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INnovative Verona university's
Inter-disciplinary, Inter-sectoral and
International Training Experience

University of Verona

Prof. Mario Pezzotti

Project coordinator

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Scientific aspects

- scientific, technological or socio-economic reasons for carrying out research training in the field covered by the research
- objectives of the programme;
- scientific highlights of the work so far



The INVITE doctoral programme

- **14 PhD positions** to train **early-stage researchers** enrolled in the 34° Doctoral Cycle (October 2018 to September 2021)
- The INVITE training and research programme includes three main components:
 - The **training and research programme** of the PhD courses, including a **period** abroad in another university and/or in non-academic sector
 - A **meta-disciplinary training programme**
 - A **coaching, counselling and vocational guidance**



Training and research programme of the PhD courses

PhD student will be enrolled in one of the 14 PhD courses of the University of Verona

- specific core training offered by the doctoral course
- seminars and specialisation courses
- encouraged to attend and/or contribute to international conferences and workshops

Arts and Humanities

- Foreign Literatures, Languages, and Linguistics
- Human Sciences
- Philology, Literature and Performance Studies

Legal and Economic Sciences

- Economics and Management
- European and International Legal Sciences

Health and Life Sciences

- Applied Life and Health Sciences
- Biomolecular Medicine
- Cardiovascular Sciences
- Clinical and Experimental Biomedical Sciences
- Inflammation, Immunity and Cancer
- Neuroscience, Psychological and Psychiatric Sciences, and Movement Sciences

Natural and Engineering Sciences

- Biotechnology
- Computer Science
- Nanosciences and Advanced Technologies



How the research topics have been selected

- INVITE has adopted the **most open approach possible** as concerns the research topic taking into account the specificities of each PhD programme
- Each PhD programme has selected **one or more topics** according to :
 - Available research infrastructures at UNIVR
 - Research interests of the UNIVR departments / teams
- The research topics have been proposed on the INVITE website:
<http://sites.centri.univr.it/invite/the-call/research-areas/>
- Each research area might be articulated in sub-areas, among which to choose
- For each research area one or more **scientific referents** have been indicated to allow INVITE applicants to get more information



List of research areas / 1

Arts and Humanities

- [The experience of the Other: the stranger, the foreigner, the different, the outsider, the unknown](#)
Phd programme in Foreign Literatures, Languages and Linguistics
- [Philosophy and Inclusive Societies: gender and queer studies; cultural studies](#)
PhD programme in Human Sciences
- [Dante from the Middle Age to the Modern Era](#)
PhD programme in Philology, Literature, and Performance Studies

Legal and Economic Sciences

- [Economics and Management](#)
PhD programme in Economics and Management
- [Legal Issues of Data in the Information Society](#)
PhD programme in European and International Legal Sciences



List of research areas /2

Health and Life Sciences

- [Genomics, Epidemiology–biostatistics, and Microbiology](#)
PhD programme in Applied Life and Health Sciences
- [Biochemistry, and Clinical Proteomics and Genomics](#)
PhD programme in Biomolecular Medicine
- [Cardiovascular Science](#)
PhD programme in Cardiovascular Sciences
- [Epidemiology, Genetics and Pathophysiology](#)
PhD programme in Clinical and Experimental Biomedical Sciences
- [Inflammation, Immunity and Cancer](#)
PhD programme in Inflammation, Immunity and Cancer

- [Neurosciences, Psychological and Psychiatric Sciences, and Movement Sciences](#)

PhD programme in Neuroscience, Psychological and Psychiatric Sciences, and Movement Sciences

Natural and Engineering Sciences

- [Plant biotechnology](#)
PhD programme in Biotechnology
- [Medical informatics, Biomedical image processing and Bioinformatics](#)
PhD programme in Computer Science
- [Nanoscience in translation](#)
Phd Programme in Nanosciences and Advanced Technologies



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Expected results

1. **Attract young, talented, international fellows** to follow a high-quality interdisciplinary doctoral programme at the University of Verona
2. **Train a new generation of researchers** in a wide range of disciplines and to provide them with the ability to establish professional collaborations with academic institutions and/or the private sector at the Italian and European levels.
3. **Improve the doctoral programme** at the University of Verona.



Expected results vs. achieved results so far

1

**Attract young,
talented,
international fellows**
to follow a high-
quality
interdisciplinary
doctoral programme
at the University of
Verona

The promotion of the call went beyond our expectations: 955 applications (compared to 723 applications for the same 14 PhD programmes in the same academic year).

Key factors were:

- Wide coverage on different promotional channels (websites, social networks, advertising)
- promotion of the call before its publication (pre-announcement)



Expected results vs. achieved results so far

2

Train a new generation of researchers in a wide range of disciplines and to provide them with the ability to establish professional **collaborations with academic institutions** and/or the private sector at the Italian and European levels.

Organisation of a mandatory **training on Ethics in research** for all INVITE PhD candidates, but available also via streaming for all UNIVR PhD candidates

Planned **training programme** on new topics like research data management, communication and blogging

Introduction of **guidance and counselling programme** specific for the PhD candidates

Already two **co-tutelle agreements** with:

- Adriano José Habed → Utrecht University (NL)
- Mathieu Repellin → Université Claude Bernard - Lyon 1 (FR)



Expected results vs. achieved results so far

3

Improve the doctoral programme at the University of Verona

Enhanced the **cooperation among the four PhD Schools** in defining the cross-disciplinary training programme

Improved the knowledge of issues related to **integration of foreigner students** (health insurance, accommodation, integration of students with family...) and integration of information on the UNIVR website

Tested a potential **platform** (PICA) to manage applications' submission and evaluation: discovered limits and potentiality for possible future adoption. PICA has been used to evaluate the PhD Theses.

Stronger **cooperation with other Grant Offices and PhD Offices of the other universities** to share experience (e.g. INVITE seminars)



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Scientific highlights so far

- The INVITE Training Programme started one year ago.
- For specific scientific results achieved by the INVITE ESRs please refer to the individual presentations



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Training aspects

- the training programme
- mobility patterns
- complementary skills
- events open to external participants



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Training programme

- Each ESR has been recruited in a PhD Programme and is involved in its training activities
- A supervisor has been identified and assigned to each ESR who has the role to
 - Define with the ESR the Career Development Plan
 - Supervise the research activities
 - Monitor the results achieved

→ See list in the next slides



List of supervisors

Arts and Humanities

- [Stefano Aloe](#), Associate Professor in Slavic Studies - [Petra Bjelica](#) (Phd programme in Foreign Literatures, Languages and Linguistics)
- [Lorenzo Bernini](#), Associate Professor in Political Philosophy - [Adriano José Habed](#) (PhD programme in Human Sciences)
- [Paolo Pellegrini](#), Associate Professor in Italian Linguistics - [Hasmik Vardanyan](#) (PhD programme in Philology, Literature, and Performance Studies)

Legal and Economic Sciences

- [Roberto Ricciuti](#), Associate Professor in Economic Policy - [Mohammad Rafiqul Islam](#): PhD programme in Economics and Management

- [Stefano Troiano](#), Full Professor in Private Law - [Maja Nisevic](#) (PhD programme in European and International Legal Sciences)

Natural and Engineering Sciences

- [Sara Zenoni](#), Associate Professor in Agricultural Genetics - [Samaneh Najafi](#) (PhD programme in Biotechnology)
- [Gloria Menegaz](#), Full Professor in Informatics - [Ahmed Mahdee Abdo Salih](#) (PhD programme in Computer Science)
- [Manuela Malatesta](#), Associate Professor in Human Anatomy - [Mathieu Repellin](#) (PhD Programme in Nanosciences and Advanced Technologies)



List of supervisors

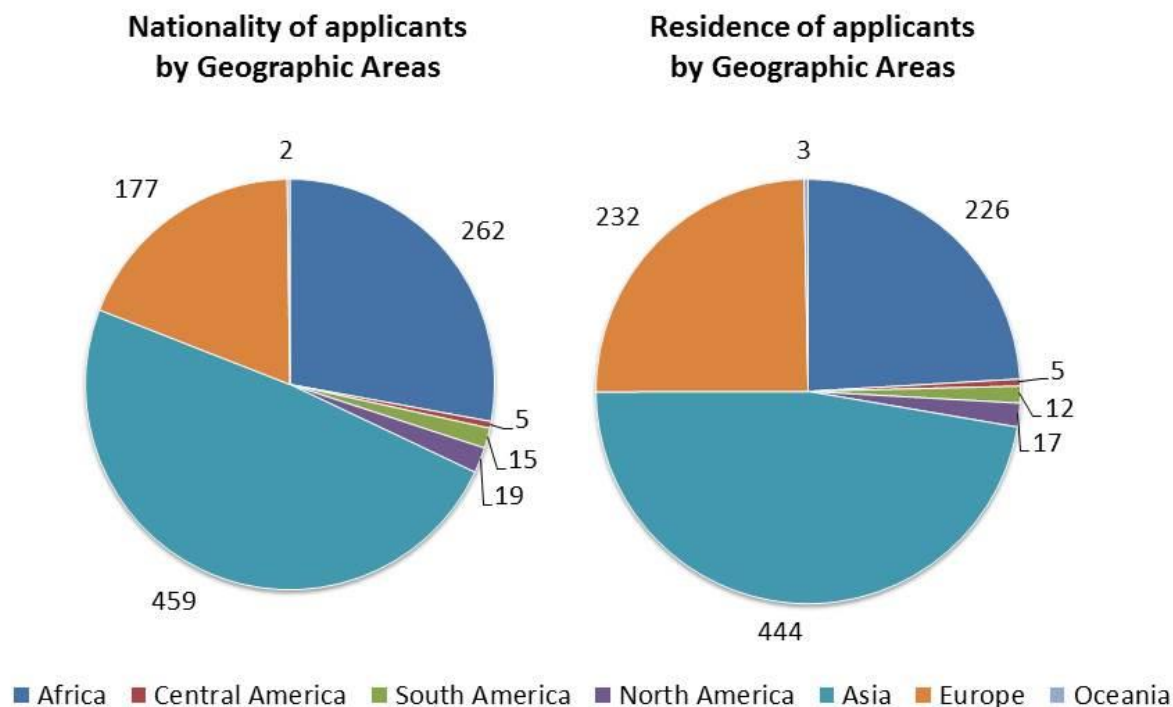
Health and Life Sciences

- [Maria Elisabetta Zanolin](#), Associate Professor in Medical Statistics - [Mulubirhan Assefa Alemayohu](#) (PhD programme in Applied Life and Health Sciences)
- [Marta Palmieri](#), Full Professor in Biochemistry - [Cristian Andres Carmona Carmona](#) (PhD programme in Biomolecular Medicine)
- [Giovanni Battista Luciani](#), Associate Professor in Heart Surgery - [Abou Bakr Mohamed Mohamed Hammad Salama](#) (PhD programme in Cardiovascular Sciences)
- [Ilaria Dal Prà](#), Assistant Professor in Histology - [Peng Hu](#) (PhD programme in Clinical and Experimental Biomedical Sciences)
- [Gabriela Constantin](#), Full Professor in Experimental Medicine and Pathophysiology - [Bruno Dos Santos Lima](#) (PhD programme in Inflammation, Immunity and Cancer)
- Raffaella Mariotti, Researcher in Molecular and cellular neuroscience - [Oluwamolakun Bankole](#) (PhD programme in Neuroscience, Psychological and Psychiatric Sciences, and Movement Sciences)



Mobility pattern of the INVITE applicants

- All INVITE fellowships are incoming fellowships.
- We received applications from all over the world.
- Most applicants comes or are nationals from African, Asian or European countries.

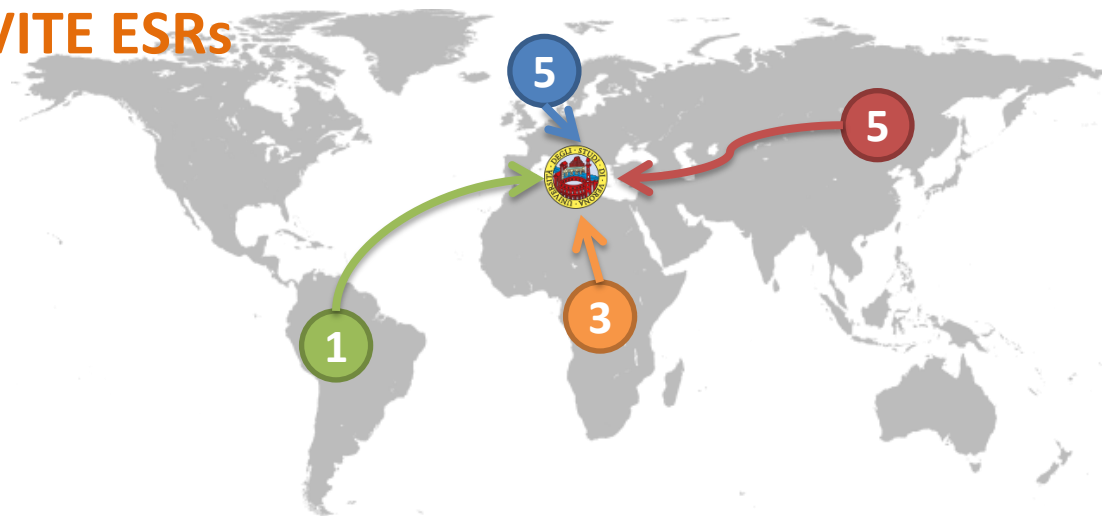




Mobility pattern of the INVITE ESRs

Origin of the ESRs according to macro-regions

- Africa **3**
- Asia **5**
- Europe **5**
(thereof 3 from EU)
- South America **1**

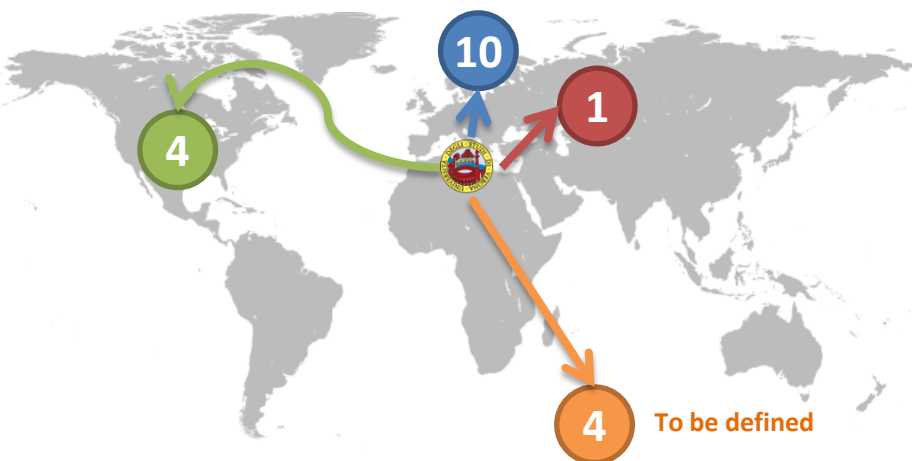


Last Name	First name	Gender	Nationality	Country of residence
Alemayohu	Mulubirhan Assefa	M	Ethiopian	Ethiopia
Carmona Carmona	Cristian Andres	M	Colombian	Colombia
Salama	Abou Bakr	M	Egyptian	Egypt
Hu	Peng	M	Chinese	China
Dos Santos Lima	Bruno	M	Portuguese	Portugal
Bankole	Oluwamolakun	F	Nigerian	Nigeria
Nisevic	Maja	F	Bosnia Herzegovina	Bosnia Herzegovina
Najafi	Samaneh	F	Iranian	Iran
Salih	Ahmed Mahdee Abdo	M	Iraqi	Iraq
Repellin	Mathieu	M	French	France
Bjelica	Petra	F	Serbian	Serbia
Habed	Adriano José	M	Italian	Netherlands
Vardanyan	Hasmik	F	Armenian	Armenia
Islam	Mohammad Rafiqul	M	Bangladeshi	Bangladesh



Mobility pattern of secondment

- About 50% of secondments in EU28
- Most required countries are UK and US
- Average duration of 6,8 months
- 4 ESRs plan to have more than one secondment in different countries
- All planned secondments are in academic organisations



Geographic Area / Countries	No. of Secondment	Total Months
EU countries	10	65
France	1	12
Germany	1	6
Spain	2	12
The Netherlands	2	17
United Kingdom	4	12
Associated countries	0	0
Third Countries	5	32
Russian Federation	1	3
United States	4	29
To be defined	4	20
TOTAL	19	117

All details of secondment available in the next slide



Mobility pattern of secondment

ESRs	Country	Organisation	Period	Months
ALEMAYOHU Mulubirhan	United States	John Hopkins University (Vanessa Garcia Larsen)	15/12/2019 to 15/06/2020	6
Assefa	United Kingdom	Imperial College London (Peter Burney)	01/01/2021 to 30/06/2021	6
BANKOLE Oluwamolakun	United States	Washington University (Prof Erik Musiek)	13/4/2020 to 13/10/2020	6
BJELICA Petra	United Kingdom	The Shakespeare Institute - University of Birmingham (Ewan Fernie)	05/01/2020 to 05/03/2020	3
	Russian Federation	Moscow University of Humanities (Nikolay Zakharov)	01/04/2020 to 01/07/2020	3
CARMONA CARMONA Cristian Andres	Spain	Universidad Autónoma de Madrid (Bruno Sainz Anding)	1/10/2020 to 30/3/2021	6
DOS SANTOS LIMA Bruno	<i>To be defined</i>	<i>To be defined</i>	July 2020 to February 2021	8
HABED Adriano José	The Netherlands	Utrecht University (Prof. Sandra Ponzanesi)	01/09/2019 to 31/08/2020	12
HU Peng	<i>To be defined</i>	<i>To be defined</i>	<i>To be defined (after March 2021)</i>	
ISLAM Mohammad Rafiquel	United Kingdom (tbc)	<i>To be defined</i>	After March 2020	N/A
NAJAFI Samaneh	<i>To be defined</i>	<i>To be defined</i>	01/03/2020 to 01/08/2021	6
	<i>To be defined</i>	<i>To be defined</i>	07/01/2021 to 07/06/2021	6
NISEVIC Maja	United Kingdom	King's College London (Mateja Durovic)	October 2019 to December 2019	3
	The Netherlands	University of Leiden (Bart Custers)	January 2020 to May 2020	5
	Germany	University of Bayreuth (to be defined)	Summer 2020 to October 2020	6
SALAMA Abou Bakr	United States	Louisville University (Prof Roberto Bolli)	January 2020 to January 2021	13
SALIH Ahmed Mahdee Abdo	Spain	University of Barcelona	01/01/2019 to 01/01/2020	12
REPELLIN Mathieu	France	Université Claude Bernard Lyon 1 (Giovanna Lollo)	01/01/2020 to 31/12/2020	12
VARDANYAN Hasmik	United States	University of Notre Dame (Zygmunt G. Baranski and Theodore Cachey)	27/01/2020 to 29/05/2020	4

The data refers to secondment plans as they are estimated in September 2019 and could change



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Coaching, counselling and vocational guidance



- A programme implemented by ASPIC (<http://www.aspicgroup.it/>)
- The **overall aim**:
 - vocational guidance,
 - career construction and
 - development needs of the INVITE PhD Students,
 - linking post-graduate studies with the labour market.
- Specifically designed and tailored for the INVITE PhD students
- Structured in
 - a) Training, vocational and career guidance and coaching (mainly in group)
 - b) Individual counselling sessions



Coaching, counselling and vocational guidance

Training, vocational and career guidance and coaching (total of 80 hours)

- Classroom sessions of group and individual work (6-7 hour length)*.
- Each participant is offered an additional 120 minutes of time allotment for Skype or short phone sessions for feedback, monitoring, coaching, revision.

Three meetings already organised:
on 15/7/2019, 13/9/2019 and
11/11/2019.

* In case of impossibility to participate to a training session, participants will receive material, exercises and feedback by email.

INVITE Second Annual Seminar (Verona, 4/12/2019)

MAIN TOPICS

- Needs analysis
- Unfolding talent, building excellence
- Study fields/disciplines and possible professional development paths
- Academic and non-academic career paths.
- Vocational guidance and career construction goal setting
- CV; presentation, self-promotion and visibility strategies.
- Personal and professional identity (personal branding).
- Job search methods and strategies
- Handling change and effectively adapting to different work environments.
- Self-care, stress management and work-life balance
- Motivation, self-efficacy, motivation, will and self-determination.



Coaching, counselling and vocational guidance

Individual counselling sessions

- A safe and confidential setting where participants are free to explore the topics and themes of most concern and interest to them
(pertaining to vocational, motivational and career-related reflections and consideration, to the experience in a foreign country or other issues and topics).
- Total time: 4-5 hours of individual counselling.
- Sessions of 50/60 minutes within the duration of the project.



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Complementary skills

It covers the following topics:

- IPR and exploitation of research results
- outreach, communication and dissemination activities
- writing articles, preparing posters, and public speaking
- open data and data management
- the ethical aspects of scientific research → **MANDATORY FOR ALL ESRs**
- the gender dimension in research
- proposal writing and project management
- writing articles, preparing posters, and public speaking



Programme of the training on complementary skills

1st Year: AY 2018-2019

- “Ethical aspects in Horizon 2020”: EuCore (22/2/2019)

In addition to the specific INVITE programme, 2 INVITE ESRs participated in the course on “Research Project Writing for Absolute Beginners” organised by UNIVR Grant Office in June 2019 for all UNIVR researchers

2nd Year: AY 2019-2020

- Research Data Management: EUDAT (<https://eudat.eu/>) or DCC Digital Curation Centre (<http://www.dcc.ac.uk/>)
- WordPress (blog writing): ESPERO (Milano)
- IPR and exploitation of research results: NetVal or IPR Helpdesk
- Gender dimension in research: external trainer to be defined

3rd Year: AY 2020-2021

- Programme Horizon Europe: Research Area + external experts
- Proposal writing: Research Area
- Outreach, communication, and dissemination: APRE or other



Events open to external participants

- 16/11/2018: First INVITE Annual Seminar “The innovative doctoral programmes: features and news”.
<http://sites.centri.univr.it/invite/2018/10/16/how-to-improve-doctoral-programmes/>
<http://sites.centri.univr.it/invite/2018/11/22/first-invite-conference-innovative-doctorates-are-pivotal/>
- 1/12/2019: Ceremony of dedication of the fellowship in European and International Legal Sciences to the memory of Lara Lupinc
Info: <http://sites.centri.univr.it/invite/2018/12/12/a-fellowship-in-memory-of-lara-lupinc/>
- 4-5/6/2019: MSCA Presidency Conference 2019
Info: <http://sites.centri.univr.it/invite/2019/06/24/the-project-invite-presented-at-the-msca-presidency-conference-2019/>





PhD Days

■ PhD School Natural Sciences and Engineering (Verona, 17 June 2019):

https://www.univr.it/it/iniziative/-/evento/8585?p_auth=JN71L7yy

- NAJAFI Samaneh : poster “Plant regeneration from protoplasts and genome editing application in grapevine”
- REPELLIN Mathieu : poster “Hyaluronic acid-based nanocomplexes as an innovative drug delivery strategy for treating myotonic dystrophy”
- Ahmed Salih Ahmed Mahdee Abdo was on mission and could not participate.
- The abstracts of all PhD students (included INVITE students) have been published in an internal publication.

See article on UNIVR Magazine:

<http://www.univrmagazine.it/2019/06/19/phd-day-di-scienze-naturali-ed-ingegneristiche/>

■ PhD School Arts and Humanities (Verona, 3 October 2019)

https://www.univr.it/it/seminari/-/evento/4876?p_auth=KWIIc1oI

- The event is under preparation. All INVITE ESRs of this PhD school are invited to submit a poster



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Events open to external participants

- **Second INVITE Annual Seminar, Best practices to recruit researchers:** Sharing experiences on the Human Resources Strategy for Researchers Verona, 4th December 2019
- **PANEL:**
 - Maria Vittoria D'Inzeo, *Policy Officer European Commission DG Research & Innovation Academic R&I and Research Organisations*
 - Chiara Biglia, *Politecnico di Torino*
 - Claudia Barale, *Università di Torino*
 - Gilberto Antonelli, *AlmaLaurea*



HR EXCELLENCE IN RESEARCH



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Management aspects

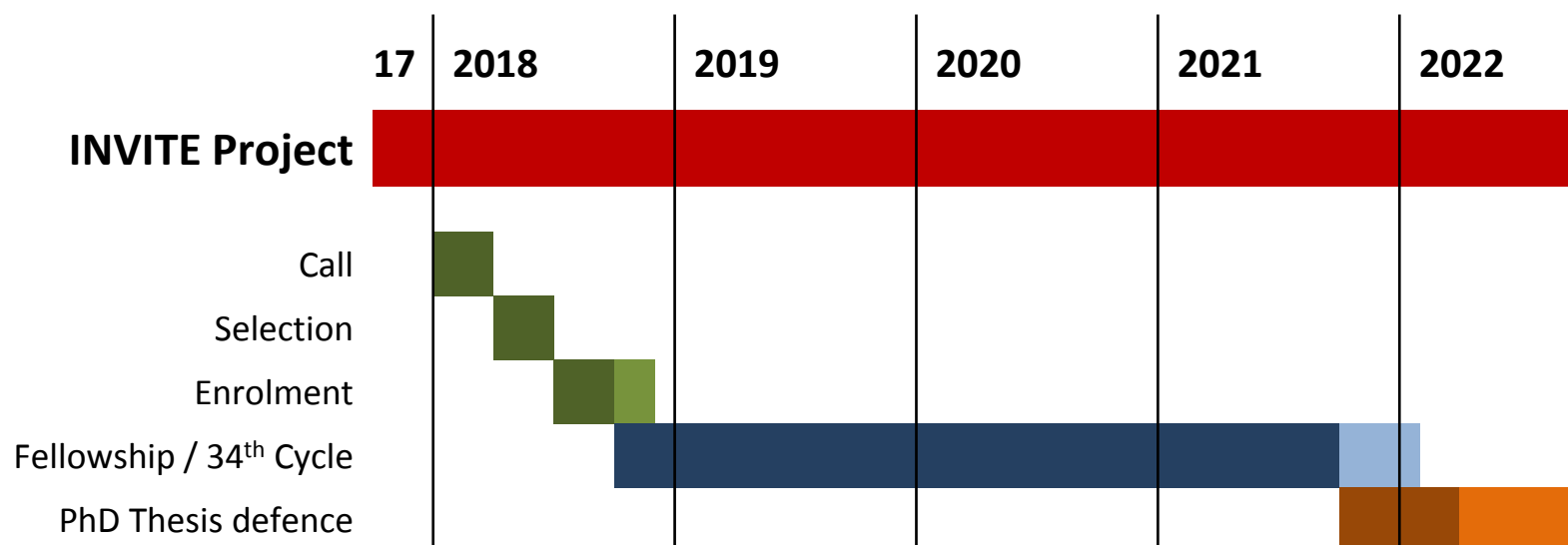
- Recruitment report
- Any proposed re-orientations of the activities



INVITE Time schedule

Project duration: from 1/10/2017 to 30/9/2022

Fellowship duration: from 1/10/2018 to 30/9/2021 (34th PhD Cycle)





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INVITE Call promotion

- **Mid-November 2017:**
Call pre-announced
- **15 January 2018:**
Call opens.
- **16 April 2018:**
Calls closes

Promotion included

- Project website
- Project newsletter
- Promotion on UNIVR website, MIUR and EURAXESS
- Social networks
- Advertising on journals and PhD portal



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official websites



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social networks



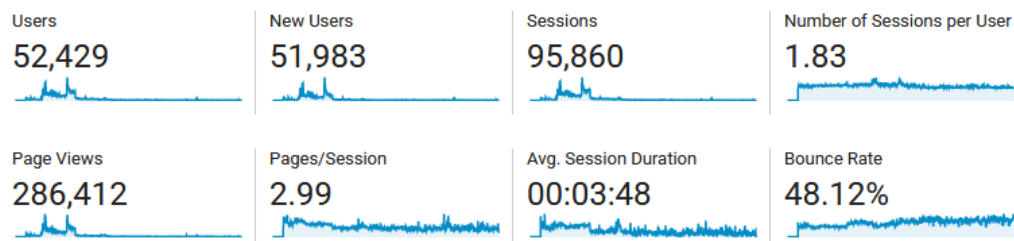
academic journals and portals



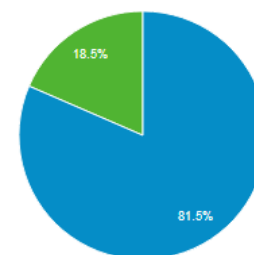


INVITE website: some data from Google Analytics

Period: 18/10/2017 – 31/8/2019



■ New Visitor ■ Returning Visitor



Demographics

Language

Country

City

System

Browser

Operating System

Service Provider

Mobile

Operating System

Service Provider

Screen Resolution

Country

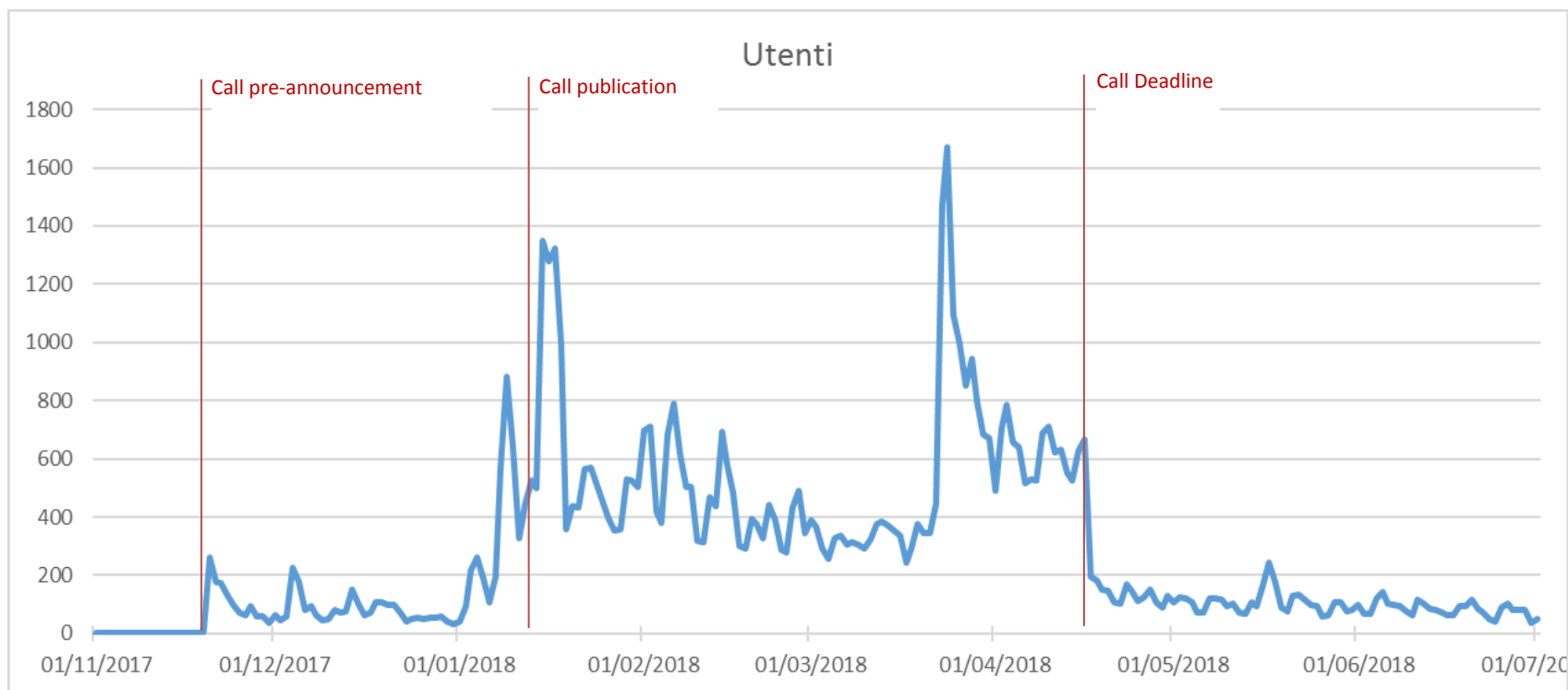
	Country	Users	% Users
1.	Italy	7,998	15.19%
2.	India	3,881	7.37%
3.	Pakistan	3,217	6.11%
4.	Egypt	2,258	4.29%
5.	Iran	2,109	4.01%
6.	United States	1,846	3.51%
7.	United Kingdom	1,546	2.94%
8.	Palestine	1,377	2.62%
9.	Spain	1,292	2.45%
10.	Greece	1,271	2.41%

[view full report](#)



INVITE website: some data from Google Analytics

Details about visits from pre-announcement to the call deadline





INVITE Newsletter: some data from MailChimp stats

12

issues so far

648

subscribed contacts

51%

Avg open rate

14,3%

Avg click rate

The issues:

#1: 22/12/2017 → preannounced the call

#2: 15/01/2018 → call opening

#3: 1/02/2018

#4: 16/02/2018

#5: 2/03/2018

#6: 16/03/2018

#7: 30/3/2018

#8: 13/7/2018 → ranking lists

#9: 26/10/2018 → INVITE conference

#10: 20/12/2018

#11: 19/4/2019

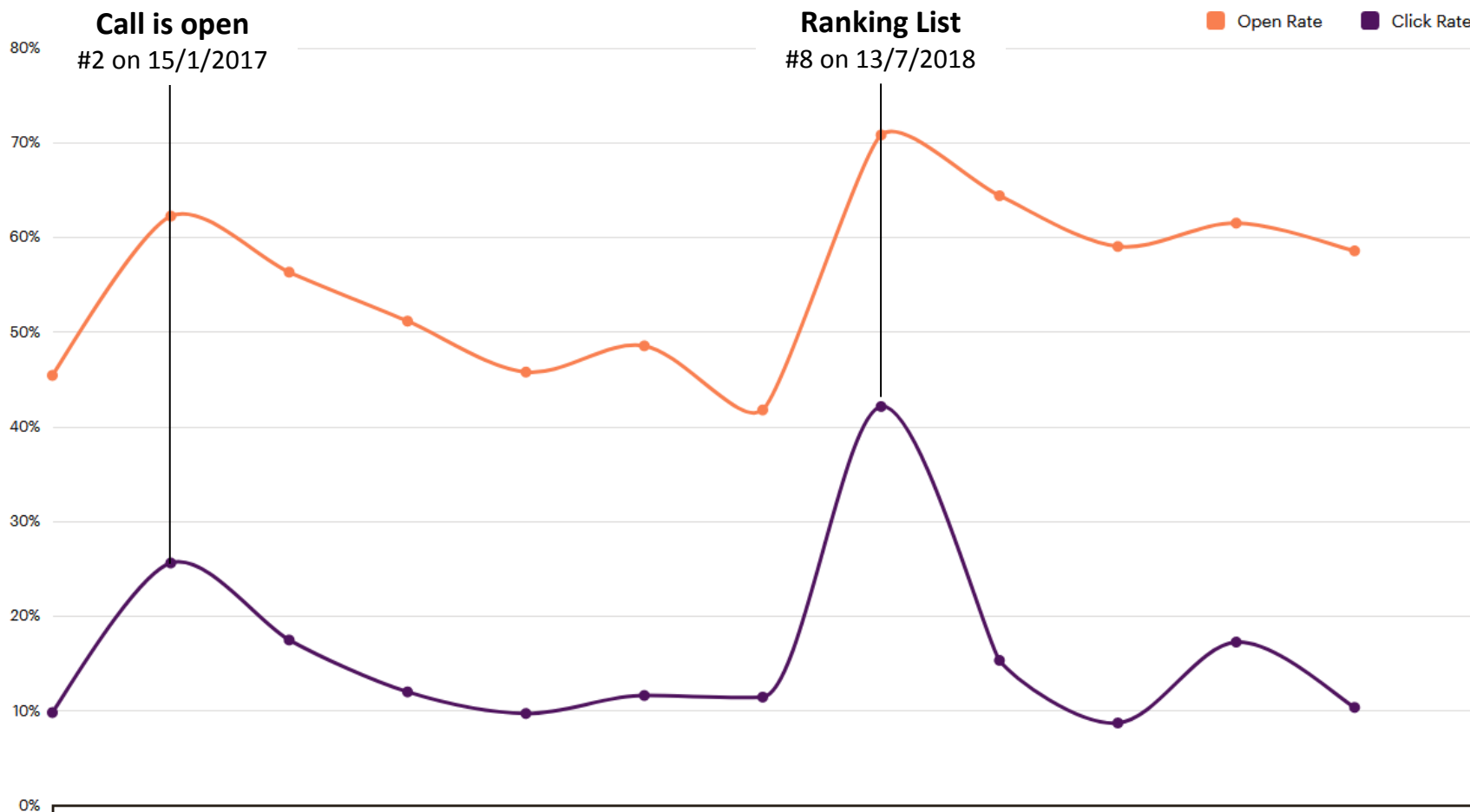
#12: 26/7/2019

*From
preannouncement
to the closing date
of the call
one newsletter
every 2 weeks*

*After the call
deadline,
one issues
every 3 months*



INVITE Newsletter: some data from MailChimp stats





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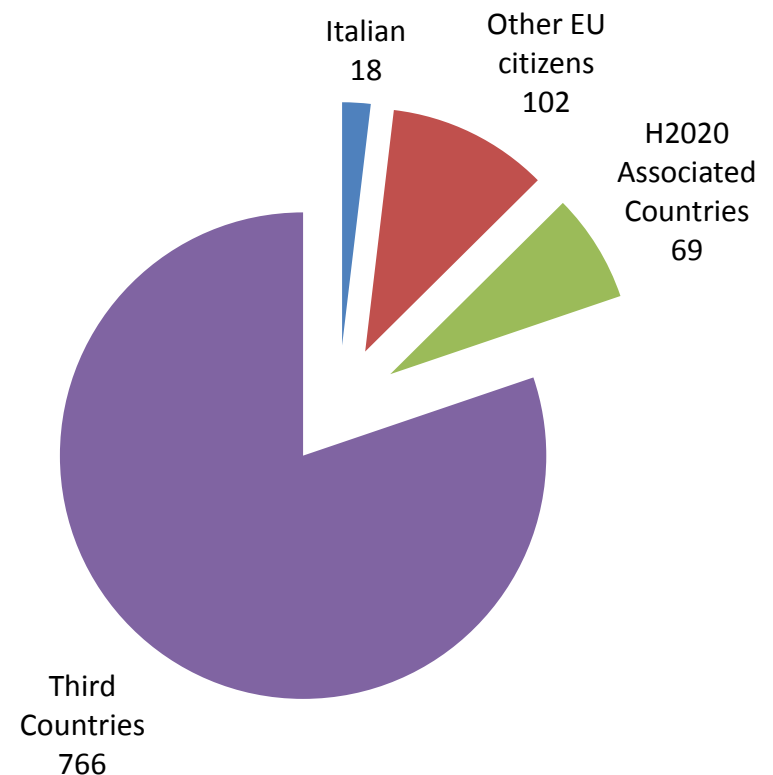
Origin of applicants

955

applications
received

A slight increased number of applications coming from EU nationals / residents (excluding Italy) compared to the usual PhD calls of the University of Verona

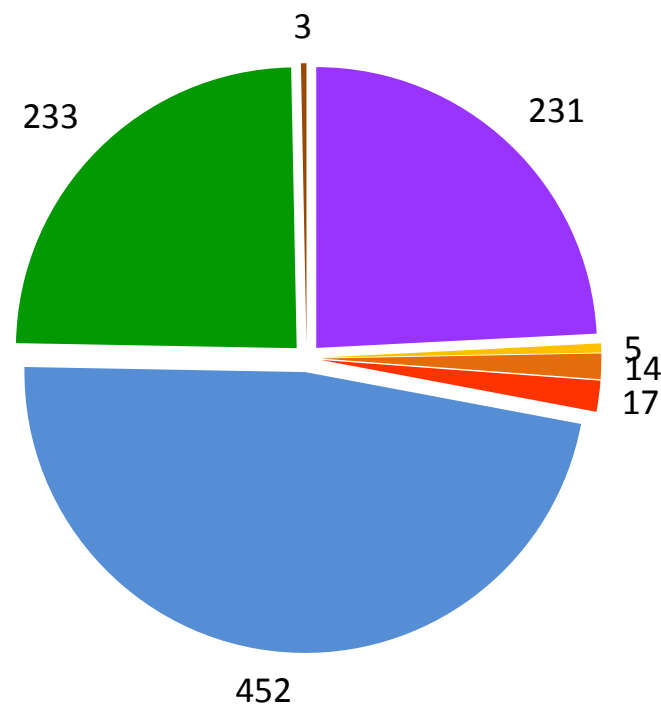
Applications by nationality



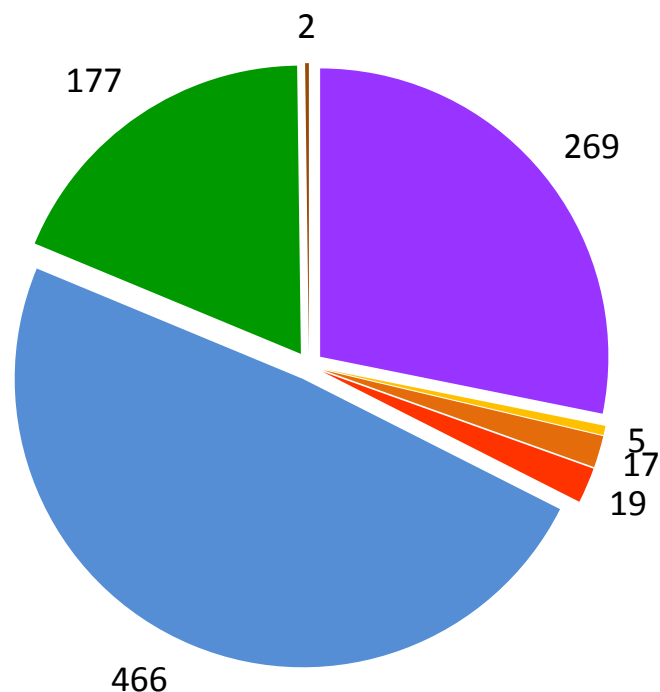


Residence and nationality of applicants

Residence by Geografic Area



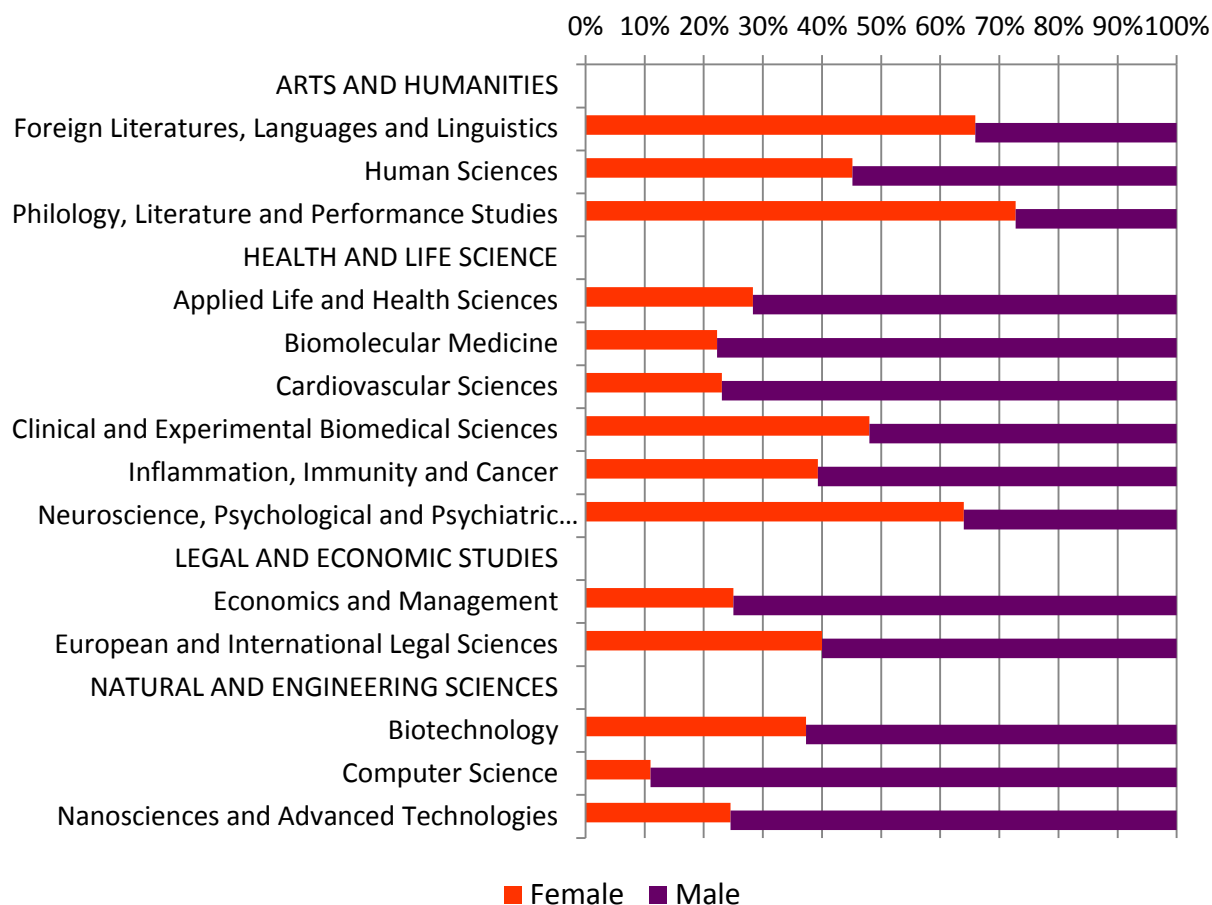
Nationality by Geografic Area



Africa Central America South America North America
Asia Europe Oceania



Applications by gender



The gender composition varies from one discipline to the other.

Women are still under-represented in some STEM disciplines.



Overview of the applications' evaluation procedure

PhD Programme	Received proposal	Withdrawn proposal	Ineligible proposals	Eligible applications	Invited to the interview	Ranking list
Inflammation, Immunity and Cancer	56	0	4	52	12	4
Biomolecular Medicine	18	1	2	15	16	7
Neuroscience, Psychological and Psychiatric Sciences, and Movement Sciences	50	0	2	48	14	9
Applied Life and Health Sciences	99	4	5	90	21	10
Clinical and Experimental Biomedical Sciences	25	0	2	23	10	4
Cardiovascular Sciences	13	0	1	12	6	4
Economics and Management	244	4	12	228	30	6
European and International Legal Sciences	55	3	1	51	8	4
Biotechnology	67	1	9	57	21	3
Computer Science	91	3	3	85	19	5
Nanosciences and Advanced Technologies	53	1	5	47	13	3
Philology, Literature and Performance Studies	11	0	0	11	4	2
Foreign Literatures, Languages and Linguistics	91	2	2	87	13	7
Human Sciences	82	2	5	75	15	4
Total	955	21	53	881	202	72

All ranking list approved by the Steering Committee on 7 July 2018,
but those of Economics and Management, approved by SC on 9 November 2019.



Ineligible proposals

Totally **53** applications resulted ineligible:

- **14** infringement of the mobility rule
- **32** applicants had not a degree entitling to enter PhD programme
- **9** applicants had more than 4 years of experience in research

PhD Programme	Ineligible Proposals	Mobility Rule	Without degree	More than 4 years experience
Foreign Literatures, Languages and Linguistics	2	0	1	1
Human Sciences	5	5	0	1
Philology, Literature and Performance Studies	0	0	0	0
Applied Life and Health Sciences	5	1	4	0
Biomolecular Medicine	2	1	1	0
Cardiovascular Sciences	1	0	1	0
Clinical and Experimental Biomedical Sciences	2	0	2	0
Inflammation, Immunity and Cancer	4	0	3	1
Neuroscience, Psychological and Psychiatric Sciences, and Movement Sciences	2	0	2	0
Economics and Management	12	4	5	4
European and International Legal Sciences	1	0	1	0
Biotechnology	9	2	6	1
Computer Science	3	0	3	0
Nanosciences and Advanced Technologies	5	1	3	1
Total	53	14	32	9



Redress procedures

Totally **9** redress procedures (out of 955 applications)
managed by the Steering Committee

All related to complain about the scores
received in the Evaluation Reports.

All redress procedures have been
rejected.

Redress was possible within 15 days from the
reception of the Evaluation report.

The Steering Committee has evaluated the redress on
the base of the applications, the Evaluation report, the
emails by the applicants and an internal report by the
Chair of Evaluation Commission.

Steering Committee meeting on 7 July 2018

- Proposal n. 73230 – Applied Life and Health Sciences
- Proposal n. 74837 – Clinical and Experimental Biomedical Sciences

Steering Committee meeting on 3 August 2018

- Proposal n. 70799 – Computer Sciences
- Proposal n. 73034 – Clinical and Experimental Biomedical Sciences

Steering Committee meeting on 9 November 2018

- Proposal n. 73258 – Economics and management
- Proposal n. 72693 – Economics and management
- Proposal n. 65596 – Economics and management
- Proposal n. 75319 – Economics and management
- Proposal n. 75796 – Economics and management.



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Health and Life Sciences



**Alemayohu
(Ethiopia)**



**Abou Bakr Mohamed
Hammad (Egypt)**



**Oluwamolakun
(Nigeria)**



**Bruno
(Portugal)**



Peng (China)



**Cristian Andres
(Colombia)**



**Najafi
(Iran)**



Mathieu (France)



**Ahmed
(Iraq)**

Natural and Engineering Sciences

Arts and Humanities



**Petra
(Serbia)**



**Hasmik
(Armenia)**



**Adriano Jose
(Italy)**

Legal and Economic Studies



**Maja
(Bosnia Herzegovina)**



**Mohammad
(Bangladesh)**



Recruitment

PhD Programme	ESR	Date of enrolment	
Foreign Literatures, Languages and Linguistics	Petra Bjelica	01/10/2018	
Human Sciences	Adriano Jose Habed	01/10/2018	
Philology, Literature and Performance Studies	Hasmik Vardanyan	01/10/2018	
Applied Life and Health Sciences	Mulubirhan Assefa Alemayohu	01/10/2018	
Biomolecular Medicine	Cristian Andres Carmona Carmona	01/11/2018	[a]
Cardiovascular Sciences	Abou Bakr Mohamed Mohamed Hammad Salama	01/01/2019	[b]
Clinical and Experimental Biomedical Sciences	Peng Hu	01/10/2018	
Inflammation, Immunity and Cancer	Bruno Miguel Dos Santos Lima	01/10/2018	
Neuroscience, Psychological and Psychiatric Sciences, and Movement Sciences	Oluwamolakun Bankole	01/11/2018	[c]
Economics and Management	Mohammad Rafiqul Islam	01/02/2019	[d]
European and International Legal Sciences	Maja Nisevic	01/10/2018	
Biotechnology	Samaneh Najafi	01/11/2018	[e]
Computer Science	Ahmed Mahdee Abdo Salih	01/01/2019	[f]
Nanosciences and Advanced Technologies	Mathieu Repellin	01/10/2018	

Recruitment was planned on **1/10/2018**, when the academic year for PhD Programme starts. Some ESRs could be recruited later: see details in the next slides.



Reasons of delayed recruitment /1

[a] **Biomolecular Medicine:** Cristian Andres Carmona Carmona has got a visa for study starting from 29/10/2018 and has been enrolled on 1/11/2018.

[b] **Cardiovascular Sciences:** The first ESR in the ranking list has withdraw. Abou Bakr Salama, the second in the list, was contacted and was to be enrolled between mid-November and beginning December 2018. Indeed, he has been enrolled later (January 2019) because he has to pass a routine security check.

[c] **Neuroscience, Psychological and Psychiatric Sciences, and Movement Sciences:** Oluwamolakun Oluwatobi Bankole has to make the anti-malaria prophylaxis upon request by the Italian embassy, with consequent delay in her arrival and enrolment.

[d] **Economics and Management:** The enrolment of the candidate was expected to take place by December 2018 due to the longer evaluation procedure. Once published the ranking list, the first candidate could not accept the position for familiar reason. Thus, the second in the list – Mohammad Rafiqul Islam – has been enrolled.



Reasons of delayed recruitment /2

[e] **Biotechnology**: Najafi Samaneh has been enrolled one month later, because the Italian Embassy in Teheran required her to pass the IELTS English exam in order to get a visa.

By the way, Najafi has had some trouble to open a bank account in Italy because of the international embargo against Iran.

[f] **Computer Sciences**: The first and the second candidates in the ranking list have refused the position for family reasons. The third one - Ahmed Mahdee Abdo Salih – could be enrolled only on 1st January 2019.



Ethical Issues in Research (management aspects)

- The UNIVR **Ethical Board** on Research on Human Beings (CARU - Comitato di Approvazione della Ricerca sull'Uomo) has been appointed for the ethical aspects of the INVITE ESRs' projects (Decision of the Steering Committee on 9/11/2018)
- A specific **training course** has been organised on 22 February 2019, hold by EuCore (Roberto Cippitani).
At the course Carlo Zancanaro, Chair of CIRSAL (Interdepartmental Centre of Experimental Research Service) and Chiara Della Libera – Member of CARU (Comitato di Approvazione della Ricerca sull'Uomo) participated.
- Specific **templates** have been arranged:
 - A Ethics Self-Assessment to be provided by each ESR by the end of February 2019
 - A request for Ethical approval to CARU to those project with at least ethical issue checked in the table



Ethical aspects in ESRs Projects

PhD Programme	ESR	Ethical issues	Request of ethical approval
Foreign Literatures, Languages and Linguistics	Petra Bjelica	NONE	
Human Sciences	Adriano José Habed	Humans, Personal Data	approval not necessary for the moment
Philology, Literature and Performance Studies	Hasmik Vardanyan	NONE	
Applied Life and Health Sciences	Mulubirhan Assefa Alemayohu	Humans, Third Countries	approval requested to CARU
Biomolecular Medicine	Cristian Andres Carmona Carmona	Human cells/Tissues, Third Countries	approval received from UNIVR Ethical Board (CARU)
Cardiovascular Sciences	Abou Bakr Salama	Animals, Third Countries	approval no more necessary
Clinical and Experimental Biomedical Sciences	Peng Hu	Human Cells/Tissues	approval no more necessary
Inflammation, Immunity and Cancer	Bruno Lima	Animals	approval received from UNIVR Ethical Board (CARU)
Neuroscience, Psychological and Psychiatric Sciences, and Movement Sc.	Oluwamolakun Bankole	Animals	approval received from CIRSAL awaiting for the Italian Ministry approval



Ethical aspects in ESRs Projects

PhD Programme	ESR	Ethical issues	Request of ethical approval
Economics and Management	Mohammad Rafiqul Islam	Humans, Personal Data, Third Countries	approval received from UNIVR Ethical Board (CARU)
European and International Legal Sciences	Maja Nisevic	NONE	
Biotechnology	Samaneh Najafi	NONE	
Computer Science	Ahmed Mahdee Abdo Salih	NONE	
Nanosciences and Advanced Technologies	Mathieu Repellin	Human Cells/Tissues, Animals	approval received from UNIVR Ethical Board (CARU)



Proposed re-orientation of activities /1

Guidance and counselling programme

- Cattolica Assicurazione has closed its initiative Progetto di Vita. Cattolica per i Giovani, partner organisation in the project.
- As a consequence
 1. the Steering Committee has approved to substitute the representative of Progetto di Vita. Cattolica per i Giovani (Sara Giunta) with a representative of the Verona Chamber of Commerce (Riccardo Borghero)
 2. a counselling company (ASPIC) has been selected to carry out the Guidance and counselling programme.
- The Guidance and counselling programme has started on 15 July 2019, with slight delay.



Proposed re-orientation of activities /2

Delayed training programme on complementary skills

- Due to delayed recruitment of some ESRs, the complementary skills programme had to be delayed.
- One activity already took place in February 2019 (training on Ethical Issues).
- Most of the programme is planned in the second and third years of the PhD programme.

Delayed launch of INVITE Blog

- The launch of the INVITE Blog will occur after the training on WordPress (blog writing), in the second year.



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**Thank you
for your attention**



Prof Mario Pezzotti
University of Verona

Scientific coordinator of the project INVITE

INVITE

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