



HRS4R and our 5Ws

- Why** because this recognition gives visibility and increases the credibility of the University, gives the opportunity to be part of an international group of distinguished institutions and the right to use the logo «HR Excellence in Research», allows to improve the attractiveness of excellence external, increases internal awareness of the principles of the Charter and the Code
- Who** HRS4R involves all our researchers, from the PhD student to the full-professor
- What** analysis of the state of the art and definition of future programmatic lines for the consolidation or improvement of the life of researchers within the University
- hoW**
1. online questionnaire addressed to all researchers and the work of expert groups and forums for the drafting of documents to be submitted to the University bodies;
 2. mapping of any gaps to be filled with the implementation of the Charter and the Code;
 3. development plan of initiatives, strategies, activities aimed at achieving full application of all the principles
- When:** within 12 months from the start of the course, it is necessary to present the planning documents to the Commission in order to obtain the first recognition, then the multi-annual phase of internal and external evaluation is opened

