



Università degli Studi di Cagliari

DIREZIONE PER LA RICERCA E IL TERRITORIO

Dirigente: Dott. Gaetano Melis

Coordinamento Servizi Internazionali per la ricerca, responsabile Elisabetta Cagetti

Administrative Board

Meeting on 21 December 2021

Communication. Quality policy: Human Resources Strategy for Researchers (HRS4R) at the University of Cagliari: finalization of the internal structure, appointment of researchers' focus groups, and technical working groups.

The Academic Senate and the Administrative Board, meeting on 29 and 30 September 2021 respectively, have approved the following:

- The start of the implementation process of the University's Human Resources Strategy for Researchers - HRS4R;
- The proposal of the organizational structure responsible for the implementation of the University's HRS4R strategy with the appointment of the Steering Committee.
- mandate to the Rector to determine the composition of the Technical Working Groups, based on the Steering Committee proposal, and to make any changes to the structure if, during implementation, it becomes necessary to involve new individuals or additional stakeholders in the process.

In October and November 2021, Rector invited the Heads of the 15 Departments to appoint 4 researchers representing the 4 career stages identified by the EU, who will merge into the researcher's focus groups, each consisting of 15 researchers at the same career stage.

In December, in the presence of the Vice-Rector for International Affairs, Prof. Alessandra Carucci, and the HRS4R Admin person at UniCA, Dr. Elisabetta Cagetti, an introductory meeting was held with each researcher's focus group.

Each focus group, internally, appointed a group coordinator and the 4 researchers who will be involved in the technical working groups.

As approved by the Governing Bodies at their meetings in September 2021, the Steering Committee has the task of overseeing the implementation of the HR strategy for researchers with a view to its accreditation and award of the "HR Excellence in Research" label, monitoring its progress and providing the necessary guidance on the implementation process.

A meeting was held on 9th December to set up the Steering Committee, made up of the Rector, Prof. Francesco Mola, and the Deputy Rector, Prof. Gianni Fenu, Vice-Rector for research, Luciano Colombo, Vice-Rector for International Affairs, Alessandra Carucci,



Rector's Delegate for International Research Projects, Luigi Raffo, Rector's Delegate for Inclusion and Disabilities, Donatella Rita Petretto, General Director, Aldo Urru, President of the Guarantee Committee, Ester Cois, Coordinator of the University Quality Assurance Presidium, Guido Ennas, Coordinator of the Doctoral Advisory Council, Giuseppe Sergioli, Coordinator of the University Assessment Unit (OIV,) Elisabetta Loffredo, Head of the Personnel, Organisation and Performance Division, Fabrizio Cherchi, Head of the Research and Territory Division, Gaetano Melis, Administrative staff Responsible for the management of the HRS4R procedure in UniCA Elisabetta Cagetti.

Upon the proposal of the Steering Committee, the Rector approved the composition of the 4 technical working groups of the HRS4R university structure, as listed in Annex 1.

It will be the task of the 4 technical working groups, composed of academic and administrative staff with competencies closely related to the 4 macro-areas of the C&C principles, as well as representatives of researchers at different career stages, to schedule meetings from January onwards and to start working on the documents of the application dossier (Gap Analysis, OTM-R checklist, and Action Plan) to be submitted to the European Commission for the "HR Excellence in Research Award" label.

Considering that the Rector's Decree no. 1383 of 3 December 2021 has appointed Prof. Elio Usai as the Rector's Delegate for Quality of procedures and services for the six-year period 2021/2027, the Rector deems it appropriate to integrate the Steering Committee with the new delegate, also confirming the permanence of the Coordinator of the University Quality Assurance Presidium, Prof. Guido Ennas.

Annex 2 shows the detailed composition of the Researcher Focus Groups (RFGs).

The Administrative Board takes a positive view of the Rector's communication on the University's HRS4R structure.



Annex 1

On the proposal of the Steering Committee, the Rector approved the composition of the 4 technical working groups of the university structure for HRS4R as follows:

1 Technical working group on ethical and professional aspects (12 members)

Vice-Rector for Institutional Communication and Image Elisabetta Gola, full professor;
Representative of SUPERA project in EDUC-SHARE Barbara Barbieri, associate professor;

Representative of UniCa open access commission Marina Quartu, full professor;

Representative of UniCa Ethic Committee or delegate;

UniCa Manager for the prevention of corruption and transparency Gaetano Melis or his delegate, manager

Rector's delegate for Inclusion and Disabilities Donatella Petretto, associate professor;

UNICA Representative in SAR (Scientist at Risk Organizations) Gianmario Demuro, full professor

Administrative staff of UniCa Legal Office;

Focus Group Researchers R1 Representative Ivana Ledda, Ph.D. student, Philosophy, Epistemology, Human Sciences Ph.D. programme;

Focus Group Researchers R2 Representative Olimpia Loddo, Research Fellow, Law Dept;

Focus Group Researchers R3 Representative Alessandro Buccini, Assistant Professor (RTd-A), Mathematics and Computer Science Dept.;

Focus Group Researchers R4 Representative, Anna Maria Colavitti, full professor Civil-Environmental Engineering and Architecture Dept.;

2 Technical working group on recruitment and selection procedures (11 members)

Head of the Staff, Organization, Performance Division, Fabrizio Cherchi;

Vice-Rector for research Luciano Colombo, full professor;

Vice-Rector for International Affairs, Alessandra Carucci full professor;

Administrative Staff expert of recruitment procedure, Giacomo Fallo officer;

President of UniCa Assessment Unit Elisabetta Loffredo, full professor;

UniCa Manager for the prevention of corruption and transparency Gaetano Melis manager or his delegate

Expert in Business Economics of public sector Alessandro Spano, full professor;

Focus Group Researchers R1 Representative Daniela Fadda PhD student, Philological and Literary, Historical and Cultural Studies PhD programme;

Focus Group Researchers R2 Representative Sergio Serra, Post-doc Researcher, Civil-Environmental Engineering and Architecture Dept.;

Focus Group Researchers R3 Representative, Flavio Stochino, Assistant Professor (Rtd-B) Civil-Environmental Engineering and Architecture Dept.;

Focus Group Researchers R4 Representative Maria Laura Mercuri, Full professor Chemical and Geological Science Dept.;



3 Technical working group on working conditions and social security (12 members)

Rectors Delegate for Gender Equality policies and UNICA Guarantee Committee

President Ester Cois, assistant professor;

Head or delegate of the Staff, Organization, Performance Division, Fabrizio Cherchi manager;

Vice-Rector for Territory and Innovation Fabrizio Pilo, full professor;

Head or delegate of the Financial and Administrative Division Manager or Delegate, Carlo Cadeddu manager;

Vice-Rector for management of Administrative Procedures Ilenia Ruggiu, full professor;

President of Disciplinary Board, Alessandra Fanni full professor;

Head of Prevention and Protection Service Marcella Vargiu, Manager;

Expert in Labour Law Piera Loi, full professor;

Focus Group Researchers R1 Representative Lucia Pintor, Ph.D. student, Electronic and Computer Engineering programme;

Focus Group Researchers R2 Representative Valeria Melis, Post-doc Researcher, Pedagogy, Psychological Sciences and Philosophy Dept.;

Focus Group Researchers R3 Representative, Claudia Fattuoni, Assistant professor RtI, Chemical and Geological Dept.;

Focus Group Researchers R4 Representative Michele Mascia, Associate Professor, Mechanical, Chemical and Materials Engineering Dept.;

4 Technical working group on training and career development (11 members)

Administrative staff for training programmes, Staff, Organization, Performance Division, Teresa Pilichi, officer;

Head or delegate of the Research and Territory Division, Gaetano Melis manager;

Coordinator of the Doctoral Advisory Council Giuseppe Sergioli, full professor;

Vice-Rector for Orientation and Alumni Valentina Onnis, full professor;

Rector's Delegate for Quality of Procedures and Services Elio Usai full professor;

Expert of Company Organizations Michela Loi, assistant professor;

Administrative Staff for specialization school and residency Giuseppe Manca officer;

Focus Group Researchers R1 Representative Alice Agus, Ph.D. student, in Civil Engineering and Architecture Ph.D. programme;

Focus Group Researchers R2 Representative Fabio Fanari, Post-doc Researcher, Mechanical, Chemical and Materials Engineering Dept.;

Focus Group Researchers R3 Representative Federica Caboni, Assistant Professor (Rtd-A), Economics and Business Science Dept.;

Focus Group Researchers R4 Representative Giuliana Mandich, full professor Social and Political Science Dept.



Annex II

Composition of Researchers' Focus Groups:

Researchers' focus group R1: PhD and/or specialization/ school or residents:

Departments	First name	Last name	Position
Physics	Mauro	Oi	PhD student
Law	Paola	Galatà	PhD student
Civil, Environmental, and Architectural Engineering	Alice	Agus	PhD student
Electrical and Electronics Engineering	Lucia	Pintor	PhD student
Mechanical, Chemical, and Materials Engineering	Mauro	Carta	PhD student
Humanities, Languages, and Cultural Heritage	Ivana	Ledda	PhD student
Mathematics and Computer Science	Manolo	Manca	PhD student
Pedagogy, Psychology, and Philosophy	Daniela	Fadda	PhD student
Biomedical Sciences	Irene	Fallo	Resident
Chemical and Geological Sciences	Chiara	Porru	PhD student
Surgical Sciences	Cinzia	Casu	PhD student
Life and Environmental Sciences	Claudia	Dessi	Resident
Economic and Business Sciences	Oumaima	Lahmar	PhD student
Medical Sciences and Public Health	Pietro	Ennas	Resident
Political and Social Sciences	No Ph.D. students or residents		



Researchers' focus group R2: post-docs, research fellows;

Departments	First name	Last name	Position
Physics	Valerio	Sarritzu	Research Fellow
Law	Olimpia	Loddo	Post-doc fellow
Civil, Environmental and Architectural Engineering	Sergio	Serra	Research Fellow
Electrical and Electronics Engineering	Rita	Delussu	Research Fellow
Mechanical, Chemical and Materials Engineering	Fabio	Fanari	Research Fellow
Humanities, Languages and Cultural Heritage	Mattia	Cinquegrani	Research Fellow
Mathematics and Computer Science	Benedetto	Manca	Research Fellow
Pedagogy, Psychology and Philosophy	Valeria	Melis	Research Fellow
Biomedical Sciences	Marcello	Serra	Research Fellow
Chemical and Geological Sciences	Pierandrea	Marras	Post-doc Fellow
Surgical Sciences	GianLuigi	Canu	Research Fellow
Life and Environmental Sciences	Simone	Serrao	Research Fellow
Economic and Business Sciences	Marco	Desogus	Research Fellow
Medical Sciences and Public Health	Alberto	Chighine	Research Fellow
Political and Social Sciences	Cristian	Usala	Research



Researchers' focus group R3: assistant professor (RI, RTDa, RTDb);

Departments	First name	Last name	Position
Physics	Giuseppe	Muscas	Assistant professor td-A
Law	Marcella	Martis	Assitant professor tI
Civil, Environmental and Architectural Engineering	Flavio	Stochino	Assistant professor td-B
Electrical and Electronics Engineering	Fabio	Pisano	Assistant professor td-B
Mechanical, Chemical and Materials Engineering	Mario	Petrollese	Assistant professor td-B
Humanities, Languages and Cultural Heritage	Simone	Ciccolone	Assitant professor td-B
Mathematics and Computer Science	Alessandro	Buccini	Assistant professor td-A
Pedagogy, Psychology and Philosophy	Pietro	Salis	Assistant professor td-B
Biomedical Sciences	Sarah	Vascellari	Assistant professor td-A
Chemical and Geological Sciences	Claudia	Fattuoni	Assitant professor tI
Surgical Sciences	Giuseppe	Marongiu	Assistant professor td-B
Life and Environmental Sciences	Dario	Piano	Assistant professor td-B
Economic and Business Sciences	Federica	Caboni	Assistant professor td-A
Medical Sciences and Public Health	Federica	Sancassiani	Assistant professor td-B
Political and Social Sciences	Stefano	Rombi	Assistant professor td-B



Researchers' focus group R4: academic staff with extensive research experience and funded projects.

Departments	First name	Last name	Position
Physics	Giulia	Manca	Associate professor
Law	Valentina	Corona	Associate professor
Civil, Environmental and Architectural Engineering	Anna Maria	Colavitti	Associate professor
Electrical and Electronics Engineering	Paolo Attilio	Pegoraro	Associate professor
Mechanical, Chemical and Materials Engineering	Michele	Mascia	Associate professor
Humanities, Languages and Cultural Heritage	Ignazio	Macchiarella	Full professor
Mathematics and Computer Science	Salvatore	Carta	Full professor
Pedagogy, Psychology and Philosophy	Ferdinando	Fornara	Full professor
Biomedical Sciences	Nicola	Simola	Associate Professor
Chemical and Geological Sciences	Maria Laura	Mercuri	Associate Professor
Surgical Sciences	Vassilios	Fanos	Full Professor
Life and Environmental Sciences	Anna Maria	Fadda	Full professor
Economic and	Stefano	Usai	Full professor



Business Sciences			
Medical Sciences and Public Health	Antonio	Crisafulli	Associate Professor
Political and Social Sciences	Giuliana	Mandich	Full Professor