



**2019-2021 ACTION PLAN FOR THE IMPLEMENTATION OF THE PRINCIPLES OF THE EUROPEAN CHARTER FOR  
RESEARCHERS AND CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS  
AND LINK WITH THE OBJECTIVES OF THE POLITO4IMPACT STRATEGIC PLAN**

JULY 2019

N.	OBJECTIVES OF THE POLITO4IMPACT STRATEGIC PLAN	PROPOSED ACTIONS	TIMING AND INTERMEDIATE MONITORING	RESPONSIBLE UNIT(S)	INDICATOR(S)/ TARGET(S)	C&C PRINCIPLE(S)
1	<p><b>OBJECTIVE 3 – RESEARCH</b> <i>To increase our University self-financing capacity by at least 50% [...]</i></p> <p><b>OBJECTIVE 4 – RESEARCH</b> <i>To hire new faculty members to foster the quality of research</i></p> <p><b>THE VARIOUS FORMS OF RESEARCH</b> <i>Curiosity-driven research will be also supported by the attraction of external funds such as those offered by ERC and by FET Flagships</i></p>	<p>Implement an action plan to strengthen participation in individual competitive calls for curiosity-driven research, also through attracting candidates from the outside</p>	<p><b>Reaching Target:</b> December 2021</p>	<p>Research Support Department</p> <p>Human Resources and Organization Department</p> <p>International Affairs Department</p>	<p>2 new actions implemented to support participation in individual curiosity-driven calls for proposals and the attraction of scholars from abroad</p> <p>10% more proposals from candidates from outside the</p>	<p><b>1. Research Freedom</b></p> <p><b>13. Recruitment (Code)</b></p>



	<p><b>LEVELS, ORGANIZATION AND GOVERNANCE OF RESEARCH</b> Our university will implement specific actions to attract highly qualified researchers from abroad [...] The internationalization of research will also be promoted through policies supporting the outgoing mobility of researchers</p>				University for Marie Curie and ERC calls than the average for the period 2014-2018	
2	<p><b>OBJECTIVE 3 – RESEARCH</b> To increase our University self-financing capacity by at least 50%</p>	Creation of a PoliTO Hub in Brussels	<b>Reaching Target:</b> December 2021	Research Support Department	<p>Start of the activities of an office of the Politecnico di Torino in Brussels YES/NO</p> <p>Definition of an Action Plan for each year with actions aimed at increasing fund raising for research</p>	<b>1. Research Freedom</b>
3	<p><b>OBJECTIVE 3 – RESEARCH</b> To increase our University self-financing capacity by at least 50%</p> <p><b>THE VARIOUS FORMS OF RESEARCH</b></p>	Define new tools to improve the transposition and diffusion in the academic community	<b>Reaching Target:</b> June 2021	<p>Research Support Department</p> <p>Communication, Events &amp;</p>	Implementation of 2 new initiatives aimed at improving information and access to research	<b>1. Research Freedom</b>



	<i>work to improve the understanding and dissemination of the opportunities offered by EU research funding within the academic community</i>	of the opportunities offered by research funding, also through a greater personalization of the information that will be made possible by the new research database		External Relations Division  Research Scientific Departments	funding opportunities.	
<b>4</b>	<b>OBJECTIVE 3 – RESEARCH</b> <i>To increase our University self-financing capacity by at least 50%</i>  <b>LEVELS, ORGANIZATION AND GOVERNANCE OF RESEARCH</b> <i>Politecnico di Torino will especially work to help our young researchers develop competencies that may be successfully used in a variety of sectors. At the same time, they will be made aware of the various career opportunities available both inside and outside the academic world.</i>	Implementation of training courses to increase fund raising skills for research, also involving PhD students and research fellows	<b>Reaching Target:</b> December 2021	Research Support Department  Students Affairs Department	Implementation of 1 training course per year on fund raising that also involves PhD students and research fellows	<b>1. Research Freedom</b>
<b>5</b>	<b>OBJECTIVE 5 – RESEARCH</b> <i>To work towards an increasing quality of research</i>  <b>THE NEW CHALLENGES OF RESEARCH</b>	Approval and implementation of a model for the governance of ethical	<b>Reaching Target:</b> December 2020	Research Support Department	Implementation of a governance model for ethical research issues YES/NO	<b>2. Ethical Principles</b>



	<i>As far as basic research is concerned, we will need to embrace the principles of Open Science [...] Moreover, we will need to consider also ethical and social issues in our research activities, if we want to achieve responsible research and innovation.</i>	research issues at PoliTO				
6	<p><b>OBJECTIVE 5 – RESEARCH</b> <i>To work towards an increasing quality of research</i></p> <p><b>THE NEW CHALLENGES OF RESEARCH</b> <i>As far as basic research is concerned, we will need to embrace the principles of Open Science [...] Moreover, we will need to consider also ethical and social issues in our research activities, if we want to achieve responsible research and innovation.</i></p>	Approval of clear procedures for handling cases of violations of the principles of research integrity	<b>Reaching Target:</b> December 2020	<p>Research Support Department</p> <p>Institutional Support Division</p> <p>Legal Affairs Division</p>	Approval by the governing bodies of clear procedures for handling cases of violations of the principles of research integrity	<p><b>3. Professional Responsibility</b></p> <p><b>34. Complains/appeals</b></p>
7	<p><b>OBJECTIVE 5 – RESEARCH</b> <i>To work towards an increasing quality of research</i></p>	Implementation of the role of the Researchers' Ombudsman	<b>Reaching Target:</b> September 2019	<p>Research Support Department</p> <p>Legal Affairs Division</p>	Definition and implementation of the operational aspects and start of the activity of the Ombudsman	<b>34. Complains/appeals</b>

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<p>8</p>	<p><b>VALUES AND VISION</b> <b>OUR ACADEMIC COMMUNITY</b></p>	<p>To create an 'on-boarding' path that welcomes newly recruited researchers and introduces them to how the University is structured, its mission, objectives, governing bodies, rules governing the university community, services and opportunities. The path includes tools and means to inform researchers about the accounting principles and tools in use at the University, also to increase collaboration and mutual understanding between researchers and administrators.</p>	<p><b>Reaching Target:</b> December 2021</p>	<p>Research Support Department  Human Resources and Organization Department  Communication, Events &amp; External Relations Division  International Affairs Department  Purchasing Department  Research Departments</p>	<p>On-boarding path for newly recruited researchers YES/NO YES/NO</p>	<p><b>4. Professional attitude</b>  <b>28. Career development</b>  <b>30. Access to career advice</b></p>
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9	<p><b>OBJECTIVE 1 – THIRD MISSION</b> To enhance our capacity to generate new intellectual property by at least 50%.</p>	<p>Awareness-raising actions on IPR, also involving research fellows and PhD candidates</p>	<p><b>Reaching Target:</b> December 2021</p>	<p>Technology Transfer and Industrial Liaison Department</p>	<p>Implementation of at least 1 training per year on IPR that also involves research fellows and PhD candidates</p>	<p><b>8. Dissemination, exploitation of results</b>  <b>31. Intellectual Property Rights</b></p>
10	<p><b>OBJECTIVE 2 – RESEARCH</b> [...]Increase in the number of Open Science publications and patents</p>	<p>Promoting a progressive diffusion of the principles of Open Science</p>	<p><b>Reaching Target:</b> December 2020</p>	<p>Library and Museum Department  Research Support Department  Planning, Development, Quality and Life  Information Technology Department</p>	<p>Implementation of at least 2 new activities to promote the awareness of Open Science</p>	<p><b>8. Dissemination, exploitation of results</b></p>
11	<p><b>OBJECTIVE 2 – RESEARCH</b> To create a University database on research for quick, effective and transparent mapping of our competencies</p>	<p>Create a University Database on research that allows for the quick, effective and transparent mapping</p>	<p><b>Reaching Target:</b> December 2021</p>	<p>Research Support Department  Planning, Development, Quality and Life</p>	<p>Availability of the new University Research Database YES/NO</p>	<p><b>8. Dissemination, exploitation of results</b>  <b>9. Public engagement</b></p>



		of the University's competencies		Information Technology Department  Research Department		
<b>12</b>	<b>OBJECTIVE 3 – RESEARCH</b> <i>To increase our University self-financing capacity by at least 50% [...] Dissemination of our University research activities through a specific web portal</i>	Promoting PoliTO research on the University website	<b>Reaching Target:</b> December 2021	Communication, Events & External Relations Division  Research Support Department	At least 3 new pages dedicated to research activities in the new University website	<b>8. Dissemination, exploitation of results</b>  <b>9. Public engagement</b>
<b>13</b>	<b>OBJECTIVE 3 – RESEARCH</b> <i>To increase our University self-financing capacity by at least 50%</i>	Improving researchers' skills in research dissemination and communication	<b>Reaching Target:</b> December 2021	Research Support Department  Communication, Events & External Relations Division	Implementation of at least 1 training event per year for researchers on research dissemination and communication skills	<b>8. Dissemination, exploitation of results</b>  <b>9. Public engagement</b>
<b>14</b>	<b>OBJECTIVE 8 – THIRD MISSION</b> <i>To create a serie of polytechnical events</i>  <b>CULTURE AND COMMUNICATION</b>	To create a serie of polytechnical events	<b>Reaching Target:</b> December 2021	Communication, Events & External Relations Division	Implementation of at least 1 flagship event per year  Participation	<b>9. Public engagement</b>



	<i>our University will increase its responsibility to interact with society, to disseminate research results and establish dialogue with citizens and institutions on issues of particular relevance.</i>				in at least 3 events of our city	
<b>15</b>	<b>THE “THIRD MISSION” OVER TIME</b> <i>The second direction is oriented towards working in fields that are still relatively unexplored by our University, dealing with cultural promotion, communication and public engagement.</i>	Implement an action plan aimed at increasing awareness and support for public engagement, also through participation in the national network APEnet	<b>Reaching Target:</b> December 2020	Research Support Department  Communication, Events & External Relations Division  Planning, Development, Quality and Life	Implementation of at least 2 initiatives aimed at increasing awareness and support for public engagement	<b>9. Public engagement</b>
<b>16</b>	<b>WHICK KIND OF UNIVERSITY? OUR ACADEMIC COMMUNITY</b> <i>By sharing and implementing the principles of the European Charter for Researchers, our University will launch new initiatives to monitor and govern equal opportunities with respect to the various aspects of diversity, starting from gender diversity</i>	Implementation of initiatives against unconscious bias in selection process	<b>Reaching Target:</b> December 2019	Human Resources and Organization Department  Planning, Development, Quality and Life  Information Technology Department	Before the start of the selection process, the evaluation committees will be asked to watch a video on Recruitment Bias in Research Institutes [e.g. 8-minute video,	<b>16. Judging merit</b>  <b>10. Non discrimination</b>

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					which is used by EC evaluation panels: <a href="https://www.youtube.com/watch?v=g978T58gELo">https://www.youtube.com/watch?v=g978T58gELo</a>	
<b>17</b>	<p><b>LEVELS, ORGANIZATION AND GOVERNANCE OF RESEARCH</b>  <i>Finally, Politecnico di Torino will seek to create the essential conditions to encourage the professional growth of temporary research staff by offering them fair career opportunities. In particular, our University will plan positions for fixed-term researchers and research fellows in a way that should avoid the creation of large cohorts of senior researchers with limited opportunities for tenure.</i></p>	Provide that at the level of each Research Department, information is also given to those who have a temporary position with regard to the planning of human resources for research	<b>Reaching Target:</b> December 2021	Research Departments  Human Resources and Organization Department	At least 1 meeting/year in each Research Department in which also those who have a temporary position for research activities are informed about the plans of human resources for research	<p><b>13. Recruitment</b></p> <p><b>25. Stability and permanence of employment</b></p> <p><b>28. Career development</b></p>
<b>18</b>	<p><b>OBJECTIVE 4 - RESEARCH</b>  <i>To hire new faculty members to foster the quality of research</i></p>	Creation of the new Careers section of the website in Italian and English	<b>Reaching Target:</b> March 2020	Human Resources and Organization Department  Information Technology Department	Launch of the new section of the Careers website in Italian and English containing all the information needed to apply	<b>13. Recruitment</b>



				<p>Communication, Events &amp; External Relations Division</p> <p>Planning, Development, Quality and Life</p> <p>Research Support Department</p> <p>Students Affairs Department</p>	for a position at the Politecnico and the description of the working conditions and environment	
<b>19</b>	<p><b>OBJECTIVE 4 - RESEARCH</b></p> <p><i>To hire new faculty members to foster the quality of research</i></p>	Increase the attraction of candidates from abroad	<b>Reaching Target:</b> December 2020	<p>International Affairs Department</p> <p>Human Resources and Organization Department</p>	Revision of the Visiting Professors announcement and translation of the main regulations in English	<b>13. Recruitment</b>
<b>20</b>	<p><b>OBJECTIVE 5 – STAFF POLICIES</b></p> <p><i>To foster the conditions for a 50% reduction in the gender gap between candidates competing for academic positions</i></p>	Planning and implementation of a Gender Equality Plan	<b>Reaching Target:</b> December 2021	<p>Planning, Development, Quality and Life Department</p>	<ul style="list-style-type: none"> <li>Start periodic monitoring of gender balance data at University and</li> </ul>	<p><b>13. Recruitment</b></p> <p><b>27. Gender balance</b></p>

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				Research Support Department	Department level. • Approval of a Gender Equality Plan that includes initiatives at University level and departmental level.	
<b>21</b>	<b>OBJECTIVE 1 – RESEARCH</b> <i>to make our doctoral programmes the main tool to support scientific research at POLITECNICO DI TORINO</i>	Increase the number of doctoral candidates and the amount of the doctoral fellowships in line with the European average. Support the development of applied research in collaboration with companies to increase post-doctoral employment opportunities	<b>Reaching Target:</b> December 2021	Student Affairs Department  Human Resources and Organization Department	Increase in the amount of the doctoral fellowships compared to 2019 amount  Increase in the number of doctoral fellowships funded by companies and PhD apprenticeships	<b>22. Recognition of the profession</b>

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22	<p><b>OBJECTIVE 1 – RESEARCH</b> to make our doctoral programmes the main tool to support scientific research at POLITECNICO DI TORINO</p>	Strengthening doctoral candidates' sense of belonging at the scientific community	<p><b>Reaching Target:</b> December 2020</p>	<p>Student Affairs Department</p> <p>Same Departments involved in Action 8 (on-boarding)</p>	Start on-bording path in coordination with Action 8	<p><b>22. Recognition of the profession</b></p>
23	<p><b>OBJECTIVE 3 – RESEARCH</b> To increase our University self-financing capacity by at least 50%</p>	Promoting the University's open-access research infrastructures to attract researchers and funding from outside the University	<p><b>Reaching Target:</b> December 2020</p>	<p>Research Support Department</p> <p>Communication, Events &amp; External Relations Division</p> <p>Information Technology Department</p>	Organisation of at least 5 initiatives to promote RI	<p><b>23. Research environment</b></p>
24	<p><b>OBJECTIVE 6 – STAFF POLICIES</b> - monitor and increase in satisfaction, trust, motivation and sense of belonging of faculty members, researchers, administrative staff, technicians and librarians,. - development of a “sustainable campus” which may improve the quality of life <b>OBJECTIVE 1 – EDUCATION</b></p>	Implementation of actions aimed at strengthening the health and safety of workers and students and raising awareness on health and safety issues in the workplace	<p><b>Reaching Target:</b> December 2021</p>	<p>Health and Safety Division</p> <p>Estates Facilities and Logistic Department</p> <p>Planning, Development, Quality and Life</p>	<p>Plan of building interventions aimed at strengthening the health and safety of workers</p> <p>To develop an e-learning course for new workers and</p>	<p><b>23. Research environment</b></p> <p><b>7. Good practice in research</b></p>



	<i>to increase progressively the number of our students up to 40,000 units - investing in new classrooms and laboratories -</i>			Information Technology Department	students on health and safety at work.	
<b>25</b>	<b>LEVELS, ORGANIZATION AND GOVERNANCE OF RESEARCH</b> <i>work to help our young researchers develop competencies that may be successfully used in a variety of sectors. At the same time, they will be made aware of the various career opportunities available both inside and outside the academic world..</i>	Creating services to support the professional development of researchers	<b>Reaching Target: December 2021</b>	Research Support Department Student Affairs Department	Start of new development support services for researchers YES/NO	<b>28. Career development</b> <b>30. Access to career advice</b>
<b>26</b>	<i>work to help our young researchers develop competencies that may be successfully used in a variety of sectors. At the same time, they will be made aware of the various career opportunities available both inside and outside the academic world</i>	Creation of a Career Development Plan model to be agreed between the research fellows and the senior scientific responsible	<b>Reaching Target: June 2020</b>	Human Resources and Organization Department Research Support Department	Availability of the Career Development Plan model	<b>36. Relation with supervisors</b>
<b>27</b>	<b>OBJECTIVE 1 – RESEARCH</b> <i>to make our doctoral programmes the main tool to support scientific research at POLITECNICO DI TORINO</i>	Strengthen the tools to support a good relationship between supervisor and doctoral candidate through training	<b>Reaching Target: December 2021</b>	Student Affairs Department Research Support Department	At least 1 training per year offered to supervisors Availability of working tools to	<b>40. Supervision</b>

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	<p><b>LEVELS, ORGANIZATION AND GOVERNANCE OF RESEARCH</b> <i>work to help our young researchers develop competencies that may be successfully used in a variety of sectors. At the same time, they will be made aware of the various career opportunities available both inside and outside the academic world.</i></p>	<p>actions aimed at supervisors, especially young supervisors, and new tools</p>			<p>support a good relationship between supervisor and doctoral candidate</p> <p>Periodic monitoring of the outcomes of the annual assessments of doctoral candidates</p>	
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