



UNIVERSITÀ DEGLI STUDI
DI CASSINO E DEL LAZIO
MERIDIONALE

MEMBER OF



CASE nr. 2025IT366539

Name Organisation under review: Università degli Studi di Cassino e del Lazio Meridionale

Organisation's contact details: Viale dell'Università, 03043 Cassino (FR), Italy

Submission date: 28/07/2026

Endorsement for the European Charter for Researchers

PROCESS DESCRIPTION

As established in the “guidelines for HR Research Award 3.9.1”, the application for the HR Research Award has to engage all management departments directly or indirectly responsible for researchers’ HR issues. UNICAS decided to initiate the Award process after an informal discussion with the deputy rector for Research, Prof. C. Russo, and the General Director, Dott. D. Marsiglia, and the Rector’s delegate for competitive projects, Prof. C. Corsi. The outcome of that discussion was presented to the General Administrative Board on March 3, 2025, and the official decision to initiate the procedure was formalised in the deliberation of March 23, 2025 (Attachment 1).

At UNICAS, the representatives of governance were identified as the Deputy Rector for Research, the Rector's Delegate to competitive projects, and the General Director, all appointed by a Directorial decree, as part of the “steering committee” (D.D. 409, 18/04/2025: Attachment 2). In addition, the head of the competitive project office and another personnel unit, responsible for the teaching staff administrative office, one personnel unit from the Data Planning and Statistics Office, and one researcher in statistics from the Department of Economics and Law have been appointed as core members of the Working Group. The Steering Committee will oversee the process, and the Working Group will be responsible for its implementation. Prof. Dr Corsi has been appointed as the person responsible for the procedure.

NAME	POSITION	MANAGEMENT LINE/ DEPARTMENT	APPOINTMENT (steering committee, core working group)
Donatella Marsiglia	General Director	Governance	SC (DR
Carlo Russo	Deputy Rector for Research	governance	SC (DR

Cristina Corsi	Rector's delegate for competitive projects	governance	SC (DR
Carla Manzo	Head of the Research Office	administration	
Sabrina Gallinelli	Staff of the Research Office	Administration	Core WG
Maria Grazia Ruscito	Staff of the Data Planning and Statistics Office	Administration	Core WG
Giulia Pietroluongo	Head of Human Resources Management Office for research/teaching staff	Administration	Core WG
Marianna Norcia	Head of Recruitment Office for research/teaching staff	Administration	Core WG
Simona Balzano	Researcher in statistics	Department of Economy and Law	Core WG

The Steering Committee has held several meetings to discuss appropriate strategies for defining procedures, broadening involvement of the research community and other stakeholders, and appointing additional members to the WG.

After a meeting with the heads of the five departments and their representatives to discuss matters related to each of them, the Steering Committee proceeded to nominate additional WG members.

For the consultation of the stakeholders and intending to involve as many researchers as possible in the process, the WG has included a representative of each of the categories of researchers as defined in the European charter, ranging from R1 to R4, and the representatives have been appointed to cover the five departments of the University (D.D. 514, 23/05/2025, Attachment 3).

The additional members of the WG are

NAME	POSITION	MANAGEMENT LINE/ DEPARTMENT	APPOINTMENT (steering committee, core working group)
Filippo Milano	Researcher RTDB (L. 79/2022) - DIEI	Department of Electric Engineering	Extended WG
Pierluigi Faella	Doctoral student - Educational Models and Contexts: Sport, Inclusion and Technologies - 39th cycle	Department of Human Sciences, Society and Health	Extended WG
Samuele Di Palma	Doctoral student - Educational Models and Contexts: Sport, Inclusion and Technologies - 40th cycle	Department of Human Sciences, Society and Health	Extended WG
Ernandes Sávio NEGREIROS Alcântara	Doctoral student in Methods, Models and Technologies for Engineering - 40th cycle	Department of Engineering	Extended WG

The consultation of the largest community of researchers was performed through a survey. The questionnaire, designed by Prof. Balzano and discussed with the WG, digitalised and distributed with the support of Eng. Gallinelli and Eng. Ruscito have been sent to all staff units involved in research at UNICAS, from professors to researchers, post-docs, and doctoral students.

The questionnaire, designed by Prof. Balzano in collaboration with the staff for statistical analysis (Eng. Gallinelli, Eng. Ruscito), was administered in both Italian and English to 439 researchers, including professors, fixed-term postdoctoral researchers, tenure-track researchers, and PhD candidates. A total of 300 responses were received, corresponding to a response rate of 68.3%. The analysis and discussion of the data and findings are provided and examined in the GAP ANALYSIS document.

The numeric assessment of the survey is summarised in the table below. The document with the survey outcome is attached to this document (Attachment 4), presenting survey results in graphical form. Survey's results are discussed in the Gap Analysis document.

Num. of completed questionnaires	300
Num. of distributed questionnaires	439
Response rate	68,34%

Department	Professors & Riesearchers	PhD students	Research fellows	Total affiliated staff	Responses given	% of affiliated staff
DIEI	60	21	19	100	74	74%
DICEM	65	21	4	90	63	70%
DIPEG	74	35	8	117	83	70,9%
DLF	39	20	7	66	42	63,6%
DSUSS	44	16	6	66	38	57,6%
Totale	282	113	44	439	300	68,3%

The extended WG met for the first time on 10th June 2025 (attachment 5), and smaller groups worked on the redaction of documents. On July 25th, the restricted WG met to review progress, and the smaller groups have been asked to submit their work.

The WG discussed the survey results, and the conclusions began to be introduced in the GAP analysis.

In parallel with these activities, and in collaboration with the Rector's delegate for Doctoral Programmes, Prof. Wilma Polini, a meeting with stakeholders has been organised to assess perceptions and appreciation of our doctoral training beyond the academic environment. Additionally, a meeting with the largest community of UNICAS' stakeholders, including SMEs and big enterprises contributing to research and development projects, doctoral programmes with fellowships, internships and joint programmes ("industrial doctorates"), public bodies such as the department "Lazio Innova" of the governance of Regione Lazio, have been involved in a meeting held on 29 May 2025, at the Department of Engineering (DIEI), chaired by prof. Marignetti and Polini. During the meeting, the strategic importance of integrating academia and industry to foster innovation was highlighted, particularly regarding doctoral training. Indeed, with over 30% of its students being foreign and several active international co-tutelle agreements, the programme promotes cross-border mobility and scientific collaboration. Furthermore, the general discussion highlighted the need for continuous professional development and emphasised the importance of transferable skills, including leadership and strategic thinking. Participants agreed on the value of strengthening ties between academia and industry through collaborative projects, targeted training, and clearer alignment of competencies with labour market needs (Attachment 6).

On August 5th the procedure started with the submission of the application letter to the European Commission, whose reception was acknowledged on August 6th 2025.

An interim meeting with the core WG was held on the 2nd of December 2025 to discuss the survey results and draft the Gap Analysis. The first drafts were presented to Director General Marsiglia in a meeting held on December 2, 2025.

Following the resignation of the General Director, Dott. Marsiglia, the process has been paused and resumed only after the designation of the new General Director, dott. Alessandro Quarta. The renewed Steering Committee has been appointed on 13 May with the Directorial Decree 499/2026 (attachment 7) and is configured in the following way:

Dott. Alessandro Quarta, General Director

Prof. dr. Carlo Russo, Deputy Rector for Research

Prof. dr. Cristina Corsi, Rector's Delegate for Competitive Projects

For its activities, the Steering Committee will collaborate with Dott. Carla Manzo, head of the Research Sector, and Dott. Fabiola Grossi, affiliated with the Centre for International Relations.

At that stage, it has also been necessary to issue a new decree updating the Working Group, also taking into account changes in the assignments of administrative staff units.

The Directorial Decree n. 498/2026 has been issued on 13 May (attachment 8). The new WG is therefore the following:

Name	Qualification	Department	Career stage
Carlo Russo	Deputy Rector for Research	Economics and Law	R4
Cristina Corsi	Rector's Delegate to Competitive Projects	Humanities and Philosophy	R4
Simona Balzano	Researcher in statistics	Economy and Law	R3
Filippo Milano		Electronic Engineering and ICTs	R2
Carla Manzo	Head of Research Office		
Giulia Pietroluongo	Head of Human Resources Management Office for research/teaching staff		
Marianna Norcia	Head of Recruitment Office for research/teaching staff		
Maria Grazia Ruscito	Data Planning and Statistics Office		
Sabrina Gallinelli	Competitive Projects and Auditing Office		
Pierluigi Faella	PhD Student	Doctoral Programme in Human, Social and Educational Models and Contexts: Sport, Health, Inclusion and Technologies	R1
Samuele Di Palma	PhD Student	Doctoral Programme in Human, Social and Educational Models and Contexts: Sport, Health, Inclusion and Technologies	R1
Emandes Savio Negreiros Alcântara	PhD Student	Doctoral Programme in Methods, Civil and Mechanical Engineering	R1

In its work, the Working Group will be assisted by Ms Elizaveta Zaytseva from the PhD Office.

The drafts of the gap analysis and the action plan have been discussed with the Deputy Rector for Research, Prof. Carlo Russo, in a restricted WG meeting held on the 11th May.

Documents have been presented to the Rector for discussion on the calendarisation of steps to take (meeting held on 12 May). The Steering Committee met on the 4th June, to discuss the remaining uncertainties, while on the 8th of June the General Director and the Steering Committee met with other Deputy Rectors and Heads of Office to assign tasks and to discuss the composition of the new Task Force that will lead the implementation of the process after its approval.

A final passage to the extended WG (meeting held after submission of the draft documents: Gap Analysis, Action Plan and OTM-R checklist) was conducted on 4th June, after which the dossier was presented at the Heads of Departments Board (11 June).

The full dossier has been presented to the Academic Senate on 17 June and approved by the Administration Board on June 23rd.

The dossier for the candidature was finalised in the following week. Dott. Carla Manzo, head of the Research Office, in collaboration with Prof. Corsi and dott. Fabiola Grossi, has submitted the dossier via the e-tool on 28 July 2026.

This report includes seven attachments

Cassino, 28/07/2026