PLANNED ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>Impossibility to express anonymously about the adequacy of supervisors</td>
<td>To create a tool to monitor the satisfaction of the relation between the PhD candidates/research fellows and the supervisors</td>
<td>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</td>
</tr>
<tr>
<td>18</td>
<td>Lack of uniformity in carrying out the supervisor role</td>
<td>To optimize the operational procedures related to the supervisor figure</td>
<td>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</td>
</tr>
</tbody>
</table>

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Research Support Department  
Research Fund Raising Division  
Excellent Science and Researchers Mobility Office  
Politecnico di Torino Corso Duca degli Abruzzi, 24 – 10129 Torino – Italy  
Phone: +39 011.090.6282  fax: +39 011.090.6171  
europoli@polito.it  www.polito.it
Implementation of the Action Plan 2015-2018

Principle: Supervision and managerial duties

Action n° 17: 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

Monitoring period: from November 2015 to December 2018

Task Leader: Human Resources and Organisation Department (RUO) / Quality and Evaluation Division (Q-VAL) / Research Support Department (ARI)

Other Task Members: Students Affairs Department-Doctoral School (GESD-SCUDO) Information Technology Department (IT)

Contacts: Gianfranco Marino/ Francesca Manfroni (RUO)
Chiara Biglia (ARI)
Antonella Marino (Q-VAL)
Chiara Lauritano (GESD)
Mauro Innocenti (IT)

Carried out activities:
- Milestones achieved
  - May 2017: preparation of an updated questionnaire to research fellows
  - June 2017: distribution of an updated questionnaire to research fellows
  - December 2017: results presentation to the Academic Senate
• **completed and in progress activities**
  
  o January-June 2017: An updated version of the questionnaire to research fellows (*Assegnisti di ricerca*) and temporary researchers (*Ricercatori a tempo determinato*) was created and distributed. The working group that developed the questionnaire was coordinated by the Deputy Rector and included representatives of the research fellows and temporary researchers and administrative staff of the following Departments: Human Resources and Organisation Department, Research Support Department, Quality and Evaluation and Information Technology Department.
  
  o July-October 2017: analysis of the outcomes of the questionnaire
  
  o Between the end of 2017 and Spring 2018 a group of PhD supervisors attended a two full-days training about the role and responsibilities of PhD supervisors; after the training they set up a working group and create an “expectation questionnaire” aiming at fostering discussion between the PhD candidate and the supervisor, identifying possible similarities and differences on the mutual expectations as the ground; both the PhD candidate and the supervisor are invited to fill in one copy each, independently of one another, compare the answers in a face-to-face meeting, complete a Memorandum of Understanding to consolidate the outcome of the discussion. This questionnaire has been presented to all PhD Co-ordinators and they have been invited to use it in AY 2018/19 as a pilot.

**Next activities:**

• **next period deadlines**

• **activities to be started**
  
  o **2019**: to create and distribute a new questionnaire to research fellows (*Assegnisti di ricerca*) and temporary researchers (*Ricercatori a tempo determinato*)

**Critical points:**

• For carried out activities: /

• For next activities: /

**Indicators:**

• Creation and distribution of an updated version of the questionnaire to PhD candidates and of the questionnaire to research fellows

• Training course on PhD Supervision and creation of tools to facilitate a good relationship between supervisors and PhD candidates
Implementation of the Action Plan

2015-2018

Principle: SUPERVISION

Action n°18: 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

Monitoring period: from November 2015 to December 2018

Task Leader: Students Affairs Department - Doctoral School (GESD-SCUDO)

Other Task Members: Chiara Biglia (Research Support Department)

Contacts: Chiara Lauritano (Doctoral School – GESD-SCUDO)

Carried out activities:

- Milestones achieved
  - Draft of guidelines to regulate the relationship between the PhD candidate and the supervisor
  - Presentation of guidelines to the Board of the Doctoral School

Next activities:

- Evaluate the need to implement with guidelines to regulate the relationship between the research fellow and the scientific responsible (TBD)

Critical points:

- For carried out activities: /
- For next activities: /

Indicators: Guidelines for Good Practices “PhD and other research degree programs supervision” presented to the Board of the Doctoral School