

Project: Strengthening and attractiveness of the Research at the University of Pavia - **Attractiveness**

Manifestation of interest

CONSIDERING that the institutional initiative - Project: Strengthening and attractiveness of the "research system" of the University of Pavia - was begun by the current Administration with approval by the Board of Governors on 24 July 2020, and that this project aims at supporting the actions that will be taken to increase the attractiveness of the University and promote projects of excellence;

SEEING that the University of Pavia has allocated € 1,250,000 in the 2020 budget for the "Attractiveness" sub-action;

CONSIDERING that the applications submitted as part of this initiative will be evaluated by a Committee appointed by the Chancellor (for candidates involved in direct calls); and by a committee appointed and presided over by the Chancellor (for candidates of recognized achievement in disciplinary areas characterized by research involving a high degree of national specificity);

SEEING that the Code of Ethics of the University of Pavia has been in force since 21/06/2011;

GIVEN that the main purpose of the strengthening and attractiveness project is to *attract talented researchers of recognized merit and academic background, with particular attention to those who have been selected in the area of specific, highly-qualified research programmes;*

THE FOLLOWING POINTS ARE SET FORTH

- **Article 1: Definitions**

With regard to the present guidelines:

- **Research programmes requiring high qualifications:** research programmes defined by the MIUR in [decree of 28 December 2015](#), published in the Official Gazette n.65 of 18 March 2016, and financed by the EU and by the MIUR;
- **ANVUR:** National Agency for the Assessment of the University System and Research;
- **CUN:** National University Council;
- **RTD-B:** type b Fixed-Term researchers;
- **AP:** Associate Professor;
- **FP:** Full professor;
- **PI:** Principal Investigator (scientific head of the project).

Article 2: Aims of the project

The attractiveness action will be implemented through a strategy aimed at attracting human capital of excellence and at offering "start-up" packages composed of funding partly infrastructural in nature, dedicated to the re-functionalization of environments/laboratories, and partly for the financing of personnel working on the projects.

Article 3: Beneficiaries of the initiative

Possible beneficiaries of the "Attractiveness" initiative are:

- a) Academics who have received grants in specific high-qualification research programmes funded by the EU or by the MIUR (and identified through a specific decree), after consulting with the ANVUR and the CUN;
- b) well-known academics (*studiosi di chiara fama*) with at least one of the following requirements: having a similar position in foreign universities for at least three years; having received international scientific awards; having held management positions in qualified international research institutes for at least three years;
- c) scholars who, having already carried out three years of research and teaching in Italian universities subsequent to a direct call by the MIUR under the "Top Brain Re-entry Program" (Programma Rientro dei Cervelli), have achieved scientific results consistent with the position referred to in the call;
- d) scholars who have been regularly engaged abroad in university research or teaching for at least three years and who hold an equivalent academic position in foreign universities or research institutions;
- e) well-known scholars (*studiosi di chiara fama*) in disciplinary areas characterized by research with high national specificity, i.e., type b) researchers with less relevant research activity abroad.

Article 4: Areas of interest and resources available

The areas of interest concern the "direct calls for staff" and "infrastructural requalifications":

- a) For all researchers identified as a result of this *action* and who fall within article 3 (a)-d), a direct call procedure for RTD-B, AP or FP will be undertaken according to the curriculum or position held, based on a departmental proposal.

For researchers in disciplined areas of high national specificity, art.3 e), a selection competition will take place

- b) Offers of "start-up" packages consisting of infrastructural financing for the re-functionalization of environments/laboratories and of a share of funding for personnel involved in the project.

Article 5: GENERAL CRITERIA FOR THE UTILIZATION OF FINANCIAL ALLOCATIONS

Management of the funds for the "direct calls":

- In line with the types of researchers defined in Article 3, the University will provide 50% co-financing (i.e., with a maximum of 0.5 staff points per department) for positions for scholars of exceptional and recognized scientific merit who have been previously selected from a short-list of candidates proposed by the departments.
- Calls for researchers as described in Article 3 (a-d) will not affect departmental resources, while calls for disciplinary areas involving research with high national specificity (art.3, e), as these do not receive ministerial contributions, will have to employ departmental resources for the remaining 50%.
- For the post of "Principal Investigator" (PI) of projects providing for the portability of the grant to our University multiple direct calls per department will be possible, being equal the staff points (maximum of 0.5) and assigned resources.

Management of the fund for the "start-up" package:

For scholars/researchers with one or more projects for which portability will be used in favor of our University:

- the infrastructure component will be proportional to the depreciable investments of the project (or projects), up to a maximum of 30%;
- the personnel component (grantees of research grants and RTD-a) will represent no more than 20% of the investments for the staff dedicated to the project;
- for projects that do not need major infrastructure investments (<€20,000), the personnel component can reach 25% of the project funding. The personnel component will also be usable after the project has ended;
- The "start-up" package cannot exceed a total value of € 250,000.

[Example: a direct call related to the portability of an ERC project:

total cost of personnel of the project: € 300,000;

total cost of infrastructure of the project: € 200,000;

maximum allowable "start-up" contribution: $€ 300,000 \times 20\% = € 60,000 + € 200,000 \times 30\% = € 60,000 =$

maximum total "start-up" contribution: € 120,000].

In relation to the "start-up" package for structural redevelopment, in the event a Department invites several PI, the maximum share of €250,000 will be divided among them.

For researchers/scholars who do not have projects which are administratively transferable to the University, the "start-up" package will be 10% of the value of projects assigned to the PI in the last three years, not exceeding € 80,000.

The "start-up" packages will be extended to university researchers/PI professors of European or non-European projects who request them from the committee and commit themselves not to use (in whole or in part) the portability option with other institutions. In this case, the contribution is not to exceed € 125,000.

In consultation with the Departments and Teaching Councils, where possible, reductions in the teaching load will be considered for coordinators or those selected for large-scale and/or strategic university projects, including the beneficiaries of the Attractiveness initiative, possibly focusing the educational activity of new recruits on doctoral courses.

Article 7: Presentation, procedure, and evaluation of application

All applications of researchers/scholars defined in Article 3 a)-d) must be sent directly by the candidates or the Directors of the potentially concerned Department to the Research and Third mission Unit (staff.servizioricerca@unipv.it) and in copy to the Vice-Chancellor for Teaching Staff (tomaso.vecchi@unipv.it) and the Vice-Chancellor for Research (mauro.freccero@unipv.it) by **18 October 2020**. Those submitted directly will be shared with the Directors of the Department in order to organize exploratory scientific seminars. The evaluation will be entrusted to a committee appointed by the Chancellor and chaired by one of his delegates.

The committee will also manage the negotiation of "start-up" packages in collaboration with the concerned Directors of Department and may, if necessary, appoint working and advisory groups.

Applications in disciplinary areas of high national specificity will be submitted in the manner defined by the call for selection procedure. The call will be preceded by the expression of interest to the Vice-Chancellor of the Teaching Staff (tomaso.vecchi@unipv.it) and to the Vice-Chancellor of Research (mauro.freccero@unipv.it) by the Directors of the concerned Departments (by communicating a shortlist of potential candidates), which will be evaluated by a special committee appointed and chaired by the Chancellor.

Article 8: Obligations of the grant recipients

For those selected for ERCStG, ERCCoG, and ERCAdGgrants, the allocation of the "start-up" package is conditional (in order not to be excluded from the package) on the presentation of an application for both projects listed below (if the call to apply is officially published):

- "Progetto ministeriale del Fare Ricerca in Italia" (ministerial project for research in Italy) (<https://fare.miur.it/app.php>);

- "Promozione dell'attrattività e della competitività dei ricercatori su strumenti dell'ERC" (promoting the attractiveness and competitiveness of researchers studying ERC instruments), attractiveness submeasure of the Fondazione Cariplo, in cases where the PI requirements are met (https://www.fondazionecariplo.it/static/upload/ric/ric_bando_erc.pdf).

In the case of the allocation of ministerial and/or Cariplo resources, part of the university funding (equal to 50% of the Cariplo and/or ministerial contribution) will have to be returned to the university and used for new research initiatives.

Article 9: Publication and confidentiality

In order to maximise the benefits to the University of the planned investment, the project will be accompanied by actions aimed at increasing the international visibility of university research through the dissemination of the results of the research (in collaboration with the Vice-Chancellor, the university ERC and the Communication Service through press releases and/or participating in European networks such as EARMA, and the consolidation of existing relations with the Coimbra Group and EUA), the organization of awareness-raising events, and the promotion of university research.

At the request of the beneficiaries, a special *Non-Disclosure Agreement* can be prepared that will be signed by all parties involved both in the proposal selection phase and in the management phase of the approved proposals.

In any event, all applicants will be guaranteed access to the documents under legislation 241/1990 and subsequent modifications.

Article 10: Correspondence and information

All information and forms, as well as the ranking lists, will be published on the following website:

<https://web.unipv.it/ricerca/attraction/>

With the submission of the applications, the Administration considers it implicit that the applicants have authorized the publication of information relating to the submitted proposal (First and Last Name, Proposed Title, Department of Reference, Score obtained, and funds awarded).

For information and correspondence, the e-mail address is: staff.servizioricerca@unipv.it

The Vice-Rector for Research

Prof. Mauro Freccero

(document digitally signed)