NEW ACTION PLAN

Politecnico di Milano

Period 2017-2019

1. Research freedom

TASK	PROBLEM IDENTIFIED	OBJECTIVE	PLANNED ACTION	RESPONSIBLE FOR IMPLEMENTING	TIMING	MONITORING PLAN	NOTE
TASK 1	Difficulties in identifying opportunities for competitive funding for basic research	More funding opportunities for Researchers	Active participation to brokerage events to explore possible joint proposals	Research Area	4th quarter of 2017	Number of Brokerage events attended to find new possible partners and number of proposals presented at the brokerage events	
TASK 1.1		More funding opportunities for Researchers	Active service support to project ideas for each Department	Research Area	4th quarter of 2017 and repeated in 2018	Number of meetings for proposal clinics to stimulate the participation to H2020 projects and maximize success probabilities in each Department	
TASK 1.2		More funding opportunities for Researchers	Continuing development of Talent development activities for young researchers with a dedicated MSCA Helpdesk and participation to new calls for projects in ERC field	Research Area	4th quarter of 2018	Number of submitted projects and results obtained	
TASK 1.3		More funding opportunities for Researchers	Continuing development of Talent development activities for young researchers with a dedicated MSCA Helpdesk	Research Area	4th quarter of 2018	Launch of a new parallel action to attract young researchers with a specific programme related to MSCA (programme MSCA IF @ POLIMI)	

			and participation to new call for ERC projects			
TASK 1.4		More funding opportunities for Researchers	Increasing awareness of funding opportunities and customized mailing service for each research area	Research Area	4th quarter of 2017	Number of mailing activities with customized newsletters for each department.
TASK 2	Limited awareness of the ethical issues of research	Communication activities	Creation of an inter-disciplinary study unit (META) dedicated to Social Sciences and Humanities for Science and Technology	Rectorate	2th quarter of 2017	Creation of the META study unit, collecting 30+ faculty members of Politecnico di Milano. Promotion of the unit, periodic meetings on ethical aspects and sociological impact of research
TASK 2.1	Limited awareness of the issues of ethical aspects of research	Communication activities	Events to raise awareness and discuss on Ethics issues	Research Area	3rd quarter of 2017	Conference organized by the META study unit and the Research Ethical Committee with the aim of fostering a culture of research attentive to the ethical facet of innovation, see website
TASK 2.2		Communication activities	Training on ethics issues	Research Area/ PhD School	4th quarter of 2018	Training sessions, seminars, and courses "Ethics in Research" and "Ethics, Technology and Society" for PhD candidates and post-doc researchers.
TASK 2.3		Communication activities	Training on ethics issues	Research Area	4th quarter of 2019	Preparation of courses at the Bachelor and Master level, and MOOCs for students and researchers, aimed at introducing training on Ethics. Monitoring on number of activated modules, and number

						of students and researchers who attend them	
TASK 2.4		Communication activities	Support in the development of the ethics section in H2020 projects	Research Area	4th quarter of 2017	Continuous support to researchers in filling in the documents and support to the Ethical Research Committee	
TASK 3	Information on research projects developed by the departments not distributed in the University	Creation of a process for direct communication of all the new activities from researchers to central administration	Increase the internal research communication and ERC seminars	ACRE	From the 1st quarter of 2017 till the 4th quarter of 2018	Dissemination through the Departments of selected research projects, and of the main research results achieved within them. Monitoring through number of views / contacts on the published material. Creation of a charter of services offered to researchers for H2020 projects communication. Events dedicated to internal staffs for the presentation and dissemination of research projects. News about research projects published on the University intranet. Coordination of a network of departmental staff dedicated to communication activities. Organization of Rector visits to research laboratories.	
TASK 3.1		Creation of a process for direct communication of all the new activities from researchers to	Increase the research communication and ERC seminars	ACRE	4th quarter 2018	Events on ERC projects disseminations	

		central administration					
TASK 4	Awareness on open scientific communication to be extended	Policy and activities should be extended and explained to the researchers	Data management plan support implemented and open data management policy defined	Research Area-ASICT-Human Resources Area	4th quarter of 2018	Publication of the Policy	
TASK 4.1		Communication activities	Open access seminars	Library	4th quarter 2017	Dissemination and presentation of Open Access Policy of Politecnico to the Departments and continuous monitoring of its application by researchers	
TASK 4.2		Communication activities	Open Data Policy will be disseminated to researchers.	Research Area-ASICT	4th quarter of 2018	Events will be launched to promote the Policy.	
TASK 4.3		Communication activities	Open Data Policy management tool trial.	Research Area-ASICT	4th quarter of 2018	Trial of an open science tool for projects and data management.	
TASK 5	Improve awareness of researchers on their research standing in the international scientific community in their research field	Improvement of the possibility of self-assessment to have more information on research performance	To provide specific support and training on how to write a Plan for the Exploitation and Dissemination of Results.	Research Area	4th quarter of 2018	Support for the use of the tool and training sessions.	
TASK 5.1		Improvement of the possibility of self-assessment to have more	To provide a tool useful for the self-evaluation of the impact of international	ASICT-Rectorate	4th quarter of 2018	Release of a tool for an automatic estimate of the impact of publications through the impact factor and number of	

		information on research performance	publications for the Italian national evaluation agency			citations, following the guidelines of the Italian National Agency for the Evaluation of the University and Research Systems.	

2. Working conditions and social security

TASK 6	Not completely efficient allocation of office and lab spaces	Good allocation of assigned spaces to the Departments	Continuous improvement of spaces	Rectorate	4th quarter of 2019	Multi-year development of building projects	
TASK 6.1		Good allocation of assigned spaces to the Departments	Increasing availability of spaces for research discussion and increasing of Laboratories space	Rectorate	4th quarter of 2019	Arrangement of new laboratories for the Physics Department. Arrangement of a common research discussion space for PhD candidates and post-doc researchers. Monitoring through the number of square meters of new laboratories and common discussion spaces.	
TASK 7	Outplacement of temporary researchers	Providing opportunities of outplacement of researchers in the private sector	Individual placement programme at the PhD level	Career Service / PhD School	4th quarter of 2017	Number of PhD candidates supported; PhD course on "Industrial Skills"	

TASK 8	Awareness on opportunities of mobility	Provide more opportunity and more support to researchers who want to have experience abroad through joint research programs.	Increasing of the activities of MSCA Helpdesk in terms of number of MSCA project presented.	Research Area	1ST quarter of 2018	Number of proposals submitted with the central office support	
TASK 8.1		Provide more opportunity and more support to researchers who want to have experience abroad through joint research programs.	Tracking the research experiences abroad of young researchers to map the potentially fruitful partners for future collaborations	ASICT + Undergraduate and Graduate Students Services	4th quarter of 2018	Tool to map the activities abroad of PhD candidates, with a specific focus on research visits and stages	
TASK 8.2		Provide more opportunity and more support to researchers who want to have experience abroad through joint research programs.	Website, specific list of opportunities	ACRE	4th quarter of 2018	Implementation of a webpage containing the mobility opportunity for professors within the Erasmus + projects	
TASK 9	Teaching and continuing professional development	Adequate teaching conditions and duties	Professional development needs to be implemented by MOOCs	METID+ ACRE	3rd quarter of 2017	Realization of new MOOCs on Flipped Classroom Methodology; Open Educational Resources; Active Learning; number of Digital Education events	
TASK 9.1		Adequate teaching conditions and duties	Seminars on innovative teaching methodologies	METID	4th quarter 2017	Number of seminars and workshops for researchers and professors organized and participation level	

	Teaching and continuing professional development	Adequate teaching conditions and duties	Activities for innovative teaching methodology	PhD School + METID	4th quarter of 2017	Realization of new PhD course "Innovative Teaching Skills"	

3. Training

TASK 10	Research training	More opportunities for researchers training	Definition of a yearly catalogue of training sessions for all researchers offered also from PhD School with sessions related to communication and dissemination aspects, funding and ethics in research.	Research Area	4th quarter of 2017	Definition and realization of yearly programs for training path that will involve PhD candidates and post-doc researchers	
TASK 10.1		More opportunities for researchers training	Training in soft and transferable skills	PhD school	4th quarter of 2017	PhD courses on Scientific and Professional Communication; Scientific Dissemination; Ethical aspects in Research and Technology; Decision Making; Collaborative Research; Sustainable Development	
TASK 10.2		More opportunities for researchers training	Managing relationships with foreign research organizations aimed at good practices exchange in Talent Development	Research Area	4th quarter of 2018	Meetings with other European offices and international strategic partners involved in talent development activities	

4. Public engagement

TASK 11	Lack of clear and complete information on the research activities carried at Polimi and on research results	To enhance research collaboration among researchers and stakeholders	Definition of a Plan for collecting and promoting **external** communication of research activities and of research results through multiple channels	ACRE + Research Area	From the 1st quarter of 2017 till the 4th quarter of 2018	Research activities of the University will be communicated through: - Press releases dedicated to research projects - News on all institutional social media channels - News on the University website - Research Newsletter for external audiences - Communications of the H2020 projects on the University website - Organization of visits to research laboratories open to the public (PolimiOpenLabs) - Events dedicated to children and teenagers - Co-organization with other universities and institutions of Meet me Tonight, the European Researchers' Night of Milano - Videos presenting research activities - Videos where professors and researchers of the university comment on topics relevant to their field	
TASK 11.1		To enhance research collaboration among	Definition of a Plan for collecting and promoting **internal** communication of research activities and of	ACRE+ Research Area	From the 1st quarter of 2017	- Press review - Views of social media posts - Number of news published on the website	

		researchers and stakeholders	research results through multiple channels		till the 4th quarter of 2018	- Number of events - Views of videos - Number of newsletters	

Actions planned cover the years 2017,2018, 2019.

The expiration of 2 years from the acknowledgement was in June 2017. Our previous Action Plan covered activities for the years 2015 and 2016. The Gap between the action plan period covered and the 24-months period after which started the self-assessment was to the fact that a new Rector is in charge from 2017. A new working group was nominated and activities planned shifted a few months.

The Working Group will continue to cooperate with all administrative areas of the University to evaluate if all steps and all actions implemented meet the objectives stated in this document.