

Table 3 – Human Resource Strategy for the University of Palermo – Young Researchers Strategy Plan

C&C	Actions	Who	When
<p>To involve young part-time researchers in the University's activities</p> <p>'Researchers must be conscious of their status, their responsibility and of the constraints imposed by the working environment. An ethical code is required to define research boundaries, in order to avoid plagiarism and the infringement of intellectual property rights (IPR)'</p>	<p>Establish meetings aimed at different researchers categories (Ph.D. students, post-doc research fellows) to stimulate internal debate about the peculiar needs of different research areas (e.g. Social sciences vs. natural sciences) and about the problems of different job positions.</p> <p>Effective disclosure of European Charter of Research principles and C&C survey results</p> <p>Disclosure of data on doctoral students in Europe (e.g. Post-doc employment rate) and on post doc opportunities (with reference to institutions like the European University Association).</p> <p>Dissemination among the researchers of the significance and importance of research evaluation tools, taking in account different research areas peculiarities</p> <p>Dissemination of information about pension rights and complementary pension systems</p>	<p>University Communication Staff</p> <p>C&C Group</p>	<p>Short-term</p>
<p>Funding agencies and research institutions should reward geographic, inter-sector and interdisciplinary mobility for the development of scientific and professional career paths.</p> <p>Mobility should also be supported and recognized in career evaluation systems.</p>	<p>Modify doctoral student selection criteria in order to allow interested private sponsors to participate in the process.</p> <p>Link doctoral courses' research themes to industrial and commercial needs of the region</p> <p>Establish a compulsory research period abroad in public or private research institutions during Ph.D. courses.</p> <p>Consider research periods abroad in the researchers' selection process and for career path developments</p>	<p>University Governance Bodies</p> <p>National Ministry for University and Scientific Research (MIUR)</p>	<p>Short-term</p>

	<p>Cut costs for researchers visiting Palermo University. Draw up an agreement with ERSU to allow Ph. D. students to receive campus services, without additional fees: e.g. campus room and board, shop discounts computer use. They should also get discounts on university registration fees.</p> <p>Create a dedicated website where researchers who have worked abroad can share their experience and help the ones who are going to spend a research period abroad.</p> <p>Reform the University Mobility Department in order to satisfy the needs of both foreign and Italian students who are considering moving to the University of Palermo.</p>	University Governance Bodies	Medium-term
<p>Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies</p>	<p>Plan lectures (involving both doctoral students and post-doc research fellows) on interesting general topics about research (bibliometrics, intellectual property rights and plagiarism)</p> <p>Some of the lectures should include several topics aimed (primarily) at Ph.D. students: bibliographic research and state-of-the-art description; how to write a scientific paper; how to write a monograph; conference presentation techniques; etc.</p> <p>Other lectures should include several topics aimed (primarily) at post-doc research fellows: lecturing techniques; student examination techniques; how to write a research project; research funding opportunities in Sicily, Italy and Europe.</p>	<p>University Governance Bodies</p> <p>University Communication Staff</p> <p>C&C Group</p>	Medium-term
	<p>Plan doctoral courses according to "Processo di Bologna" principles by assigning 180 compulsory credits for three years courses. The credits should be verified by periodic examination and by a final dissertation. The rearrangement of the doctoral courses should also influence lecturers and professors institutional duties (e.g. by weighting teaching assignments with number of students).</p> <p>Present doctoral students to both local and national private and public institutions in order to promote the competencies they have acquired during the course. This should support formal acknowledgement of doctoral degrees.</p> <p>Involve post-doc research fellows by supporting them in research</p>	<p>University Governance Bodies</p> <p>University Communication Staff</p> <p>C&C Group</p>	Medium-term

	<p>funding acquisition with a dedicated University department.</p> <p>Include in doctoral courses:</p> <p>a) Final examination in English or French</p> <p>b) An English or French professor should be included in the final examination committee</p> <p>Once established, the Board of Ph.D. schools will decide Ph.D. student's evaluation criteria both during the course and at the final stage.</p> <p>Ph.D. Schools external evaluation committee should also be instituted.</p> <p>Doctoral courses final examination results should be primarily considered for post-doc job assignment at the research institution.</p>		
Research evaluation and reward	Post-doc research fellows and part-time assistant professor performance should be evaluated on a regular basis and that should affect their career development	University Governance Bodies	Short-term