



**Università degli Studi della Campania *Luigi Vanvitelli* Roadmap
towards the implementation of the CoARA principles**

This document was approved by:
Academic Senate, resolution n. 133/2024
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“The aim is for research to be evaluated based on its intrinsic merits rather than on the number of publications and where these are published” – Scoping Report on Research Assessment, European Commission

STATE OF ART

Unicampania promotes a research culture based on quality, integrity, transparency, knowledge- sharing, societal and economic impact, ethics, and inclusiveness, considering them as key elements of its mission and vision.

Unicampania identifies the following ARRA Core Commitments as priorities:

1. Recognise the diversity of research contributions to, and careers in, research in accordance with the needs and nature of the research;
2. Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators.

Unicampania has been committed for years in supporting open science and in underlying criteria of transparency, accessibility and reproducibility. For years, the openness of publications and data has been supported with ad hoc fundings, training courses especially dedicated to early career researchers. Open science is one of the goals of the university's strategic plan.

Consequently, openness, transparency and reproducibility are also among the goals of departments, research groups and individual researchers, whose research results are reported publicly in reports and dashboards.

The University of Campania also provides specific Open Science training for PhD students and plans to introduce additional training on other aspects of the reform, **such as narrative CVs.**

Narrative CVs will gain researchers the opportunity to describe their key achievements in research, and why they are important; moreover, researchers can provide evidence of their specific contribution to each research output, describe their competencies, their mobility experiences (international, inter-sectoral, etc) and their career path(s).

Moreover, Unicampania intends to value interdisciplinary research (within the limits imposed by the current national context): starting with the recognition (mapping) of the relevant products through shared and internationally recognized criteria, the University aims at creating a virtuous circle that could support interdisciplinary research by overcoming disciplinary borders.

Furthermore, Unicampania is committed to foster:

- a critical reflection on fundamental values of research, by organizing a cycle of open international events on the following topics: reliability, transparency, and reproducibility; interdisciplinarity; ethics and academic freedom.
- a discussion on the application of CoARA principles to the following domains (considering national regulations and other factors that cannot be overcome at present): guidelines for recruitment committees (for example, by promoting a more holistic evaluation of candidates, differentiated by career stage).
- Launch training initiatives for young researchers (beginning from doctoral studies) and newly hired individuals, with a focus on continuous improvement of research quality.
- Experiment a new monitoring of knowledge exchange and its societal impact.

ACTION PLAN WITH DEFINED MILESTONES

The University of Campania “Luigi Vanvitelli” (Unicampania) expressed interest in the Agreement in 2022 and in its effort to fulfil the commitments outlined by the Agreement, has developed the following Action Plan to be implemented within the timeline established in the ARRA.

The **Unicampania CoARA Working Group** will be in charge of: (i) gathering input from the departments; (ii) elaborating a second, more detailed version of the Action Plan; (iii) overseeing the implementation of the Action Plan itself; and (iv) raising awareness on the reform within the academic community.

Supporting CoARA Commitments:

1. Recognize the diversity of contributions to, and careers in, research in accordance with the needs and nature of the research
2. Base research assessment primarily on qualitative evaluation for which peer review is central, supported by responsible use of quantitative indicators
3. Abandon inappropriate uses in research assessment of journal- and publication- based metrics, in particular inappropriate uses of Journal Impact Factor (JIF) and h-index
4. Avoid the use of rankings of research organizations in research assessment
5. Commit resources to reforming research assessment as is needed to achieve the organizational changes committed to
6. Review and develop research assessment criteria, tools and processes

7. Raise awareness of research assessment reform and provide transparent communication, guidance, and training on assessment criteria and processes as well as their use
8. Exchange practices and experiences to enable mutual learning within and beyond the Coalition
9. Communicate progress made on adherence to the Principles and implementation of the Commitments
10. Evaluate practices, criteria and tools based on solid evidence and the state-of-the-art in research on research, and make data openly available for evidence gathering and research

Milestones	Actions	Consistency with the ARRA Core Supporting Commitments	Timeline	NOTE	Offices
Value diverse research activities, outputs, and impacts, since the very beginning of the career	Dedicate specific support to favor the application for funding opportunities dedicated to early-stage career researchers. Dedicate specific support to help younger researchers apply for funding. Disseminate opportunities especially to younger researchers in a clear way (Researcher, also post doc and 3rd year PhD). Using a single central new letter channel for example. Create and implement the appropriate window on the departmental websites (not just the link to the existing University page). Disseminate the specific calls for young people, especially those who provide foreign grants. Provide specific technical support in the application even with external inputs, if necessary.	no. 1 and no. 8	started (in progress)	Specific support to help younger researchers. Via enhanced University tools (e.g. RP) and via CSC with University Newsletter. Via University tools (e.g. RP) and via CSC with University Newsletter. Decentralized support at Department level	CSC/ Departments. External collaboration, including training of internal staff
	Reward researchers who apply to international competitive calls for proposals even though not	no. 1 and no. 5	started (in progress)		Divisione Ricerca e Formazione post lauream/URANI

Milestones	Actions	Consistency with the ARRA Core Supporting Commitments	Timeline	NOTE	Offices
	funded, but evaluated as excellent				
	Dedicate specific budget to promote the cooperation between young researchers (PhD students) and actors beyond Academia (supporting young Start-Up, supporting post-doc and PhD exchange abroad). Evaluate the economic impact to extend the “one-off budget” also to cycle 38, 39 and 40 And PhD cycles in the future.	no. 1 and no. 8	started (in progress)	Participation of young researchers in events outside the academic world, e.g. Futuro Remoto.	UTT/Internazionalizzazione/ Divisione Ricerca e Formazione post lauream/UFR
	Award for “Impact in Research” measures for early-stage career researchers. List what has already been done and implement with new awards but only for young researchers (put a limit)	no. 1 and no. 5	From 2023 (in progress)	New award actions	Divisione Ricerca e Formazione post lauream/URANI
	Post-Doc Award for young researchers that produced high quality publications. Publications assessed on quality, thus consistent with COARA principles	no. 1 and no. 5	2025 - 2026 (to be planned)	Definition of quality criteria (international monographs, scientific awards, etc.) To be implemented	Divisione Ricerca e Formazione post lauream/UFR
	PhD Award for patentable thesis	no. 1 and no. 5	2025 - 2026 (to be planned)	To be done	Divisione Ricerca e Formazione post lauream/UFR/UTT
Engage academic community in recognizing the diversity of	Consider the Barcelona Declaration on Open Research Information. Training in the use of OpenAlex	no. 1 and n. 7	From 2025 (planned)		SBA
	Strengthen synergy between administrative and academic staff in relation to new university policies	no. 1 and n. 7	In progress	APRE or other external courses	Divisione Ricerca e Formazione post lauream/URANI/ Div.

Milestones	Actions	Consistency with the ARRA Core Supporting Commitments	Timeline	NOTE	Offices
contributions	and strategies on research (continuous update) by organizing regular information seminars held by administrative staff in favor of PhD students, post-docs, researchers to increase an awareness about the different research approaches and methods, as well as the main outcomes expected by national and international authorities				gestione Documentale e Alta Formazione
	Courses on evaluation, the distorting effects of entirely quantitative evaluation with a warning, however, also to so-called predatory peer review practices and review mills.	Supporting Commitment no. 1 and n. 7	from 2025 (to be planned)	Webinar or other external courses	Divisione Documentale e Alta Formazione
	Increase training on evaluation criteria particularly the pros and cons of quantitative and qualitative systems.	Supporting Commitment no. 1 and n. 7	from 2025 (to be planned)		Divisione Documentale e Alta Formazione
	Awareness in the use of automated tools (AI). Courses for Early career Researcher including post doc and PhD. Publication of a regulation on the acceptable use of AI in research activities.	Supporting Commitment no. 1, 7, 8, 9	from 2025 (to be planned)	Sensitization of the Depts on the CRITERIUM PLATFORM/external courses	Departments. GDL: to make the rules
	Disseminate among researchers the best practices in research diversity recognition, by joining the CoARA events/meetings	no. 1, 7, 8, 9	from 2025 (in progress)		Divisione Documentale e Alta Formazione
	Provide researchers with training on Open Science to encourage them to think broadly about the diversity and plurality of outputs that arise from their research.	no. 1, 7, 8, 9	2025- 2026 (in progress)		SBA/Div. Ricerca/Departments/Divisione Gestione Documentale e Alta

Milestones	Actions	Consistency with the ARRA Core Supporting Commitments	Timeline	NOTE	Offices
	Host conferences and seminars on Open Science principles and practices. Involve Post Docs or younger researchers (as lecturers) in the seminars to guide PhDs.				Formazione
	activate database for PhD thesis deposit. Thus, making them aware of the process. Eliminate the delivery of the 3 CDs		2025- 2026 (to be planned)		To be implemented by CRESSI/USIR/ Divisione Gestione Documentale e Alta Formazione
Value interdisciplinary in research activities	Reform the organization of laboratories and research facilities to encourage the sharing of skills, knowledge and different research approaches in order to boost the interdisciplinarity of research activities. Target the laboratories created with the PNRR that are already interdisciplinary according to the funded projects	no. 1, and no. 8, 9	2024 - 2026 (to be planned)	Internal Guidelines	GdL/Div.Ricerca
	The University is committed to demonstrate the validity of open interoperable infrastructures for research evaluation at the level of areas, groups, departments. In accordance with the Barcelona declaration, the university is engaged and will engage in the implementation of multidimensional public dashboards. The first one will describe the university's collaborations and their intensity. Collaboration with the Computer science department and other universities will be crucial	no. 1, and no. 8, 9	2025 – 2025 (in progress)		CRESSI

Milestones	Actions	Consistency with the ARRA Core Supporting Commitments	Timeline	NOTE	Offices
	Organization of “research days” for early career stage researcher. Organization of “research days” for post doc including PhD Disseminated with transparency in all research groups. "Departmental and inter-departmental 'research days' for researchers. "Inter-departmental 'research days' for postdocs and PhDs disseminated in advance and transparently to all to give all groups a chance to really participate. Mandatory public central/general calls also disseminated on departmental websites.	no. 1, and no. 8, 9	2025 – 2026 (to be planned)	PhD Days organized by the PhD Schools and one at the University. Participation in Researchers' Night and similar events	Departments
Focus on quality in research assessment, recruitment and career progressions	Align open call and “Regulations” positions to ARRA principles (open call for researcher, post doc and PhD). Align application forms to qualitative principles	no. 2, 6 and 7	2024- 2026		Divisione Ricerca e Formazione post lauream/UFR/ Divisione del Personale
	Activate the bonus fund for Researchers pursuant to Article 9 of Law 240/2010 Gelmini. Set up the "Regulation for the ways of using the fund" aimed at researchers who have contributed to the acquisition of external funding. Introduce also the Third Mission in the salary increase procedures (including in the relevant results not only publications, but a more diversified possibility of activities that could be enhanced).	no. 1, 3 and 6	2025- 2026 (to be planned)		Divisione del Personale / Divisione Valutazione
	Provide guidance and support to panels and committee, defining “Guidelines for Responsible Research Assessment”	no. 2 n. 6 and 7	2025- 2026 (to be planned) (PQA)		Divisione Valutazione

Milestones	Actions	Consistency with the ARRA Core Supporting Commitments	Timeline	NOTE	Offices
	Provide guidelines and templates for Narrative CVs, in line with ARRA principles and the HRS4R1. Include in calls for young researcher the request of a narrative CV. Provide a template aligned with COARA. In any case, include the CV requirement that allows for a qualitative assessment	no. 2 n. 6 and 7	2025- 2026 (to be planned) (PQA)		Divisione Valutazione/Divisione del Personale
	Favor career advancement for researchers capable of attracting prestigious grants from competitive and international calls for proposals. Finding a way in which the purpose of the evaluation is not to avoid recourse, but to select the most suitable CVs for the specific position. Guidelines for the internal commissions (respectful of the ministerial rules) will be issued and their implementation will be monitored	no. 3 n. 6	2025- 2026	Detail the nationally regulated direct call with guide lines. Share with the Personnel Division	Divisione del Personale
	Increase researchers' awareness about the importance of describing each authors' responsibility and contribution in their final research outputs (ex. CRediT and/or using the institutional Repository - IRIS - Contributor Roles Taxonomy and others)	no. 7	2024- 2026		SBA/ Divisione Ricerca e Formazione post lauream/USIR
Progressive transition to research assessment based primarily on peer review	Pilot new peer review models in cooperation with other universities, already partnering in networks	no. 3, 6, 10	2024- 2026		
	Pilot diverse indicators (ex. CRediT, ORCID, etc) and metrics (ex. PlumX, etc) that can possibly capture	no. 3, 6,10	2024- 2026		SBA
	Communication and sharing of progress against the	no. 3, 6, 10	2025 – 2026	PQA	Divisione Ricerca e Formazione

Milestones	Actions	Consistency with the ARRA Core Supporting Commitments	Timeline	NOTE	Offices
	<p>targets defined in this roadmap should be done periodically to the entire community and governing bodies. Publish the CoARA roadmap on public platforms once finalized. Monitoring the implementation of the roadmap</p>				<p>post lauream/Divisione Valutazione/CSC</p>