

n.	ACTION	Timing	Responsible Unit	Target/outcomes	KPIs	Severity
1	1.a Strengthen the Ethical code in line with the new Charter requirements (Action Groups 1 and 2).	Q3	Ethical Committee, under the supervision of the Deputy Rector for Research	Enhance UNICAS researchers' adherence to the ethical principles set out in the European Charter and strengthen the perception of the relevance of ethics in research.	Production of an updated Ethical Code.	Low
	1.b Incorporate information and links about ethical issues in English (Action Group 6).	Q4	Ethical Committee, under the supervision of the Deputy Rector for Research and the Deputy Rector for Infrastructure and Digital Services.	Enhance communication with the academic community, stakeholders, and the international public; generate improved public perception and societal impact.	Availability on UNICAS' webpage of relevant documents and pages in English.	Low
	1.c Enhance dissemination about Ethics in Research and disseminate knowledge about UNICAS ethical code (Action Group 6).	Q5	Ethical Committee, under the supervision of the Coordinator for the Ethics Committee and Rector's Delegate for Dual-Use Research Compliance, Deputy Rector for Third Mission and Deputy Rector for Infrastructure and Digital Services	Enhance communication with the academic community, stakeholders, and the international public; generate improved public perception and societal impact.	- Organisation of 1 event; - number of contacts on the webpage on ethics (Italian/English) >100/anno	Medium
	1.d Introduce mandatory ethics & integrity training for PhD and research staff (Action Group 3).	Q6	Ethical Committee, under the	As a summary of the actions undertaken in	Quantitative KPIs - 100% of newly enrolled PhD students and new research	Medium

			supervision of the Coordinator for the Ethics Committee/Rector's Delegate for Dual-Use Research Compliance, Deputy Rector for Research and the Rector's Delegate for Doctoral Programmes	the framework of art.1, we list: Immediate Output (Short-term): Universal access to and information and training for a standardised research ethics and integrity module across all departments. Institutional Impact (Medium-term): Enhanced institutional alignment with the European Code of Conduct for Research Integrity (https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/european-code-of-conduct-for-research-integrity_horizon_en.pdf). A measurable increase in awareness of plagiarism, data management, AI ethics, and conflicts of interest. Cultural Impact (Long-term): Mitigation of institutional risks related to research misconduct. Embedding an open, transparent "culture of integrity" in which researchers confidently handle ethical dilemmas, ultimately boosting the	staff completing the training within their first 6 months of enrolment/employment. - At least 85% of all active research staff trained by the end of the 24-month initial action plan period. - Delivery of at least 1 training session per academic year (or continuous access if using an e-learning platform).	
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				quality and credibility of the institution's research output.		
	1.e Incorporate information and links about ethical issues in the official documents (Action Group 1).	Q7	Ethical Committee and HR Office	Strengthen the ethical approach to research and formalise professional behaviour.	Production of official documents with references to the Ethical Code	Medium
2	- 2.a Incorporate information and links in UNICAS' webpages about the freedom of research regulatory framework in Italian and English (Action Groups 1, 6).	Q1	Deputy Rector for Research and the Research Office	- Strengthen awareness of responsibilities and rights.	- Number of contacts on the relevant webpages: >200/year.	Low
	- 2.b Integrate research freedom clarifications into onboarding materials (Action Group 2).	Q4	Deputy Rector for Research and the Research Office in collaboration with the HR Office	- Strengthen awareness of responsibilities and rights.	- Availability of documents in Italian and English.	Medium
3	- 3.a Enhance internal information on Open Science (Action Group 1).	Q3	Deputy Rector for Research, Research Office and Deputy Rector for Infrastructure and Digital Services	Fill the gap highlighted by the survey, where respondents declared moderately dissatisfied with current opportunities, stressing the need for more impactful informational initiatives.	- Launch of a dedicated Open Science awareness webpage via the Research Office. - Targeting a >60% unique view rate on the newly created Open Science intranet section by Q3. Qualitative KPIs: - Minimum 80% approval rating in post-training evaluation surveys regarding the relevance and clarity of the course content.	Medium
	3.b Strengthen policy in line with the new Horizon Europe Open Science requirements (Action Group 2).	Q4	Deputy Rector for Research and the Research Office	Strengthen UNICAS' performance regarding OS.	- Issue of one document to distribute to UNICAS Research staff. Quantitative KPIs: - Increase the percentage of datasets uploaded to open-data repository by 20% by Q8.	Medium
	3.c Incorporate information and links about Open Science in English (Action Group 6).	Q4	Deputy Rector for Research and the Research Office	Enhance communication impact	Number of contacts on the relevant webpages (>100/year).	Low

			in collaboration with the Deputy Rector for Infrastructure and Digital Services.			
	3.d Enhance dissemination and training about Open Science, Open Access tools and data protection in research beyond PhD students (Actions Group 3 and 6).	Q5>Q8	Deputy Rector for Research and the Research Office in collaboration with the Deputy Rector for Infrastructure and Digital Services, Rector's Delegate for Dissemination and Exploitation of Research Results, UNICAS Academy Press and Coordinator of UNICAS Libraries.	Close survey satisfaction gaps by delivering targeted Open Science training tracks and hands-on workshops. Shift culture toward open research practices by empowering R1-R4 staff to efficiently use institutional Open Access repositories and Data Management Plan (DMP) tools.	Quantitative KPIs: - At least 2 training sessions delivered per year; - At least 80% of R1 (PhD students) and R2 (Postdocs) complete at least one specialised Open Science training module within 12 months of deployment. - A minimum of 50 active researcher accounts established and tracking progress on the recommended Open Science e-learning portal (FOSTER/internal LMS) by Q5. - Delivery of at least 2 targeted training workshops per academic year (one general introduction and one technical hands-on session focusing on Open Access tools and repositories). - A measurable 20% increase in the number of peer-reviewed articles successfully deposited as Open Access in the institutional repository (IRIS) by Q8. Qualitative KPIs: - Achieve a minimum 80% approval/usefulness rating in post-training surveys collected from participants.	Medium

					- Enhance accessibility to UNICAS' researchers' scientific production via the institutional platform IRIS. - 100% of newly funded national (PRIN) and international (Horizon Europe) research projects routed through the Research Office submit a formal Data Management Plan (DMP) using approved digital tools.	
	- 3.e Formally approve institutional protocols regarding Research Security and Dual-Use Research of Concern, ensuring their publication on the official University portal for broader accessibility (Action Group 1).	Q&	Coordinator for the Ethics Committee/Rector's Delegate for Dual-Use Research Compliance	Ensure adherence to international and national guidelines	Issuing of the document	medium
4	4.a Enhance internal information about gender and other diversity aspects (Action Group 1).	Q1-Q2	Deputy Rector for Research and the Research Office in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG)	Mitigate survey dissatisfaction regarding panel diversity by embedding proactive awareness protocols. - Ensure all department heads and selection committee members are actively informed about GEP regulations, gender balance requirements, and unconscious bias guidelines prior to commission formation, fostering institutional transparency.	Quantitative KPIs: - 100% of selection committee chairs briefed on gender targets before procedures start; - 100% of newly hired researchers/PhD students receive diversity guidelines during onboarding. Qualitative KPIs - Reduce researcher unawareness of panel balance policies to below 10% in subsequent pulse surveys; - Establish a dedicated, transparent diversity metric page on the internal portal.	Medium
	4.b Update Gender Equality Plan in line with EU standard and the university's PIAO (Integrated Plan for Activities and	Q3	Deputy Rector for Research and Research Office	To address the dissatisfaction expressed in the survey	Publication of updated GEP	Medium

	Organisations) and strengthen Gender equality in line with the new Charter requirements (Action Group 2).		in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG)	with the gender balance in the commissions.		
	4.c Incorporate information and links about gender equality in English (e.g. the GEP) (Action Group 6).	Q4	Deputy Rector for Research and Research Office in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG) and the Deputy Rector for Infrastructure and Digital Services	Enhance satisfaction among non-Italian-speaking researchers.	Publication of relevant pages in English. In summary, these actions for point 4, should achieve the following KPIs: Quantitative KPIs - 100% of newly appointed selection committee chairs, commission members, and department heads receive an official "Gender Balance & Diversity Briefing Note" prior to the launch of any recruitment or evaluation procedure. - Inclusion of a dedicated "Gender Equality & Diversity Rights" module within the mandatory welcome packages and onboarding sessions distributed to all newly enrolled PhD students (R1) and research staff within their first quarter. Qualitative KPIs - Achieve a minimum 85% positive response rate in follow-up pulse surveys regarding researcher awareness of gender balance policies in recruitment committees (directly targeting	Low to medium

					and reducing the 28% unawareness gap shown in the initial survey). - 100% of internal regulations, guidelines for equal opportunities, and Comitato Unico di Garanzia (CUG) informational leaflets are permanently accessible via a prominent, single-click "Diversity & Equity" tab on the UNICAS staff intranet.	
	4.d Enhance dissemination and training on gender equality (Action Groups 3 and 6).	Q5-Q6	Deputy Rector for Research and Research Office in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG)	To address the dissatisfaction expressed in the survey with the gender balance in careers.	Organisation of one event: number of attendees >80	Low
	4.e Enforce gender equality in commissions, committees, panels and staff (Action Groups 4, 5 and 7).	Q1-Q8	General Director in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG), and HR Office	- To enhance the presence of women in any sort of position and commissions.	Number of other gender members in commissions and committees: KPI +5% by Q4; +10% by Q8. In panels, including scientific events: KPI: 1/3 minimum of other gender by Q8. Increased balance between genders in research staff: KPI +3% by Q4; +5% by Q8.	Medium

5	5.a Extend the services to University Researchers, abolishing barriers for hiring researchers with disabilities (Action Group 5).	Q4-Q8	General Director in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG), HR Office and the Service Centre for Disability, Inclusion, and Research – CUDIR.	Improve working conditions and consolidate a more inclusive and diverse research environment.	The extension of the Centre's services to researchers is considered an urgent corrective measure for systemic workplace equality.	High
	5.b Enhance internal information about provisions of internal regulation and Ethical Code for the right to diversity and non-discriminatory policies (Action Group 1).	Q1	General Director in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG), HR Office and Service Centre for Disability, Inclusion, and Research – CUDIR	Enhance the efficiency of non-discriminatory policies	Organisation of an informative event addressed to UNICAS Staff: number of attendees >100	High
	5.c Incorporate information and links about anti-discriminatory policy in English (Action Group 6).	Q2	General Director in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG), HR Office the Service Centre	Address the lack of information in languages other than Italian.	Release on the relevant webpages in English	Low

			for Disability, Inclusion, and Research - CUDIR and the Deputy Rector for Infrastructure and Digital Services			
	5.d Enhance dissemination of anti-discriminatory initiatives and policies (Action Group 6).	Q3	General Director in collaboration with the Guarantee Committee for equal opportunities (i.e. Comitato Unico di Garanzia - CUG), HR Office and Service Centre for Disability, Inclusion, and Research – CUDIR	Enhance outreach	Organisation of one dissemination event for the general public and stakeholders: number of attendees >80	Medium
6	6.a Enhance staff involvement in strategic planning (Action Group 1).	Q2	Rector, Academic Senate, Heads of Department Board	- Overcome the information gap and the feeling of isolation identified in the researcher survey by ensuring that strategic communication regarding university plans and missions permeates through all researcher tiers (R1–R4). - Foster a culture of "open governance" by increasing awareness of the specific roles played by researcher representatives on governing bodies, and	Quantitative KPIs - Delivery of at least one annual "State of UNICAS Research" forum open to all researchers (R1–R4), targeting a minimum attendance rate of 40% of the total research staff. - Enhancement of the visibility of the UNICAS Mission & Strategy communication channels, highlighting the goals in Research of the Strategic Triannual Plan. - Highlight the relevance of the elective representation of researcher representatives (specifically monitoring non-permanent and early-career	Medium

				stimulate democratic, active participation in institutional life to strengthen professional identity and the overall feeling of belonging at UNICAS.	R1/R2 tiers, such as PhD students and postdocs) within Departmental Councils and Central Committees. Qualitative KPIs - A 20% improvement in inclusion/governance scores in follow-up surveys; reduction of the awareness gap regarding elected representatives to below 15% among R1/R2 staff.	
	6.b Implement a structured, annual "EU Funding and Research Management Masterclass Series" explicitly designed for R1 (PhD students) and R2 (Postdoctoral /temporary) researchers, covering competitive European call scouting, proposal design methodology, budget architecture, and project management (Action Group 3).	Q4, Q8	Deputy Rector for Research, Rector's Delegate for Competitive Projects and Research Office.	Maximise the long-term career autonomy and professional progression of early-stage researchers (R1/R2) by equipping them with highly valued, transferable project design and project management skills. The ultimate outcome is to systematically boost UNICAS' institutional competitive advantage, widening the pool of young applicants submitting high-quality proposals to national and international funding streams (e.g., Horizon Europe, PRIN, COST actions, Interreg).	Quantitative KPIs - Delivery of at least two specialised workshop modules per academic year. - A minimum of 50% R1/R2 researchers completing the full training track annually, ensuring representation from across all STEM and SSH departments. - 100% of the masterclass training materials, toolkits, and recorded webinars are permanently catalogued within a newly established "Research Funding Toolkit" repository on the UNICAS intranet. Qualitative KPIs: - >80% satisfaction rate in evaluations; a 5% increase in funding proposals submitted by or involving early-career researchers by Q8..	Medium > high
	6.c Provide instructions for project submission, scientific production validation and scientific assessment in English (Action Group 6).	Q4	Deputy Rector for Research and Research Office in collaboration	Support career development and participation in projects	Publication of the guidelines on the research dashboard	low

			with the Rector's Delegate for Competitive Projects	and calls of international researchers.		
	6.d The CV of the member of the <i>Collegio dei Revisori</i> (the Board of Auditors) should be accessible via a link from UNICAS' webpage (Action Group 1).	Q1	Deputy Rector for Research and the Research Office in collaboration with the General Director	Increase transparency	Publication of the CVs of external components of the Governing Board (Consiglio di Amministrazione) and of the members of the Collegio dei Revisori (i.e. the Board of Auditors).	Low
	6.e Introduce training in budget management and financial reporting (Action Group 3).	Q5	Deputy Rector for Research and the Research Office in collaboration with the General Director	Increase proficiency in accountability and efficiency in reporting	At least 1 training session/year	Low
	6.f UNICAS has to undertake specific actions to promote the "Code of Good Practice in Research", incorporating information and links on anti-plagiarism software and IP norms and rights (Action Group 1).	Q3	Deputy Rector for Research and Research Office in collaboration with the Deputy Rector for Infrastructure and Digital Services.	Enhance UNICAS staff's knowledge about scientific responsibility	- Information sessions (1/year)	Medium
	6.g Relevant dispositions and regulations have to be made available in English (Action Group 6).	Q4	Deputy Rector for Research and the Research Office in collaboration with the Deputy Rector for Infrastructure and Digital Services	Enhance UNICAS outreach	Relevant pages made available in English	Low
7	7.a Enhance information to researchers about their possibilities for international, intersectoral and interdisciplinary mobility (Action 1).	Q1	Deputy Rector for Internationalisation, Research Office	Enhance international staff mobility	Number of staff exchange: increase of 10%/year	High
	7.b Further implementation of the CoARA principles (Actions 4, 5 and 7).	Q3-Q8	Deputy Rector for Research, Rector's Delegate for	Diversify, innovate and improve researchers' assessment	Publication of new recruitment calls integrating the CoARA principles (at least 2 competitions/year)	Medium

			Research Assessment			
	7.c Include international mobility among the parameters for researchers' recruitment, by issuing an official document establishing procedures for certification of international activity to be valorised in recruitment and career progression (Action 4) (see 10.d).	Q5	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Diversify, innovate and improve researchers' assessment	- Develop a database for staff international mobility to distribute incentives.	Medium
	7.d Multiply efforts to enhance UNICAS' international ranking in widespread and bespoke classifications (e.g. QS).	Q1, Q5	Rector and Deputy Rector for Internationalisation	Amplify UNICAS' reputation and attractiveness to external and international talents.	Improvement in the international rankings +5 positions.	High
8	8.a Strengthen staff involvement, commitment and knowledge about sustainability in research policies and strategies (Action Group 1).	Q2-Q8	University Centre for Sustainability (CAsE) and Rector's Delegate for Sustainability	Disseminating sustainability culture and best practices within UNICAS	Organisation of at least 1 training or dissemination event/year: number of attendees >80	Medium
	8.b- UNICAS' policies for sustainability and sustainable research, and the guidelines for integrating European acts for sustainability of research (e.g. the Green Deal, the DNSH principles) should be made available in English (Action Group 6).	Q2-Q8	University Centre for Sustainability (CAsE) and Rector's Delegate for Sustainability	Disseminate sustainability culture and best practices beyond UNICAS	Organisation of at least 1 training or dissemination event/year: number of attendees >80	Low
9	9.a In compliance with the requirements of the ARRA process, UNICAS will draft general guidelines for assessing researchers' track records in competitions (Action Group 2).	Q5	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Increase transparency. Diversify, innovate and improve researchers' assessment	Publication of new recruitment calls integrating the ARRA principles (at least 2 competitions/year)	Medium
	9.b The procedure has to be explained and made available in English (Action Group 6).	Q6	Rector and General Director with the support of the HR Office, the Heads of Department Board and the Deputy Rector for	Enhance UNICAS attractiveness for external talents	Number of relevant pages in English	Low

			Infrastructure and Digital Services			
10	10.a Update recruitment regulations integrating the open, transparent and merit-based strategy for the recruitment of researchers, in accordance with the European OTM-R recommendations (https://cdn1.euraxess.org/sites/default/files/policy_library/otm-r-finaldoc_0.pdf)	Q5	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Enhance UNICAS attractiveness for external talents and increase transparency	Number of relevant pages in English	High
	10.b Create a section dedicated to selections on the UNICAS website in English and publish the announcement for posts in two languages (Action Group 6).	Q6	Rector and General Director with the support of the HR Office and the Deputy Rector for Infrastructure and Digital Services.	Enhance UNICAS attractiveness for external talents	Number of relevant pages in English	Medium
	10.c Enhance the feedback provided to candidates after completion of the recruitment procedures (Action Group 4).	Q3	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Increase transparency	Communication of the individual assessment	Medium
	10.d Issue a document with guidelines addressing international and intersectoral mobility as criteria for ranking in recruitment and career progression (Action Group 4, see 7.c).	Q5	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Diversify, innovate and improve researchers' assessment	- Develop a database for staff international mobility to distribute incentives.	Medium
11	11.a Guidelines for the juries of competitive selections should be elaborated centrally, establishing an open, transparent and merit-based strategy for the recruitment of researchers. The document related to the Human Resources Recruitment Policy should establish clearer evaluation criteria and foresee full documentation for candidates regarding their evaluation (Action Groups 2, 4, and 5).	Q3	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Increase transparency and increase UNICAS attractiveness for external talents	Publication of the document	Medium

	11.b Improve the description of working conditions and rights in the texts of calls that do not currently detail them (Action Groups 1, 2 and 6)..	Q2	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Increase transparency and increase UNICAS attractiveness for external talents	Publication of enhanced calls	Medium
	11.c Improve UNICAS' website to make job offers more visible, with clear descriptions about what is required of potential candidates (including templates) (Action Group 6).	Q4	General Director with the support of the HR Office and the Deputy Rector for Infrastructure and Digital Services	Increase UNICAS attractiveness	Publication of relevant websites	Low
12	12.a Enhance information among researchers on the agreed criteria for career progression (Action Group 1).	Q4	Rector and General Director with the support of the HR Office and the Heads of Department Board.	Increase transparency and consolidate researchers' satisfaction about career progression mechanisms	Draft of career assessment criteria	Medium
13	13.a UNICAS should develop standard procedures to facilitate onboarding for international researchers (Action Groups 1 and 6).	Q5	Deputy Rector for Internationalisation in collaboration with the Deputy Rector for Infrastructure and Digital Services	Improve working conditions	Definition of procedures	Medium
	13.b Define guidelines for flexible work arrangements (Action Group 2).	Q6	General Director with the support of the HR Office	Improve working conditions	Production of documents	Medium
14	14.a Enhance information about contractual conditions (Action Group 1).	Q4	General Director with the support of the HR Office	Improve working conditions and job satisfaction	Informative sessions, at least 1/year	Low
15	15.d Incorporate information about GDPR, confidentiality, patents, conflicts of interest, etc., into the contracts (Action Groups 1 and 2).	Q6	General Director and Deputy Rector for Third Mission in collaboration with	Enhance UNICAS researchers' compliance with data protection and management	Publication of relevant documents	Low

			the Technological Transfer Office			
16	16.a Foresee training for UNICAS staff about IPRs, patents and spin-offs (Action Groups 1 and 3).	Q7	Deputy Rector for Third Mission in collaboration with Technological Transfer Office and Rector's Delegate for Technology Transfer, Business Creation, and Spin-offs	Enhance UNICAS researchers' compliance with data protection and IPRs	Organisation of 1 event/year: number of attendees >80	Medium
	16.b Incorporate information and links about IPRs in the official documents (Actions 1 and 2).	Q6	Deputy Rector for Third Mission in collaboration with the Technological Transfer Office	Enhance UNICAS' compliance with data protection and management	Publication of relevant documents	Low
	16.c Provide English translation of the webpage, regulations and forms (Action Group 6).	Q8	Deputy Rector for Third Mission in collaboration with the Technological Transfer Office and the Deputy Rector for Infrastructure and Digital Services.	Enhance UNICAS outreach about IPRs in the international context	Availability of relevant webpages	Low
	16.d Enhance the access to OA publications via the institutional repository IRIS (Action Group 6).	Q7	Deputy Rector for Research, Rector's Delegate for Research Assessment, Deputy Rector for Infrastructure and Digital Services, Rector's Delegate for Dissemination and Exploitation	Enhance UNICAS researchers' access to OA, increase impact and visibility	Number of OA publications: increase of >10%/year	Medium

			of Research Results, UNICAS Academy Press, and Coordinator of UNICAS Libraries.			
	16.e If aligning with the university's financial stability, increase the allocation of individual research funds (Action Groups 4 and 5).	Q4	Rector and Governing Board	Support more research activities	Amount of research fund/Department	High
	16.f Provide institutional webpages in English about Public Engagement	Q5	Deputy Rector for Third Mission, Rector's Delegate for Communication and Outreach, Deputy Rector for Infrastructure and Digital Services.	Enhance UNICAS impact and visibility in the international context	Availability of relevant webpages in English	Medium
17	17.a Enhance information for researchers, especially early-stage ones, about possibilities for international, intersectoral and interdisciplinary career pathways (Action Group 1).	Q3	Deputy Rector for Internationalisation, Deputy Rector for Infrastructure and Digital Services-	Enhance UNICAS researchers' career prospects and increase their attractiveness for recruitment	- Setup of mobility database. - Organisation of dissemination events: number of attendees >80	Medium
	17.b Disseminate information about diverse career opportunities in English (Action Group 6).	Q4	Deputy Rector for Internationalisation, Deputy Rector for Infrastructure and Digital Services.	Enhance UNICAS impact and visibility in the international context	Availability of relevant pages in English	Low
	17.c Extend Job Placement initiatives to ESRs.	Q5	General Director, Deputy Rector for Third Mission, Rector's Delegate for Technology Transfer, Business Creation, and Spin-offs, Job	Enhance career prospects for ESRs	Inclusion of PhD students in job placement initiatives KPI: at least 25 PhD students involved in the yearly Job Placement event	High

			Placement Centre			
18	18.a Expand dissemination among the research community regarding available mechanisms and resources for professional advancement, encouraging researchers to assume an active role in steering their individual career trajectories (Action Group 1).	Q3	Rector's Delegate for Job Placement	Enhance UNICAS researchers' career prospects and increase their attractiveness for recruitment and their opportunities for job placement	Organisation of one event/year: number of attendees >80	Medium
	18.b Disseminate information about career development opportunities and consultancy in English (Action 6).	Q4	Rector's Delegate for Job Placement and Deputy Rector for Infrastructure and Digital Services	Support career of prospects of international staff	Availability of relevant pages in English	Medium
19	19.a Collect and disseminate information about possible training for researchers in soft and transversal skills on one webpage linked to job placement and HR (Action Group 1).	Q2	Coordinator of the Staff Training Centre in collaboration with HR Office and Deputy Rector for Infrastructure and Digital Services.	Enhance UNICAS staff soft and transversal skills, increase their professional development opportunities and improve personal achievement satisfaction	Ensure the relevant webpage is available and disseminate the training tools and available opportunities.	Low
	19.b Disseminate information about training in soft and transversal skills in English on the UNICAS webpage (Action Group 6).	Q3	Coordinator of the Staff Training Centre in collaboration with HR Office and Deputy Rector for Infrastructure and Digital Services.	Support career of prospects of international staff	Availability of relevant pages in English	Low
20	20.a Early Stage Researchers (especially R1 and R2) require improved communication regarding their rights, duties, and available options for supervision and mentoring (Action Groups 1 and 2).	Q3	Rector's Delegate for Doctoral Programmes, Coordinators of the Doctoral Schools, Heads of Department	Formalise the process of tutoring and mentoring.	Definitions of a formal framework for tutoring and mentoring of ESRs. KPIs: production of guidelines for newly hired PhD students and incremental researchers for projects.	Medium

	21.b The doctoral regulations of each of the five doctoral schools should be made available in English (Action Group 6).	Q4	Rector's Delegate for Doctoral Programmes, Deputy Rector for Infrastructure and Digital Services.	Enhance talent attraction in an international context	Availability of relevant documents in English	High
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