



Group	Date	Purpose of meeting	Decisions
TWG on Ethical and Professional Aspects	26/04/2023	Discussion about the completion of the AP: TWG proposals for the implementation process	

TWG ethics and professional aspects met online on 26 April 2023 at 3:30 p.m.

Prof. Barbara Barbieri and prof. Marina Quartu convened the meeting to analyse the second part of the Action Plan, wherein the TWG is invited to propose the possible implementation process and the modalities to monitor the progress.

On April 24th, Prof. Barbieri shared a first draft (prepared by prof. Quartu) called 'Checklist' in a Teams file accessible to all TWG members. All the participants in the meeting declared that they had had the chance to read and analyse the document. Some members of the TWG worked on the check list even though they couldn't attend the meeting; their work was analysed by the meeting participants and judged to serve as a starting point to sharpen the draft of the checklist.

Then a discussion was opened during which the possible scenarios regarding the implementation of the proposed actions were examined.

Prof. Paola Piras stated to be confident that the whole implementation process relies mostly on the UniCA policies and points out that the drafted proposals already contain, in her opinion, the key elements that may indicate how the implementation will be ensured and monitored. It remains to be established which academic structure will oversee the monitoring. Given that the monitoring is going to be a challenging process, should it be decided to entrust this activity to the offices, it must be formally identified as an activity that has a particular weight.

Dr. Marco Maxia foresees that the Focus Groups and the TWGs should remain with the role to evaluate and verify the implementation. However, there is a partial disconnect between the requests that were elaborated by the various TWGs and what can be concretely achieved at an administrative level. He believes that the Divisions will be the effective structures to carry out the actions; since the actions are expected to initiate in 2024, their implementation may depend on their valorisation in the objectives of the next year's performance cycle. He also foresees a two level subdivision of the objectives, with the most impactful ones to be assigned to the Unica's Divisions (especially when they are transversal to multiple Divisions), and the less broad-based objectives to the individual officials. Dr Maxia also points out that, to be felt as common goals by the community, the objectives must be included in the performance cycle, otherwise there would be the potential risk of a failure. Another important step, once the application will be approved, will be to communicate to the entire university the actions to undertake. Dr Maxia anticipates that the Divisions, at that stage, will receive a copy of all APs and share the tasks. In fact, this process is already started because the Divisions' representatives are members of the TWGs. He expects that the TWG will subsist, as a second level verification body, to evaluate harmonization and the possible presence of problems during the



implementation. Therefore, at the end of 2023, he predicts that all APs be sent to the DG to evaluate their inclusion in the performance cycle. This action should be recalled every year.

Thus, Prof. Barbieri, summarizing the issues emerging from the discussion, depicts the possible phases and actors of the implementation and will modify accordingly the draft of the 'Checklist' document, and will publish it within the first week of May 2023 in the TWG channel.

All the meeting participants approved the discussed issues and scenarios and jointly agreed that the next meeting of this TWG will take place about in the first week of May 2023. In the meantime, the Focus groups will discuss the revised draft of the section 4 of the Action Plan.

The meeting ended at h 5:00.pm

Position	Name	Attendees
Vice-Rector for Communication and Visual Identity	Elisabetta Gola	J
Representative of the SUPERA project in EDUC-SHARE	Barbara Barbieri	<input checked="" type="checkbox"/>
Representative of Open Science in EDUC-SHARE	Marina Quartu	<input checked="" type="checkbox"/>
Representative of the Ethics Commission	Paola Piras	<input checked="" type="checkbox"/>
UniCa Manager for prevention of corruption and transparency	Marco Maxia	<input checked="" type="checkbox"/>
Rector's Delegate for Social Integration and Rights of People with Disabilities	Donatella Petretto	<input type="checkbox"/>
Academic Staff Member of the SAR Scholars at Risk Organization	Gianmario Demuro	<input type="checkbox"/>
Administrative Staff of UniCa Legal Office	Giovanni Marini	<input type="checkbox"/>
Researchers' representative R1	Ivana Ledda	<input checked="" type="checkbox"/>
Researchers' representative R2	Olimpia Loddo	J
Researchers' representative R3	Alessandro Buccini	<input type="checkbox"/>
Researchers' representative R4	Anna Maria Colavitti	J
	Angela Taraborrelli	J

Table Legend ☒ Present; ☐ Absent; J, justified