



Group	Date 27.06.2023	Purpose of meeting	Approval
Steering Committee		Action Plan: analysis of the document drafted in parallel by the TWGs on Ethical and Professional Aspect, on Recruitment and Selection and on Training and Development	Approval of section 1, 2, 3, 4 of the Action Plan.

Position	Name	Attendance
Rector	Francesco Mola	<input checked="" type="checkbox"/>
Deputy Rector	Gianni Fenu	<input type="checkbox"/>
Vice-Rector for Research	Luciano Colombo	<input checked="" type="checkbox"/>
Vice-Rector for International Affairs	Alessandra Carucci	<input checked="" type="checkbox"/>
Rector's Delegate for International Research Projects	Luigi Raffo	<input checked="" type="checkbox"/>
Rector's Delegate for Social Integration and Rights of People with Disabilities	Donatella Rita Petretto	<input checked="" type="checkbox"/>
Rector's Delegate for Quality of procedures and services	Elio Usai	<input checked="" type="checkbox"/>
General Director	Aldo Urru	<input type="checkbox"/>
President of the Guarantee Committee	Ester Cois	<input checked="" type="checkbox"/>
Coordinator of the University Quality and Assurance Presidium	Guido Ennas	<input checked="" type="checkbox"/>
Coordinator of the Doctoral Advisory Council	Giuseppe Sergioli	<input checked="" type="checkbox"/>
Coordinator of the University Assessment Unit (OIV)	Stefano Usai	<input checked="" type="checkbox"/>
Head of the Personnel, Organization and Performance Division	Fabrizio Cherchi	<input checked="" type="checkbox"/>
Head of the Research and Territory Division	Gaetano Melis	<input type="checkbox"/>
Responsible for the management of the HRS4R procedure in UniCa	Elisabetta Cagetti	<input checked="" type="checkbox"/>

Table Legend ☒ Present; ☐ Absent

The Steering Committee (SC) of HRS4R internal structure gathers in the Council Room on June 27<sup>th</sup>, 2023, at 4:00 p.m.

The TWGs appointed under the four headings of the C&C principles completed the work on the GAP Analysis, also taking into consideration and adding the Steering Committee's feedback to the documents. A final version of the GAP analysis has been completed. The three Technical Working Groups on recruitment and selection, on ethical and professional aspects and on training and development, have worked in parallel and drafted the first version of the action plan. The HRS4R admin person has combined the work in one document and shared it via email with the members of the SC before today meeting.

The admin person presents the document of the Action Plan (AP) to the SC:



with reference to the “Organizational profile” section, the SC approves the text and suggests adding that, in the last meeting of the Governing Bodies, UniCa approved the establishment of the new interdisciplinary research center on gender studies CEING.

Regarding part 2 of the AP “strengths and weaknesses of the current practice”, the SC approves the paragraphs filled out by each TWG, related to their thematic headings of the C&C. Then, the SC moves to section 3 “Actions” and approves the listed actions, timings, and indicators. The SC suggests few modifications on the responsible units indicated for actions n 2, 3, 13 and 15. Regarding those actions drafted in the GAP analysis for the principle 9 “Public Engagement” the SC decides to combine them in the action “reinforcement of PE activities”.

The final part of the meeting is dedicated to the analysis of part 4 “Implementation” of the action plan, previously drafted with the contributions of the Rector’s Delegate for Quality of procedures and services, the Vice-Rector for Research and the Vice-Rector for International Affairs. After a brief discussion, the SC approves part 4 of the action plan.

The SC decides to schedule the next meeting on June 29<sup>th</sup>; the meeting will be dedicated to the revision of the action plan drafted by the TWG on Working Conditions and Social Security. After this meeting, UniCa application dossier for the HR Excellence Award will be completed. The SC plans next steps to be carried out before the submission deadline on November 10<sup>th</sup>, 2023:

- organize a meeting with the Council of the Heads of the Departments to share the HRS4R strategy and related documents and collect their suggestions before the summer break.
  - after the approval by the Governing Bodies, organize a public event in UniCa to give evidence to the process and present the action plan and future steps to be carried out to implement the strategy inside the Institution to the entire UniCa researchers’ community.
- The meeting ends at 7:30 pm.