

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: **2019IT406251**

Name Organisation under review: Sapienza University of Rome

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SUBMISSION DATE:

DATE ENDORSEMENT CHARTER AND CODE: 09/05/2019

GAP ANALYSIS

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview			
Status: to what extent does this organisation meet the following principles?	Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented	In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
<p style="text-align: center;">1. Research freedom</p> <p>At national level: Constitution of the Italian Republic, Article 33: "art and science are free, as well as teaching them is free".</p> <p>University regulation: Sapienza University Statute. In particular the Statute Art. 1, Paragraph 5 states that "Sapienza guarantees its full and associated professors, researchers, and same-level staff autonomous research and academic freedom, equal rights and access to research funds, instruments and infrastructures, as well as appropriate coordination. The assignment of funds must be evaluated, on a competitive base, according to the criteria of the international scientific community." Art. 1, Paragraph 6. "Sapienza pursues its objectives fully respecting human dignity, maintaining a pluralism of ideas and transparency of data and operating procedures. Sapienza ensures complete freedom of thought and the expression of political, trade union and religious freedom; it guarantees all staff and all students the necessary conditions to freely express and communicate their thoughts as well as by ensuring equal opportunities in the workplace and the educational environment."</p>	+ -	GAPS: Need for updating main internal regulations concerning rights, duties and ethical principles related to the management of research activities, also in light of the many legislative modifications addressing these issues at the national level. Need for enhancing soft skills for PhD students and early stage researchers	Training offer on soft skills for PhD students and early stage researchers (including basic and advanced courses on Ethics and Science) Revision of Regulations for Research Projects Participation – with definitions of clear roles and tasks of Project Scientific responsables.

<p>Sapienza yearly calls for proposals. Every year Sapienza issues 3 calls for proposals aimed at funding research activities, the purchase of research equipment and archeological excavations. The calls are open to all scientific domains according to a full bottom-up approach. All members of Sapienza research community including PhD students and research fellows can apply.</p> <p>Research and Technology Transfer Support Services. The services include all the activities allowing the research freedom, from the scouting and promotion of funding opportunities (also by the use of a powerful software tool named “Research Professional”) to the support of research management and the researcher entrepreneurial initiative (start-up activities).</p>			
<p style="text-align: center;">2. Ethical principles</p> <p>National level: National Law 240/2010 requires all Universities to adopt an ethic code for the respective academic communities.</p> <p>University regulation: Sapienza University Statute, article 9, Paragraph 1: “Sapienza adopts, based on current laws, the Ethical Code that defines the rules of conduct, respecting the rights of the individual, regarding all members of the University community towards both the institution and third parties.” Sapienza University of Roma, Code of Ethics in its last reviewed version adopted in 2012 (issued by Rector’s Decree N. 1636, 23/05/2012), requires all members of the academic community to behave so as to:</p> <ul style="list-style-type: none"> a) Develop and promote the fundamental values of legality and solidarity and reject all discriminations; b) Guarantee the respect and application of the general principles indicated in the first article of the university statute and, in particular, the principles of fairness, impartiality, the promotion of freedom and individual dignity, and the freedom of education, research and study; 	+ -	<p>GAPS:</p> <p>Need for updating Sapienza Code of Ethics and Conduct in line with the Principles of the European Charter for Researchers and with the European Code of Research Integrity.</p> <p>Lack of English version of Sapienza current Code of Ethics and Conduct.</p>	<p>Sapienza will adopt New Code of Ethics and Conduct in line with the Principles of the European Charter for Researchers and the European Code of Conduct for Research Integrity.</p> <p>Once adopted the Code will be translated in English and Sapienza will develop and implement communication activities in order to promote the Code throughout the entire university community.</p>

<p>c) Develop a sense of responsibility and respect for duty; d) Develop and incentivise fair collaboration, a spirit of service and a sense of belonging to the scientific community; e) Pursue and guarantee in all circumstances the respect of merit, whilst applying when possible the indicators used by the international scientific didactic community.</p>			
<p>3. Professional responsibility</p> <p>National legislation: As per the risk of duplication and plagiarism, national legislation provides for a framework for preventing these kinds of conducts. In the Civil Code specific rules are on Authorship are reported from art. 2575 to 2583 and on Joint Ownership from 1100 to 1139. Legislative decree of 10 February 2005, n. 30 contains fundamental rules on patents, the Royal Decree 21 June 1942, n. 929 on brands and Law 633/1941 on copyrights.</p> <p>University regulation: The Statute and Code of Ethics and Conduct of Sapienza University of Rome, restate the principle of a responsible research and bind all researchers to a respectful behavior towards other researchers and relevant results already developed.</p>	+ -	<p>GAP:</p> <p>Need for updating Sapienza Code of Ethics and Conduct in line with the Principles of the European Charter for Researchers and with the European Code of Research Integrity, including the need for better taking into account plagiarism.</p>	<p>Sapienza will adopt a New Code of Ethics and Conduct</p>
<p>4. Professional attitude</p> <p>National legislation: Law 240/2010, Art. 2 (University Governance and Structure) and Art. 10 (Disciplinary Responsibility)</p> <p>University regulation: All projects are managed at the departmental level. In relation to Art. 71 (Negotiation) of the University Regulations for Administration, Finance and Accounting, "Faculty Deans, Department Directors, the Director of the School of Advanced Studies, the Directors of Service</p>	++		

<p>Centres and Research and Service Centres, the Director of the Museum Network, the Director of the Library System and the President of the InfoSapienza Centre, may negotiate contracts in the field of education or science with private and public external parties”.</p> <p>PhD students activities are constantly monitored and under supervision.</p> <p>If professors and/or researchers violate university regulations, they will be deferred to the Ethical Commission that will apply measures as per the University Regulations for Disciplinary Proceedings (D.R. 662/2015, 02/03/2015)</p> <p>Sapienza strategic objectives are indicated in the University Strategic Plan, a multi-year document establishing university development strategies. Moreover, all University Departments are obliged to define a three-year Strategic Plan for Research and Third Mission.</p> <p>Plan for Research and Third Mission, approved in January 2019</p> <p>Complying with the national regulations, Sapienza develops and publishes periodically a Performance Plan. This document highlights synergies among different measures aimed at guaranteeing an effective and efficient action of the University both at academic and administrative level.</p>			
<p>5. Contractual and legal obligations</p> <p>National legislation Legal obligations are included in the employment contract. Researchers’ obligations are detailed in the dedicated national laws approved in this field. (Royal Decree 1592/1933, DPR 3/1957, DPR 382/1980, Law 230/2005, Law 240/2010).</p> <p>University regulation:</p>	<p>+ -</p>	<p>GAP:</p> <p>All regulations are in Italian and the university web site is only partially available in English: lack of regulations in English can represent an obstacle. This aspect has been raised by a certain number of foreign researchers.</p>	<p>Translation of the main university regulations, as well as of the University Statute.</p>

<p>Sapienza supports researchers in the accomplishment of their duties, providing them with specific tools and training activities.</p> <p>At this aim Sapienza organizes the annual PhD Welcome Day – to illustrate first year PhD students the university scientific context and explain them their duties, rights, and all services available at Sapienza University.</p> <p>The University also organizes courses for all researches and PhD students on the use of “IRIS”, the Publication on-line Catalogue. This on-line catalogue also contributes to promote open access to research outputs.</p>			
<p style="text-align: center;">6. Accountability</p> <p>National legislation: Legislative Decree N. 150, October 27, 2009 Law N. 190, November 6, 2012 Measures for the Prevention and Repression of Corruption and Illegal Activities in the Public Administration European Regulation N. 679/2016 - GDPR</p> <p>University regulation: University Regulation on Administration, Finance and Accounting restates the national principle of an efficient and transparent public administration. University Internal Transparency Regulation - Publication on Sapienza website of all acts and procedures concerning use of funds; Development and implementation of a Three-Year Anti-corruption Plan Guidelines for management and accounting of university research funds</p>	+ -	<p>GAP:</p> <p>Need for updating the internal regulations</p>	<p>Sapienza will adopt a new Regulation for the participation in European, international and national funding programmes including measures on the correct use of funds obtained from institutions and external agencies.</p>
<p style="text-align: center;">7. Good practice in research</p> <p>National legislation: Personal data are collected and treated abiding by the Italian Legislative Decree no. 196 of 30 June 2003 (Code of</p>	+ -	<p>GAP:</p> <p>Need for a better communication and promotion of the internal regulations.</p>	<p>Sapienza will promote workshops on the management of data produced during research activities (sensitive data, personal data, transmission of</p>

<p>personal data protection) and subsequent amendments and integrations.</p> <p>Legislative Decree 81/2008 (Health and safety at work). Legislative Decree N.101, August 10, 2018 integrates national regulations with the General Data Protection Regulation (GDPR, Regulation EU 2016/679).</p> <p>University regulation: Periodic e-learning courses on workplace safety: all the employees receive periodic compulsory training on this topic via an e-learning platform (Moodle). Appointment of Security and First Aid Coordinators Regulation on the correct use of institutional e-mail University guidelines on GDPR (General Data Protection Regulation) Appointment of Data Protection Manager General Regulations for correct use of Sapienza IT Network</p>		<p>This aspect has emerged from the survey conducted with researchers.</p>	<p>data to non-EU states.) complying with GDPR.</p>
<p>8. Dissemination, exploitation of results</p> <p>National legislation: National Regulations on Copyright and Intellectual Propriety (Law N. 633/1941).</p> <p>University regulation: Sapienza University Patents Regulation - D.R. N. 199/19 - 16/01/2019; Regulation for the Creation of Spin-offs and participation of university personnel in spin-off activities (D.R. N.2314/2015 - 30/7/2015); University Newsletter; University Research Magazine (the Performance Plan includes the publication of a digital magazine for scientific communication addressing a national and international audience);</p>	<p>+ -</p>	<p>GAP: Need for a better communication and promotion of the internal regulations also in light of the many legislative modification addressing to these issues.</p>	<p>Sapienza will develop a digital magazine for scientific communication addressing to national and international audience.</p> <p>Sapienza will develop an University-wide Monitoring and Sharing System to keep track of all university third mission activities.</p> <p>Sapienza will develop an Information Kit including general information, guidelines and regulations on patent filing targeted to all applying researchers</p>

<p>The IRIS Catalogue – online repository of all research products, including publications, conferences proceedings and patents;</p> <p>All Departments are required to define a three-year Strategic Plan for Research and Third Mission;</p> <p>Enhancement of Third Mission Activities – both at university and department level, in compliance with the objectives defined by the Performance Plan.</p> <p>Information Kit - including general information, guidelines and regulations for all researchers wishing to create or accredit a start-up.</p>			
<p style="text-align: center;">9. Public engagement</p> <p>National legislation: Manual for Third Mission Evaluation (ANVUR) ANVUR requires all Italian universities to draft a Report on Third Mission.</p> <p>University regulations: The dissemination activities are implemented by: Organisation of initiatives for public engagement – such as Museum May, Night of Museums, Open Labs (department level), etc.</p> <p>Recent opening of Saperi&Co Research and Services Centre - an infrastructure established to promote excellence in applied research and to provide for services targeted to companies and external agencies.</p> <p>School-Work Programmes (Alternanza Scuola Lavoro). Sapienza has organised 141 school-work programme projects for high school students.</p> <p>Sapienza participates in the European Night of Researchers, an initiative promoted by the European Commission as part of the Marie Skłodowska Curie Actions. Initiative to promote university RRI also by the implementation of projects funded by the European Commission.</p>	+ -	<p>GAP: Need for enhancing soft skills of PhD students and Researchers. This need has been explicitly outlined in particular by early stage researchers.</p>	<p>Training offer on soft skills for PhD students and early stage researchers (including modules on science communication).</p>

<p align="center">10. Non discrimination</p> <p>National legislation: The Italian Constitution, art. 3: "all citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions". Legislative Decree N.198, April 11, 2006 "Equal Opportunities between Men and Women" as per Art. 6 of Law N. 246/2005</p> <p>University regulation: University Statute, Art. 28. Guarantee Committee – CUG: The Committee is aimed at guaranting equal opportunities among employees, removing any possible discrimination. Ethical Code (Art. 2 – Fundamental Values and Code of Conduct, Art 2.1 Discrimination)</p>	<p align="center">++</p>		
<p align="center">11. Evaluation/ appraisal systems</p> <p>National legislation: Law n. 240/2010, Art. 6 (Legal status of Professors and Researchers) Paragraph 14 – Professors and researchers are required to draft a three-yearly report on didactic, research and management activities, together with their request for a salary increase. The overall evaluation of didactic, research and management activities (Art. 8) is responsibility of each university. In case of a negative assessment, a salary increase application may be presented again on the following academic year. Law N. 240/2010 (Art. 6, Paragraph 7, Evaluation of Professor according to ANVUR Principles). A dedicated National Agency has been established in this field: ANVUR, the National Agency for the Evaluation of the Academic System and Research.</p> <p>University Regulation:</p>	<p align="center">++</p>		

<p>Regulation for the evaluation of the overall didactic, research and management activities for three-yearly salary increases of professors and open-term contract researchers (D.R. N.943/2018 – 28/03/2018)</p> <p>In 2017 an Office devoted to the evaluation of research has been instituted (Research Evaluation and Strategic Projects Office)</p> <p>The university statute foresees the Body for evaluation of University Didactic and Research Activities Regulation for University Bonus Fund, D.R. N.2545/2017 - 09/10/2017</p>			
Recruitment and Selection			
<p style="text-align: center;">12. Recruitment</p> <p>National legislation: Law N. 240/2010: Art. 16 (Creation of the National Scientific Register); Art. 22 (Research Grants); Art. 24 (Specific Procedures for Fixed-term Researchers)</p> <p>University regulation: Sapienza, as required by law N. 240/2010, has adopted open recruiting and selection procedures based on the principles of transparency, merit, fairness and the respect of equal opportunities. Law 240/2010 details for each researcher type (PhD, fellow researchers, temporary researcher and teachers) the specific entry and admission standards, i.e. the typical duration and features of these appointments, the foreseen entry requirements, the standard remuneration, ecc.</p> <p>For the implementation of national Law 240/2010 and its provisions for researchers, the existing internal decrees have been updated for each researcher category: Regulation for Appointing Full Professors and Associated Professors, D.R. N. 1820/2019 – 13/06/2019; Regulation for Recruiting Type “B” Fixed-term Researchers (tenure-track positions), D.R. N. 1821/2019 – 13/06/2019</p>	++		

<p>Regulation for Recruiting Type “A” Fixed-term Researchers, D.R. N.2578/2017 – 11/10/2017 Regulation for Research Fellows (D.R. N. 1776/2019 - 07/06/2019) Regulation for PhD Research, DR N.1123/2019 - 03/04/2019</p> <p>Information in English on recruiting procedures for PhD students</p>			
<p>13. Recruitment (Code)</p> <p>National legislation: Law N. 240/2010 Law 165/2001.</p> <p>University regulation: University Statute issued with D.R. N.3689/2012 – 29/10/2012 Regulation for recruiting Full professors and Associated professors, D.R. N. 1820/2019 – 13/06/2019 Regulation for Recruiting Type “B” Fixed-term Researchers, D.R. N. 1821/2019 – 13/06/2019 Regulation for Recruiting Type “A” Fixed-term Researchers, D.R. N.2578/2017 – 11/10/2017 Regulation for Research Fellows (D.R. N. 1776/2019 - 07/06/2019) Regulation for PhD Research, D.R. N.1123/2019 - 03/04/2019</p> <p>Information in English on recruiting procedures for PhD students</p>	+ -	<p>GAP:</p> <p>The mentioned documentation is still mainly available only in Italian.</p>	<p>Sapienza will provide for information documents concerning the recruitment procedures in English version.</p>
<p>14. Selection (Code)</p> <p>National legislation: Legislative Decree N.198, April 11, 2006 - "Equal Opportunities between Men and Women" as per Art. 6, Law N 246, November 28, 2005.</p>	++		

<p>University regulation: The university statute and ethical code indicate gender balance and non-discrimination as fundamental principles. Explicit recommendations on gender balance are provided to departments in occasion of the appointment of members of commissions targeted to the recruitment of Full professors and Associated professors (D.R. N. 1820/2019 – 13/06/2019), to the recruitment of type “B” fixed-term researchers (D.R. N. 1821/2019 – 13/06/2019) and to the recruitment of type “A” fixed-term researchers (D.R. N.2578/2017 – 11/10/2017).</p>			
<p>15. Transparency (Code)</p> <p>National legislation: Legislative Decree N.33/2013 on Transparency Requirements Law N. 241/90 selection procedures are always open and transparent, in the announcements clear indications are always provided on the number of available positions, on the selection procedure and criteria. Law on Transparency of Administrative Acts</p> <p>University Regulation: Regulation for recruiting Full professors and Associated professors, D.R. N. 1820/2019 – 13/06/2019 Regulation for Recruiting Type “B” Fixed-term Researchers, D.R. N. 1821/2019 – 13/06/2019 Regulation for Recruiting Type “A” Fixed-term Researchers, D.R. N.2578/2017 – 11/10/2017 Regulation for Research Fellows (D.R. N. 1776/2019 - 07/06/2019) Regulation for PhD Research, DR N.1123/2019 - 03/04/2019 Regulation for Scholarships - D.R. N.1622/2018</p>	+ -	GAP: Job positions of available Research Fellows (Postdoc positions) are mainly published in Italian.	Sapienza will provide for information documents concerning the recruitment procedures in English version.

<p>All documents relating to recruitment procedures are published on the university website.</p> <p>Information in English on recruiting procedures for PhD students</p>			
<p>16. Judging merit (Code)</p> <p>National legislation: National Law 240/2010, candidates are selected through an open and competitive selection procedure taking into account all relevant elements (i.e., work experience and patent ownership) Ministerial Decree N. 243, May 25, 2011</p> <p>University Regulation: Regulations for recruiting Full professors and Associated professors, D.R. N. 1820/2019 – 13/06/2019, (Art, 4.2.) Regulation for PhD Research, DR N.1123/2019 - 03/04/2019 (Art. 10, Paragraphs 2-3) Regulations for Research Fellows (D.R. 1776/2019 - 07/06/2019)</p>	++		
<p>7. Variations in the chronological order of CVs (Code)</p> <p>National legislation: Law N. 240/2010 Art. 22 Paragraph 9 (Research Fellows) sick leave and maternity periods are not calculated for the overall work period.</p> <p>University Regulation: Regulations for Research Fellows (D.R. N. 1776/2019 - 07/06/2019) Duration and Renewal: the overall duration of contract cannot, in any case, exceed 12 years, even if not continuous. Sick Leave and Maternity Periods are not calculated for the overall work period.</p>	++		
<p>18. Recognition of mobility experience (Code)</p> <p>National legislation:</p>	++		

<p>Law n. 240/2010</p> <p>University Regulation: Regulations for recruiting Type “B” Fixed-term Researchers, D.R. N. 1821/2019 – 13/06/2019 For international mobility, Sapienza promotes the Erasmus+ Programme – Staff Mobility for Teaching (STA) and Erasmus+ International Credit Mobility (ICM) for non-EU countries. Moreover, Sapienza promotes participation in Marie Skłodowska-Curie Fellow Actions through the SAPIExcellence Programme.</p> <p>Sapienza also promotes internal calls, including: International Agreements 2018 – Rector’s Decree N. 2032/2018 Prot. N. 0064923 -03/08/2018 Calls for Visiting Professors: Regulations, DR N.2730/2018. All calls are annual.</p> <p>For Inter-disciplinary mobility: Regulations D.R. 886/2019 -11/3/2019 Sapienza promotes the recruitment of foreign top scientists: https://www.uniroma1.it/sites/default/files/field_file allegati/delibera151_05_04_2018.pdf</p> <p>Regulation for PhD Research, D.R. N.1123/2019 - 03/04/2019 (Art. 10, Paragraphs 3)</p>			
<p>19. Recognition of qualifications (Code)</p> <p>National legislation: All announcements of available positions must contain a clear indication of the entry requirements, i.e. of the qualifications requested from candidates. Law n. 240/2010 - Definition of Correspondence between Academic Positions in Italy and Abroad, as per Art. 18, Par. 1.</p>	<p>++</p>		

<p>D.M. 372/2017 – Integration of Table of Correspondence between Academic Positions.</p> <p>University Regulation: Regulation for PhD Research, DR N.1123/2019 - 03/04/2019 (Art. 10 Par. 3)</p>			
<p>20. Seniority (Code)</p> <p>National legislation: Law n. 240/2010 - All calls for positions must contain a clear indication of the eligibility requirements, i.e. of the qualifications of the candidates. Law n. 240/2010 - Art. 18, Paragraph 1 - Definition of correspondence between Academic Positions in Italy and the ones abroad D.M. 372/2017 – Integration of Table of Correspondence between Academic Positions</p>	++		
<p>21. Postdoctoral appointments (Code)</p> <p>National legislation: Law 240/2010 post-doc appointments correspond in Italy to the research fellow position. Access to this position is regulated by art. 22 and is further detailed in the dedicated regulation of each University</p> <p>University Regulation: Regulations for Research Fellows (D.R. N. 1776/2019 - 07/06/2019)</p>	++		
Working Conditions and Social Security			
<p>22. Recognition of the profession</p> <p>National legislation: National Law 240/2010 draws the general context for the regulation of the researcher positions at any career stage</p> <p>University Regulation:</p>	++		

At internal level Sapienza published the Regulations for High Education and Research Apprenticeship and Research Activities Apprenticeship (D.R. N. 3287 – 2017)			
<p align="center">23. Research environment</p> <p>National legislation: Legislative Decree 81/08 – State-Regions Agreement – December 21, 2011, Art. 37, guaranteeing Research Freedom to Researchers and adequate working conditions.</p> <p>University Regulation: Fab Lab Research and Services Centre – Saperi&Co. is a research and service infrastructure of the Sapienza University of Rome, whose aim is to promote outstanding applied research and to support innovation by offering a variety of services to companies and industries. Saperi&Co. is organized as a hub model that connects different laboratories and expertise. The headquarter is located in the main University Campus of Sapienza</p> <p>Regulation Prot. 38757 - 08/05/2018 that foresees procedures for providing training to workers</p> <p>Health and Safety University Regulations</p> <p>Survey on Organisational Wellbeing 2020</p>	++		
<p align="center">24. Working conditions</p> <p>National legislation: National legislation promotes adequate working conditions and guarantees reasonable compromises with family needs.</p> <p>National Law 240/2010 art. 6, Full-time/fixed term Option – Legal Status of Professors and Researchers</p> <p>National Law 240/2010 art. 22 (research fellows) obligatory maternity leave (Paragraph 6) and the overall duration of relations with researchers on research fellows (...) cannot, in any case, exceed 12 years, even if not continuous. Sick Leave and Maternity Periods are not</p>	++		

<p>calculated for the overall work period, as per current legislation (Paragraph 9). Paid Sabbatical Year - Art. 17 DPR. 382/80 Exceptional and Motivated Leave for Scientific Studies and Research Abroad - Art. 10 Law n. 311/58 Mandatory Maternity Leave (even for PhD students and researchers on research fellows or with scholarships) Paid leave as per Art. 33 Paragraph 3 of law N.104 - 05/02/1992 "Framework law for the Assistance, Social Integration and the Rights of Handicapped Individuals" Promotion of Life-Work Balance in Public Administrations - Art. 14 of law N.124 - 07/08/2015</p> <p>University Regulation: Sapienza Kindergarten – reserved for the children of university professors, full-time researchers and fixed-term researchers Guarantee Committee for Equal Opportunities and the improvement of worker wellbeing and against discrimination (CUG). Regulations for Research Fellows (D.R. N. 1776/2019 - 07/06/2019) D.D. N.149/18 Prot. N.5566 - 22/01/2018 Sapienza Remote Work Regulations (TLS) for Sapienza technical-administrative personnel (including research support staff) with both fixed-term and permanent contracts, both part-time and full-time.</p>			
<p>25. Stability and permanence of employment</p> <p>National legislation: National Law 240/2010 sets out the rules concerning the duration of University staff contracts for conducting research. The law provides for all temporary positions (PhD, fellow researchers and temporary researchers) the minimum and maximum possible duration. The overall maximum duration is 12 years for fixed-term research careers.</p>	<p>++</p>		

<p>University Regulation: Regulations for Research Fellows (D.R. N. 1776/2019 - 07/06/2019), Art. 2: Duration and Renewal: the overall duration of research fellows and fixed-term contracts, stipulated with the same person cannot, in any case, exceed 12 years, even if not continuous. The Regulation for the Assignment of Research Scholarships (D.R. N.1622/2018) has a maximum limit of 24 months.</p>			
<p>26. Funding and salaries</p> <p>National legislation: Law 240/210 and DPR 232/2011 For each researcher category the national law establishes the applicable salary levels.</p> <p>University Regulation: Regulations for Performance Bonuses: D.R. N.2487/2018 – 18/10/2018; Regulations for Salary Increases: D.R. N.943/2018 – 28/03/2018 Regulations for third party activities (D.R. 4245/2015 - 28/12/2015)</p>	++		
<p>27. Gender balance</p> <p>National legislation: Legislative Decree 165/01, Art. 35 establishes that all recruitment procedures in public administrations must respect the principle of equal opportunity amongst workers. Legislative Decree N.198/2006, "Code of Equal Opportunities amongst Men and Women". Law N. 240/2010 requires conformity to the constitutional principle of equal opportunities amongst men and women to public offices for the appointment of university governance members.</p>	+ -	GAP: Need to ensure a balanced gender composition of committees	Sapienza has identified the need to ensure a balanced gender composition of committees in internal regulations for the assignment of research fellowships, external appointments, scholarships, research scholarships and doctorates. The university has implemented procedures to modify these regulations.

<p>University Regulation: Code of Ethics (Art. 2 – Fundamental Values and Code of Conduct, Paragraph 2.1 Discrimination) The Sapienza Social Responsibility and Sustainability Report includes. Since 2016, the Gender Report, focused on gender balance and structured into three parts: Part one describes the composition of the student body by gender, highlighting parameters of merit that characterise female students over the student body as a whole; Part two addresses the professional community: academic staff and technical-administrative personnel; Part three illustrates initiatives on gender issues organised in 2018. Regulations for PhD Research, DR N.1123/2019 - 03/04/2019, Art. 11 Paragraph 1 PhD selection commissions should, if possible, reflect a fair gender balance. Regulations for Recruiting Type “A” Fixed-term Researchers, former Art. 24, Paragraph 3, Section a, law N. 240/2010. Art. 6 establishes that selection commissions should, if possible, reflect a fair gender balance.</p>			
<p>28. Career development</p> <p>National legislation: Law N. 240 - 2010, Art. 4 establishes a tenure track based on Art. 24, Paragraph 5 “As part of available resources, in the third year of a contract, as per Paragraph 3 - Section b, the university evaluates contract holders who have obtained their National Academic Qualification (Art. 16) to be hired as Associate Professors, as per Art. 18, Paragraph 1, Section e. Successful candidates become associate professors at the end of their contract. Evaluation procedures follow internationally recognised qualitative standards with criteria established by a ministerial decree. Art. 18, Paragraph 2 ensures the availability of resources in case of</p>	<p>+ -</p>	<p>GAP: Need of increasing training aimed at the enhancement of transversal professional competences of PhD students and researchers. Researchers, at any stage of career, have declared a need for more training opportunities targeted at their career development.</p>	<p>Sapienza will promote courses for PhD students and researchers on the development of transversal professional competences</p>

<p>successful evaluation. All relevant information is published on the university website.”</p> <p>University Regulation: Sapienza Regulations for PhD Research, DR N.1123/2019 - 03/04/2019, Art. 4bis, Par. 7. Regulations for Performance Bonuses: D.R. N.2487/2018 – 18/10/2018; Regulations for the evaluation of the overall didactic, research and management commitment for three-yearly salary increases of professors and open-term contract researchers. Institutional courses on national and European project management to improve the fundraising skills of researchers, research fellows and PhD students at the university.</p>			
<p>29. Value of mobility</p> <p>National legislation: D. M. N.1377 - 5/6/2017 - Innovative Doctorates with an Industrial Focus.</p> <p>University Regulation: Besides the Erasmus Plus Programme, Sapienza annually funds joint research and didactic activities by visiting foreign professors invited by Sapienza; Professors Regulations for PhD Research, DR N.1123/2019 - 03/04/2019, Art. 10 Paragraph 3. Each Faculty Board may also determine, before publication of the call, additional points for specific competences and experiences such as participation in the Erasmus Programme or theses or advanced courses conducted abroad that the PhD student has completed (even during 1st and 2nd cycles programmes). Art. 22 Sapienza actively promotes international cooperation even in the PhD sector. In this context, the</p>	<p>++</p>		

<p>university promotes and stipulates inter-institutional agreements with foreign universities defining the procedures for implementing cooperation and issuing joint (or double/multiple) PhD qualifications. In particular, Sapienza stipulates agreements with foreign universities for co-tutored PhD theses, for the recognition of international mobility and the development of international doctorates.</p>			
<p>30. Access to career advice</p> <p>National Legislation: Law n. 30/2003 (Government Proxy on Employment and Job Market) Art. 6 of Legislative Decree N. 276/2003, modified by Art. 29 of Legislative Decree N.98 - July 6, 2011 and converted into law with alterations by law N. 111 on July 15, 2011</p> <p>University Regulation: The recent creation of the Placement Office contributes to promoting the recruitment of Sapienza graduates on the job market. The University offers a Job placement support intended to give to interested parties (usually post graduate students) appropriate support for their career choices. The service includes: Counseling Job training Relationship with the labor market.</p>	+ -	<p>GAP: Need to implement actions aiming to extend Placement Office services to PhD students and research fellows.</p>	<p>The University will offer as well a Job placement support to PhD students and Research Fellows</p>
<p>31. Intellectual Property Rights</p> <p>National Legislation: National Legislation on Copyright and Intellectual Property (Legge - 22/04/1941, n. 633) Legislative Decree N. 101 - August 10, 2018 aligns national legislation to the General Data Protection Regulation (GDPR)</p> <p>University Regulation: Patent Regulations, D.R. N. 199/19 - 16/01/2019</p>	++		
<p>32. Co-authorship</p>	++		

<p>National Legislation Law on Copyright - N. 633, April 22, 1941 and subsequent modifications</p> <p>University Regulation: The university research product catalogue, IRIS (Institutional Research Information System), recognises co-authorships.</p>			
<p style="text-align: center;">33. Teaching</p> <p>National Legislation Law 240/2010, article 6 AVA System (Self-evaluation – Periodic Evaluation – Accreditation) as established by Law N. 240 – 2010 aims to improve the quality of didactic and research activities in universities through the application of a Quality Assurance Model based on internal planning, the management, self-evaluation and improvement procedures of educational and scientific activities and an external, clear and transparent assessment. Assessment leads to accreditation as the result of a process that recognizes university courses, university status or the permanent accreditation of the quality requisites that allow it to function as a university.</p> <p>University Regulation: QUID - Quality and Innovation of Didactic Working Group appointed with D.R. N. 2334 - 18/09/2017 Academic Senate Resolution N.296 - 28/11/2017 approved the university project for faculty training developed by the QUID Working Group. Board Approval N. 11 - 23/01/2018 - University project for faculty training developed by the QUID Working Group</p>	++		
<p style="text-align: center;">34. Complains/ appeals</p> <p>National Legislation</p>	+-	<p>GAP: Need for improving initiatives in order to enhance organisational wellbeing of researchers.</p>	<p>Development and implementation of a survey on organisational wellbeing aimed at promoting and maintaining the physical, psychological and social</p>

<p>Law N. 240/2010, provides for the establishment of a University Disciplinary Committee</p> <p>University Regulation: University Statute: Art. 6 (University Guarantor) and Art. 12 (Faculty Guarantor) Art. 8 (Disciplinary Council) Art. 9 (Ethical Commission) Regulations for PhD Research, DR N.1123/2019 - 03/04/2019 Art. 14bis, Paragraphs 2 Art. 14bis, Paragraphs 3</p>			<p>wellbeing of researchers and management staff.</p>
<p>35. Participation in decision-making bodies</p> <p>National Legislation Law N. 240/2010 - Art. 2 (Governance Bodies and Internal Structure of Universities)</p> <p>University Regulation: Representation of Researchers in University Governance Bodies, as per University Statute: Articles 11 (Departments), 12 (Faculty), 19 (Academic Senate), 20 (Board of Management), 21 (University Evaluation Nucleus)</p>	<p>++</p>		
<p>Training and Development</p>			
<p>36. Relation with supervisors</p> <p>National Legislation: D.M. 45/13 Regulations on Accreditation Procedures for PhD Programmes and Criteria for the Development of PhD Programmes by Accredited Institutions</p> <p>University Regulation: University Call for Funding of Collaborative PhD Mobility Projects – the call entails the presentation of joint research projects by PhD teams (2-5 students), even if enrolled in</p>	<p>++</p>		

different programmes, under the supervision of a Sapienza Professor. PhD and Research Regulations, DR N.1123/2019 - 03/04/2019 Art. 4bis, Par. 7			
37. Supervision and managerial duties National Legislation: N. 240/10, Art. 6 (Legal Status of Professors and Researchers); D.M. 45/13 Regulations on Accreditation Procedures for PhD Programmes and Criteria for the Development of PhD Programmes by Accredited Institutions University Regulation: PhD and Research Regulations, DR N.1123/2019 - 03/04/2019 Art. 4bis, Paragraph 7	++		
38. Continuing Professional Development National Legislation: D.M. 45/13 Regulations on Accreditation Procedures for PhD Programmes and Criteria for the Development of PhD Programmes by Accredited Institutions University Regulation: Training of research staff and administrative personnel on research project management and accounting Training for PhD students and researchers on the IRIS Research Catalogue and on enterprise PhD and Research Regulations, DR N.1123/2019 - 03/04/2019 (Art. 5, Paragraph 2-3) 2. Research doctorate training aims to provide individuals with the necessary competences to conduct high-level research, even internationally, in public and private organisations, and to contribute professionally to the European Higher Education Area and the European Research Area, as indicated by the European Charter of Research.	+ -	GAP: Need to develop open training methods, focusing on improving didactic quality, for all university researchers and professors. Researchers, at any stage of career, have declared a need for more training opportunities targeted at their career development.	Sapienza will organise trainings for university researchers and professors

<p>3. Disciplinary and interdisciplinary educational activities are organized, even amongst various PhD Programmes. These include advanced language courses, IT courses, management research courses, courses on European and international research systems, research project result exploitation and intellectual property.</p> <p>QUID Working Group appointed with D.R. N. 2334 - 18/09/2017</p> <p>Academic Senate Resolution N.296 - 28/11/2017 approved the university project for faculty training</p>			
<p>Access to research training and continuous development</p> <p>QUID Working Group – Innovation in Didactic Activities to guarantee the continuous development of competences and knowledge.</p>	++		
<p>40. Supervision</p> <p>National Legislation</p> <p>Law 240/10 - Art. 6 (Legal Status of Professors and Researchers)</p> <p>D.M. 45/13 Regulations on Accreditation Procedures for PhD Programmes and Criteria for the Development of PhD Programmes by Accredited Institutions</p> <p>University Regulation:</p> <p>Regulations for PhD Research, DR N.1123/2019 - 03/04/2019:</p> <p>Art. 4bis, Paragraph 7. Tutors are selected amongst professors and researchers in scientific Areas that are coherent with the educational objectives of the PhD Programme. They are usually part of the Faculty Board and have an adequate experience in the supervision of research, allowing them to provide PhD students the necessary support for educational activities, research and dissertation writing. Tutors must serve for a period no shorter than the length of the PhD Programme and, if they retire, the Faculty Board will substitute them with a new tutor.</p>	++		

<p>Art. 14 Paragraphs 3. Every PhD student must annually account activities to guarantee the continuation of the doctorate.</p> <p>Art. 14 Paragraphs 3. PhD students are required to attend educational activities and to conduct research scheduled by the faculty board during each academic year, as well as present the results produced in the terms and procedures expected</p>			
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