

GAP ANALYSIS

Mapping researchers' perception at the **University of Macerata** :
Gap Analysis and Legal Framework

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This document illustrates the gap analysis conducted by the University of Macerata in order to verify the status of implementation of the Principles of the Chart and Code within the University itself.

The Gap Analysis is based on the results of:

- the on line questionnaire fulfilled by the researchers of the University of Macerata from 15 to 30 May 2013
- the analysis of the relevant legislation and existing institutional rules and/or practices.

In addition to the status of implementation of the principles of the Chart and Code, this document comprises hypothesis of actions needed for the implementation of the principles themselves.

The outline proposals are hypothesis of actions (draft ideas) produced as a first step output of the process of analysis. Therefore, they might not correspond to the actual strategic actions included in the Strategic Plan.

In fact, the outline proposals have been discussed with the stakeholders and the persons responsible for Internal relevant offices, in charge with the implementation of the actions and came together into the Strategic Plan here attached (Human Resource Strategy for Researchers incorporating the Charter and Code).

All researchers working in University of Macerata were asked to complete the questionnaire.

With term “researchers” we mean “professionals engaged in the conception or creation of new knowledge, products, processes, methods and systems, and in the management of the projects concerned”. The Questionnaire was anonymous and comprised a series of statements which researchers were asked to agree or disagree with.

Researchers who answered the questionnaire are mainly Italians, age ranging from 31 to 50, mostly women. Researchers are the most represented category, together with associates, full professors and PhD candidates. Research fellows are scarce in the Athenaeum, therefore, there are few answers coming from this category. For the same reason, there is also a scarce participation of foreign researchers.

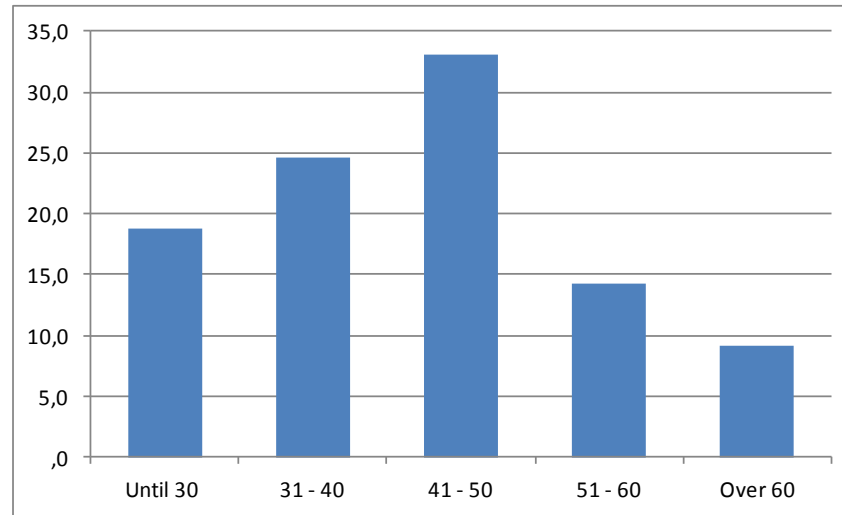
Responses were 154. A third of interviewed is age-old between 40 and 50 years; the younger, up to fortieth, are 43% (graph 1).

Responses to the questionnaire are by 43% of assistant professors, 38% of associate professors, 34% of full professors, about 15% of PhD students (Graph 2).

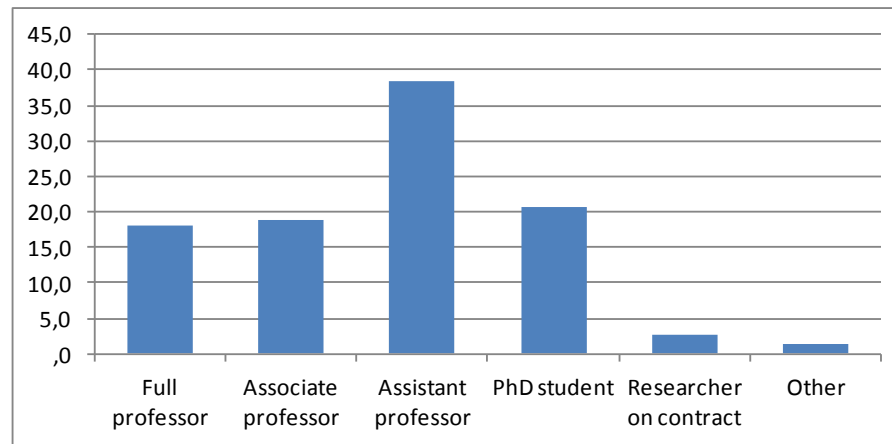
The majority of interviewed are assistant professors, PhD students follow, and then associate professors and full professors. The researches on contract are very few at university, so their response percentage is very low.

Questionnaire is composed of four areas. Area 1 pertains announcements and selection of candidates. Area 2 concerns stability of employment and salaries. Area 3 regards working environment. Area 4 pertains training and professional development.

Graph 1 – Age distribution of interviewed



Graph 2 – Distribution of interviewed by professional profile



Area 1

Content and transparency of the call for applications; candidate selection methods and assessment criteria

Questionnaire

One of the main criticality concerns is the low advertising profile of the call for applications launched by UniMC, both in Italy and abroad. Concerning existent publicity in the European portals, 36.4% responded "I don't know", showing that knowledge about European divulgation channels is missing. Another lack of knowledge is related to the European Charter of Researchers: 40.3% of respondents answered "don't know".

Concerning information contained in the calls, the necessity of a greater clarity is critical, both on duties researchers will need to carry out if selected and on his/her career prospects. Moreover, after selection the need to receive adequate information on strengths and weaknesses of the candidates is put forward (over 30% is unsatisfied with this aspect).

As regards to criteria adopted during assessment phase, there is a scarce valorisation of different forms of mobility, especially intra-sectoral ones, and scarce attention to candidates' degree of autonomy, creativity and aptitude for research. Moreover, selection criteria do not seem enough differentiated according to the role to be covered (researcher, associate, full professor). Finally, researchers answering the questionnaire lamented the lack of foreign and external commissioners, inside the selection commissions. The opportunity to take part to selections via Skype (to allow also candidates in other countries to take part to the selections easily) is a necessity put forward especially by younger researchers.

Priorities have been indicated irregularly, therefore there is not absolute result. Aspects on which is requested immediate intervention are, in order, the following:

- greater attention to the level of autonomy, creativity and aptitude for research in the assessment phase (question 17; 8,9%);
- information on candidates' strengths and weaknesses after selections (question 8; 8,4%);
- greater publicity of calls, both in Italy and abroad (question 1 and 2; 7.6% and 6.5%);
- greater information concerning career prospects (question 13, 7,4%);
- greater clarity on the commitments that a researcher is expected to carry out once he/she has obtained the position (question 11, 6,5%);
- adequate valorisation of publications with co-authors (question 22; 6,3%).

Relevant legislation and existing institutional rules and/or practices

According to the national legislation, entry and admission standards for researchers are clearly specified (Art. 97 of the Italian Constitution, art. 4 Law no. 210/1998, art. 18, 22, 24 of Law no. 240/2010). These provisions are also included in internal regulations: Regulations for the award of scholarships for post-doctoral researchers, Rectoral decree n. 118 of 4.4.2007; Regulations on PhD, Rectoral Decree n. 163 of 3.2.2010, Regulations for the award of research grants, Rectoral decree n. 245 of 26.4.2012; Regulations for the call of full and associate professors, Rectoral Decree n. 170 of 5.3.2012; Regulations for fixed term researchers, Rectoral Decree no 501 of 31.10.2013.

As to researchers on contract, there is no relevant national legislation, while according to internal practices there are no rules aimed to facilitate access of disadvantaged groups.

The recruitment procedures of full and associate professors and for the recruitment of fixed term researchers are advertised on the website of the university and the websites of the Ministry of Education and of the European Union (Euraxess).

In the advertisements the following information is specified: the competitive sector and a possible profile exclusively by specifying one or more scientific areas, detailed information on specific functions, rights and obligations and the related remuneration. The deadline for submitting applications for competitions, established by law, is 30 days from the date of publication of the notice in the Official Journal.

As to researchers on contract, it is absolutely forbidden to indicate any career development within the institution itself, because the contract does not establish an employment relationship under any circumstances. To sum up, prior of the selections candidates are informed about the recruitment process and selection criteria, but not about the career development perspectives.

National committees created for the recruitment of full and associate professors comprise full professors with no specific provisions related to gender balance. Internal Committees for the evaluation of fixed term researchers comprise full and associate professors with no indication for a gender balance or for the presence of members from different sectors. The same situation is applicable also for researchers on contract.

The recruitment of full and associate professors is based on the comparative evaluation of scientific publications, curriculum, teaching activity and, sometimes, on the assessment of language skills. In the selection of researchers on contract, it is often positively evaluated the participation and role played in previous research projects and collaborations.

Mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, are allowed by the National law for professors and RTD, but it is usually not considered positively in recruitment procedures.

Co-authorship is not viewed positively by national legislation (Ministry Decree n. 344 dated 4.8.2011; Ministry Decree n. 76 dated 7.6.2012) and by institutional regulations.

The following actions are already in place:

1. allow widest the visibility of calls on a national scale, through a link to the website of the Ministry of Education, placed in a prominent position on the website UNIMC;
2. always update the news section of the University when new calls are available.

Based on current legislation and internal regulations, the candidate selections of Phd students and of visiting professors can already take place via Skype.

Calls for phd and short term research contracts adequately describe competencies and skills required. For the same type of contracts, international experience of candidates is considered. In case of industrial doctorates, sponsored by firms, a high flexibility is allowed to set the selection criteria and topic of the phd programme on the basis also of the company needs.

Relevant principles	Questions	Key results	Emerging Gaps	Outline proposals to fill the gaps
Employment	Available positions at any level of career - calls specifying the number of positions/ scholarships and open for a reasonable period of time (at least 1 year) - are adequately advertised at national level	Indicated as an intervention priority	Poor promotion	Increase the visibility of the calls for application launched by Ministry for University and Research (MIUR), through a link to the calls for application website of the MIUR and putting it in an evident position on the UNIMC website. Forward the calls for application launched by UNIMC to the universities

				to which UNIMC has an agreement .
Employment	Available positions at any level of career - calls specifying the number of positions/ scholarships and open for a reasonable period of time (at least 1 year) - are adequately advertised internationally (e.g. by the EURAXESS portal)	Indicated as an intervention priority Most of the respondents (especially over sixty years old) says "I don't know"	Poor promotion Lack of knowledge about European platforms Need to establish networks	Include the link to Euraxess Job website in the calls for application section of UNIMC website and university portal. At the beginning of every doctorate cycle, organize at least 1 meeting to illustrating the divulgation channels of calls for job or research grants that are accessible to doctoral candidates and graduates
Employment	Calls refer explicitly to the principles and requirements of the European Charter for Researchers and of the Code of Conduct for the Recruitment of Researchers .	Most of the respondents (especially over sixty years old) says "I don't know"	Low knowledge of the principles of the European Charter and Code for Researchers	Divulge the principles of the European Charter and Code for Researchers, inserting it into the university and department websites Refer to the European Charter and Code for Researchers and the need to divulge its principles during institutional ceremonies at the University, such as the inauguration of the academic year. Organise at least 2 events with academics and other important personalities to disseminate the principles of the European Charter and Code for Researchers at UNIMC. At the beginning of every doctorate cycle, organize 1 meeting to illustrate the principles of the European Charter and Code for Researchers, and to provide every new doctoral candidate with a copy of the Charter Adapt every call for application for study grants and research grants to the

				principles of the charter, inserting specific references to it, and including the relative link.
Employment	The required knowledge and skills are sufficiently general to encourage the widest participation of potential candidates.	Failure to consider non-academic skills in the assessments of merit		Assessment of non-predominantly academic skills (knowledge of languages, IT skills, work experience in a non-academic field, etc...)
Employment	The time elapsing between the publication of the call for applications and the deadline to apply is sufficiently long .	No critical results		No action is required
Employment	The time elapsing between the deadline to apply and the date scheduled for examination (test or interview, if planned) is suitable for the preparation of the candidates .	No critical results		No action is required
Selection	Candidate selection can be carried out through video conference or skype interview, to allow international participants to take part in the process.	Most of the respondents between 31 and 40 years old says "I don't know" Most of the respondents between 51 and 60 years old, assigned an high score to the question	Imbalance in information access among different generations	Calls must provide the possibility of attending the selection via Skype or video conference. Increase publicity of the calls, in order to encourage a widest attendance
Transparency	Candidates are always adequately informed by the selection committees, at the end of the selection process, on the weaknesses and strengths of their applications.	Indicated as an intervention priority	Lack of transparency regarding assessments during selection	At the end of the procedure for the conferral of research grants and research contracts, all candidates receive a personal evaluation summary report (including assessment of strong and weak points).
Transparency	Calls adequately describe the number of available positions (with or without grants)	No critical results		No action is required
Transparency	Calls adequately describe the selection criteria	No critical results		No action is required
Transparency	Calls adequately describe the working conditions (tasks, teaching time, involvement in extra activities to be carried out) and employment rights	Indicated as an intervention priority	Need of more transparency	Specify tasks and involvements required

Transparency	Calls adequately describe competencies and skills required	No critical results		No action is required
Transparency	Calls adequately inform about career prospects	Indicated as an intervention priority	Need of more transparency	Specify carrier prospects
Assessments of merit	Selection criteria and required skills are adequately differentiated for separate categories of potential candidates (Early-Stage Researchers and Experienced Researchers).		Need of different criteria	Differentiate criteria and required skilled
Acknowledgement of mobility experiences	Selection criteria recognize as a relevant factor in the application all forms of national and international mobility experienced by the candidates.	Indicated as an intervention priority Most of the respondents over sixty years old says "I don't know"	Failure to adequately recognise inter-sector mobility experience, experience outside of the academics world and international experience in selections and promotions	Include national and international mobility as a selection criterion.
Acknowledgement of mobility experiences	Selection criteria acknowledge as a relevant factor in the application of inter-sector and transdisciplinary mobility, including mobility between the public and the private sector, experienced by the candidates.	Indicated as an intervention priority Most of the respondents over sixty years old says "I don't know"	Failure to adequately recognise inter-sector mobility experience, experience outside of the academics world and international experience in selections and promotions	Allow flexibility in selection criteria for PhD positions, according to needs of institutions founding the fellowship Adapt research topics according the needs of local business area Make it obligatory to spend a period during the doctoral cycle within public/private structures or national or international research institutes Valorise international mobility experience and inter-sector experience for the access to research positions and subsequent career advancements
Assessments of merit	Selection committees properly consider the overall potential of candidates as researchers, in particular their creativity and their degree of independence	Indicated as an intervention priority	More attention to the degree of autonomy, creativity and aptitude for research during the assessment phase	Assessment of non-predominantly academic skills (knowledge of languages, IT skills, work experience in a non-academic field, etc...)

Selection	Selection committees routinely include members from different countries	Indicated as an intervention priority	Few members from abroad	Selection committee should include members from abroad (in case of selections via skype, it would be easier) Arrange lists of international referees (to be updated, e.g, every three years)
Selection	Selection committees routinely include members from outside universities (e.g., private companies, public research institutions)	Indicated as an intervention priority	Few members from outside universities	Each Department should indicate a list of members from outside university, to be included, if possible, in selection committees
Selection	Selection committees routinely include members involved in different disciplines	Not indicated as an intervention priority		No action considered
Selection	Selection committees routinely include members with a gender balance	Not Indicated as an intervention priority		No action considered
Co-authors	Co-authorship in publications is positively considered and evaluated in recruitment procedures and career development plans	Indicated as an intervention priority	Publications with a co-author are penalised in the assessment of researchers	Do not penalise publications with co-authors in the assignment of funds to support research within the University

AREA 2 Stability of job, funding and salary

Questionnaire

There is a general disagreement on the issues addressed in this part of the survey, with the exception of the latest question regarding the regulation on health and safety in the workplace which has obtained a satisfactory assessment (average 2.76%, median 3). The cumulative average of the lowest scores (1 and 2) is always higher than the 50% of the first five answers (with a peak of 81.9% for the first question and 86.1% for the fifth).

Specifically, a strong disagreement has been expressed regarding the salary, which also constitutes the first of the priorities indicated. Researchers interviewed believe substantially inadequate the financial incentives provided (average 1,71, median 1,00). The most negative opinions are expressed by the early-stage researchers full time employed (associate professors and assistant professors).

Disagreement has been expressed regarding the stability of the employment, as well.

It is believed that the improvement of the working conditions of the temporary researchers doesn't receive an adequate importance (average 1,90, median 2). It is also believed that the period between the expiry of a short-term contract and its renewal is not in general short (average 2,11, median 2,00). In both cases, the greatest disagreement is expressed by non full time employees (in particular research fellows).

However, it is necessary to highlight that almost the half of the researchers interviewed has answered "I don't know" to the question on the time between the expiry of a contract and its renewal (70 of 154).

The two penultimate questions relate to the issue of information about supplementary social insurance and social security. As mentioned before, in both cases, respondents have expressed a negative opinion, especially about the lack of information regarding supplementary social insurance (average 1,68, median 2).

It is necessary to put in evidence that among the respondents full professors and associate professors have expressed a less negative opinion than assistant professors and PhD candidates.

This opinion regarding the question on information about social security is positive ("Moderately agree", median 3). There is the need to improve information in this specific context, especially on the supplementary social security and for the early-stage researchers (assistant professors and PhD candidates).

On the basis of the priorities expressed, more attention must be paid towards the following aspects: financial incentives; improvement of the stability of working conditions; information on supplementary social security.

Relevant principles	Questions	Key results	Emerging Gaps	Outline proposals to fill the gaps
Funding and salaries Stability and permanence of employment	Appropriate and attractive conditions and incentives, in terms of salary, are guaranteed to researchers - at all stages of their career and regardless of the type of contract (permanent or fixed-term)	Financial incentives are believed substantially inadequate (average 1,71, median 1,00), This issue is the first of the priorities indicated. It is believed that the improvement of the working conditions of the	Timeliness in the provision of grants / payments to fixed term contract researchers, because of the long delays that are often found. Greater attention to financial	Formalisation of deadlines for payment of compensation and reimbursement of expenses for researchers (also expense reimbursements). Set up of specific webpage on

	<p>Research institution improves access to existing information on researchers social security rights Efforts are made for the provision of information specifically addressing researchers on the issue of supplementary pension rights Attention is paid to improve the stability of employment conditions for fixed-term researchers. Time lapse between one short-term contract and another is generally short (i.e. less than 1 year). Compliance with national or sector specific regulations on health and safety is ensured.</p>	<p>temporary researchers (average 1,90, median 2) doesn't receive an adequate importance. It is also believed that the period between the expiry of a short-term contract and its renewal is not in general short (average 2,11, median 2,00). In both cases, the greatest disagreement is expressed by the not full time employees (in particular research fellows). Respondents, in particular early-stage researchers (assistant professors and PhD candidates), believe that there is a lack of information regarding supplementary social insurance (average 1,68, median 2).</p>	<p>incentives. Greater attention to the improvement of stability of employment conditions More information on supplementary social insurance and social security, especially for assistant professors and PhD candidate.</p>	<p>the University website focused on supplementary social insurance and social security information. Information vary according to different career stages of researchers. Organize specific meetings with experts on themes regarding supplementary social security</p>
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Area 3

Professional Recognition; non-discrimination; research environment

Questionnaire

With reference to area 3, different difficulties arise in relation to compliance with the principles of the Charter; therefore it is appropriate to intervene, both at the national level for what concerns the regulation in general, and at the university level.

Among the relevant principles of the Charter, it is noted as non-discrimination is the one most disregarded; in particular, about discrimination based on age and gender, the most serious problems are detected, as well as the most critical and a low rate of intervention.

Among the relevant principles of the Charter, it is noted that non-discrimination is the one most disregarded; in particular, about discrimination based on age and gender, the most serious problems are detected, as well as the most critical and a low rate of intervention .

With regard to the independence and freedom of researchers in their research there was an average-low score, especially by younger researchers. Given the difficulty of arranging predetermined strategies, it is likely to advance only corrective proposals ex-post (e.g. economic incentive) that hardly affect the practices and initial conditions.

The issue concerning the working environment, to be made more stimulating and supporting research, turns out to be a problem on average felt, compared to previous ones. To support the research, it is necessary to examine several issues, among them the tools (e.g. library resources) and services (internal services for English) available; while, in order to further stimulate the environment it is appropriate to increase the number and frequency of meetings and seminars .

Finally, substantial lack of information emerges about the handling of complaints of researchers, so it is necessary to study the terms and publicize, about certain rules of conduct in research (eg, those relating to the use of funds for research, for which there is a university regulations but it is not well publicized) and about the rules on copyright and publications.

In a nutshell, the priorities that emerge concern:

- reducing age and gender discriminations;
- further promote the autonomy and creativity of researchers, especially early in their career;
- make the work environment more suitable to carry out research, problem on average felt;
- incompatibility of work and family;
- to advertise the rules for the use of funds (for e.g. for missions).

Relevant legislation and existing institutional rules and/or practices

The importance of the research freedom is clearly stressed at the national level by the art. 33 of the Italian Constitution and by the art. 1 of Law 240 dated 30.12.2010 and at the internal level by the Statute (art. 1 and 2) and by the Ethics Code (art. 5).

The Ethics Code of the University of Macerata gives clear indications about the issues related to IPR , proper use of the resources and principles of non discrimination.

The University of Macerata provides the flexibility deemed essential for successful research performance in accordance with existing national legislation (i.e. Law

5.2.1992, no. 104 "Framework Law for the assistance, social integration and rights of persons with disabilities", Legislative Decree 26.3.2001, n. 151 "Consolidated legislation on the protection and support of maternity and paternity "). Professors and researchers are authorized to devote their time exclusively in research activities (Section 17, Presidential Decree 07/11/1980, n. 382 and Article 8, Law 18.03.1958, n. 349).

Researchers can be placed on special leave for justifiable reasons of study or scientific research, for a period of one calendar year and may be renewed up to two, and for a total period not exceeding 5 years in a decade.

At the moment, at UniMc, each phd student has an annual budget of 1,300 euros to be used to for personal research costs. In case the phd students buy a book, the book belongs to the department where the research activity is developed.

As to complains, a Guarantee Committee, established according to art. 15 of the Code of Ethics of the University of Macerata, is in charge of receiving reports of infringements and of proposing the adoption of the most appropriate measures to the Rector. The Committee also encourages the amicable settlement of disputes.

Relevant principles	Questions	Key results	Emerging Gaps	Outline proposals o fill the gaps
Non Discrimination	The most relevant/common forms of discrimination that occur in the research environment are related to: gender, age, ethnic origin, nationality, social - religious belief, sexual orientation, language, disability, political opinions, socio-economic conditions.	The most relevant/common forms of discrimination are related to age and gender. The former has an average of 2,26; the latter has an average of 2,24; therefore these discriminations are felt, but with an average evaluation below 2,50 (average value). In both cases, one third on respondents has answered 1; for all the other discriminations at least half of researchers has answered 1 (that is, low relevance). Nonetheless, looking at the overall result of answers regarding age, with reference to the different segments of age of respondents, the average becomes higher in answers given by people aged between 31 and 40 (predictably the youngest feel more the discrimination based on age). Analogously and predictably, the	Criticality: reducing age and gender discriminations.	Develop events and initiatives to raise awareness on the issue.

		problem regarding gender is much more felt by women. In all cases the median is never higher than two.		
Non discrimination	Sufficient attention is paid to avoid different kinds of discrimination in the research environment: gender, age, ethnic origin, nationality, social - religious belief, sexual orientation, language, disability, political opinions, socio-economic conditions.	Low variability between the responses given: the median is 3 for all the averages ranging from 2.65 to 3.092. It is believed that lower efforts are made to overcome discrimination by age (first place) and gender (second place). This confirms the findings in the first group of answers. Again, in the case of gender, there is a feeling, as obvious, much more critical by women. In the case of age, again the problem is most felt by the class 31-40 years. In all the questions in this group, women have expressed opinions worse than men.	Criticality: reduce gender and age discrimination.	Develop events and initiatives to raise awareness on the issue.
Autonomy in research	Autonomy and creativity of all researchers, including the early stage & early career researchers, is actively promoted.	The average is 2.36, but even in this case the ratings below average are expressed from younger subjects (up to 50 years), which, for obvious reasons, warn most of the problem.	Further promote the autonomy and creativity of researchers, especially early in their career.	Clearly state in internal regulations the importance of autonomy and of the need to grant freedom to express creativity to any researcher.
Autonomy in research	Researchers feel free and independent in their research activity (in choosing topics, defining research programme and cooperation activities, in defining their personal contribution to the research activities).	The youngest people have expressed opinions worse than those provided by over 30, even if the average 2.65 partially balances the lowest rating indicated in the previous question.	Increasing autonomy in research.	Clearly state in internal regulations the importance of autonomy of any researcher.
Ethics in research	The research is, as a rule, original	The answers provided by the	There were no particular	No action is required

	and coherent to the principle of personal responsibility (the work of other authors is always duly cited).	researchers paint a landscape in which the sources of others are properly cited.	problems, nor therefore a need to undertake actions aimed at the solution of this problem.	
Non Discrimination	Gender balance (equal opportunity) is actively searched for at all levels of staff, including those whose duties include supervision and management of research activity	Problem felt mostly by women, as well as comments above.	Gender discrimination is felt.	Develop events and initiatives to raise awareness on the issue.
Work environment	Research institution provide a stimulating and pleasant environment to work in, supporting research activities.	Average 2.64. Rating not too positive or too negative.	Make the work environment more suitable to carry out research.	Allocate more funds to the purchase of library materials and information technology.
Evaluation of the research	The ability to determine synergies in the lines of the research, including the international perspective, is suitably evaluated.	Rating 2,80. It's not low in comparison to the others.	None	No action is required
Participation of researchers	Is guaranteed the participation of researchers in the governing body of the University, including those with decision-making powers and those related to communication.	Rating not too low. It seems that there is perception of sufficient participation.	None	No action is required
The autonomy of researchers	Complaints of the researchers and conflicts between the supervisors and researchers at the beginning of the career are conducted properly and effectively.	The average is 2,34 but one-third of the respondents answered "I don't know".	Lack of knowledge about the topic/theme.	Increase available on line information on the procedure to solve the conflicts.
Support of Families	There are adopted sufficient and specific measures to support women as well as men in order to be able combine work and family, children and career (e.g. part-time, teleworking, sabbaticals period, etc.)	In total the expressed opinion seems to be very negative. Especially from the women's side.	Incompatibility of work and family.	Introduce part time working periods. Offer family services to support after school activities.
Management of the research	The researchers are aware of the rules, both ethical and legal, regarding the use of public funds	The problem little heard: the researchers are aware of this.	To advertise the rules for the use of funds (for e.g. for missions).	The regulation for the use of financial funds is better

	for research and respect them systematically.			communicated to researchers.
Management of the research	The researchers are aware of the rules related to intellectual property and they produce their own results continuously (for e.g. thesis, publications, patents, reports, development of new products, etc.)	The problem was heard but not overly.	Lack of criticality.	No action is required
Management of the research	The researchers receive the adequate and complete information about current national regulation relating to data protection and protection of privacy/confidential information. They systematically adopt the correct steps to be in conformity with the regulations.	The problem was heard but not overly.	Lack of criticality.	No action is required

Area 4

Professional development; training programs and mobility; supervision and teaching

Questionnaire

In general, some problems arise that require considerable attention both at the University at ministerial level, especially in light of the broad debate on the evaluation of research and researchers.

An analysis of the frequency response allows us to understand how the lowest scores (1 and 2) represent a cumulative average above 60% in all the answers. In particular, the most critical points are related to periods of temporary employment considered as poorly promoted and supported financially (66.9 % cumulative percent), in the training courses to support teaching (67.6 %), the scarcity of evaluation systems of researchers. The feedback is negative with reference to the "culture of mentoring "(80.8 %). Teaching is poorly paid and evaluated (85.3 %).

These results are confirmed by an analysis of means and medians. It is worth noting the difference between the highest values obtained from responses to the question on the role of supervisor available at the initial stage of his career (average 2.20), which contrasts with the critical issues emerged in relation to the figure of the mentor and the support offered by the senior investigator (1.73). Therefore it appears that an initial attempt to support the researcher is lost in time. Going into detail, it is the youngest (age up to 30 years) to give good scores to the activity of supervision while the researchers who are in the age group 41-50 to be the most disappointed by the lack of dialogue with mentors.

Looking at the data relating to the position held, the latter seem to be the most critical generational cohort. The averages and medians in this category are the lowest for almost all of the answers obtained.

Analyzing the priorities expressed, with more than one possible answer, you can see that the very first concerns an adequate return on education (53.2%), which must go hand in hand with a smaller burden of this (36.4 %) and the opportunity to pursue their temporary secondment or sabbatical (37.7 %). Disaggregating the data by academic position covered is interesting to observe how "structured" (full, associate and researchers) express a preference for an adequate remuneration while graduate students and fellows require support related to job prospects.

Relevant legislation and existing institutional rules and/or practices

According to article 6 of the Law 30.10.2010, n. 240 full and associate professors should perform at least 350 hours of teaching activities (full-time professors) and 250 hours (part - time professors); while researchers with open-ended contract and fixed term contract cannot devote more than 350 hours (full-time researchers) and 200 hours (part-time researchers) to teaching activities.

Information on training and continuous training initiatives is already assured via website (www.unimc/af)

Relevant principles	Questions	Key results	Emerging Gaps	Outline proposals to fill the gaps
Professional Development	Specific measures and internal regulations are specially prepared to ensure the development and	There is a clear disagreement (60% including the responses	Much can be done to increase the teacher-pupil relationship.	Implement a mentoring programme.

	<p>improvement of professional researchers.</p> <p>And 'planned figure of the supervisor to support researchers in the early stages of their careers. Researchers can use the support of the supervisor and in relation to their professional activities is to get advice about their own cultural and professional development.</p> <p>The culture of the mentor and the support offered by the senior researcher is promoted, including through specific training plans.</p>	<p>moderately disagree). Especially the culture of Mentor is currently not promoted (80%) : it is still not perceived as a priority by researchers.</p>		
Access to research training and continuous training.	<p>Specific measures and appropriate plans are regularly defined by the University to improve skills and knowledge of researchers.</p> <p>Ad hoc training courses are guaranteed for educational activities and group management as an integral part of the professional development of researchers.</p>	<p>The specific measures are the fourth priority with 9.7% of the responses. The disagreement on the existence of measures and training programs is obvious.</p>	<p>In light of the growing attention towards the EU funding programs it is important to foster a dialogue with foreign colleagues, and to continue education programs carried out in cooperation with our partner universities.</p>	<p>Fostering information on the available courses, academies and information days. Create a space on UNIMC website with a window of opportunity for cross-training.</p> <p>Encouraging all researchers of the University to participate in social network dedicated to research as academia.edu, researchgate.net and a dedicated group on LinkedIn. Activities for the dissemination of information and update peer to peer can be proposed in the above mentioned social network, working both internally at UNIMC or in connection with external researchers.</p>
Value of mobility	<p>Periods of temporary secondment or sabbatical are actively promoted (financially supported) in order to stimulate the development of international, interdisciplinary and inter-sector mobility</p>	<p>66.9% of respondents were dissatisfied. This was flagged as second priority area (12.6% of reports), with greater importance addressed by women</p>	<p>Reduced opportunities for the secondments and the development of interdisciplinary</p>	<p>Strengthen opportunities for geographical mobility and interdisciplinary (competitive internal calls).</p> <p>Promote participation to the Marie Curie Actions, Erasmus, visiting, etc ... Applications for Erasmus Teaching Mobility have now become much higher than the grants available.</p> <p>The outgoing mobility would be helped if the Athenaeum would put at the disposal of</p>

				visiting professors nominated by departments, forms of free accommodation. On a reciprocal basis, in fact, foreign universities would make available free accommodations for our teachers. Spending on accommodation highly affect the total costs of mobility. Insert the point of intra-sector mobility and discipline in the letter to the ministry.
Access to career	The University offers support to all researchers regardless of their contractual situation and position, in reference to career development and employment opportunities, both within the institution, and through collaboration with other institutions.	66% do not agree. (most by researchers).	It is not considered the need for professional development.	Activate, within the University, a counselling service for guidance.
Teaching	Teaching responsibilities are not excessive and do not prevent researchers to conduct their research, especially at the beginning of their careers. The teaching load has adequate remuneration and finds a consideration / assessment in the evaluation system of the researcher.	Teaching responsibilities are considered excessive. Teaching work is not adequately rewarded, even when recognised for the career (priority area 4, with 17.7% of priority). The load is felt particularly by researchers from over 60 and women.	The teaching load is not adequately recognised, both monetary and professionally.	Award the best teaching professor at degree level and at University (as evaluated by students). Insert the need to strengthen the recognition of quantity and quality of teaching activity in the letter to the ministry.
Evaluation systems	Rating systems researchers are adopted to verify the performance at work. These systems are used in a transparent manner by an independent (and in preference of international standing, in the case of senior researchers).	It lacks a comprehensive assessment and "correct".	Rating is fallacious.	Develop a panel of indicators for teachers' activities, which takes account of scientific productivity, quality and quantity of teaching, participation in activities and institutional positions, internationalization.