



Structural Transformation to Achieve Gender Equality in Science

(G.A. No.FP7-289051)

Implementation Phase 2012-2015

Sustainability Phase 2016-2020

STAGES ACTION PLAN at the University of Milan
**SCHOOL OF EUROPEAN PROJECTS
DRAFTING AND MANAGEMENT**
ACTION 1.5.1



UNIVERSITÀ DEGLI STUDI DI MILANO

Università degli Studi di Milano
Via Festa del Perdono, 7
20122, Milano



Research Centre
GENDERS – *Gender and Equality in
Research & Science*
Via Conservatorio, 7
20122, Milano

1. Background and rationale of the action

In the process of drafting a **tailored action plan at the University of Milan**, the STAGES Team at the University of Milan gathered several data starting from the organogram of the entire university and the detailed organograms of two Faculties targeted by the project – the Faculty of Agricultural and Food Sciences and the Faculty of Medicine - in order to track horizontal and vertical segregation among researchers, Professors, top and middle management. Within the Faculty of Agricultural and Food Sciences, which before the implementation of the 2011 Reform of Italian universities was still composed by 6 Departments, **data on funding** were also collected. Such data showed interesting patterns. With regard to European funding, indeed, the Team found out that **women** had more or less the same chance as men to obtain funding but that they **tended to apply less than their male colleagues**. These results matched those highlighted in the SheFigures report of 2012, especially with regard to the specific field of Agricultural Sciences (SheFigures, 2012, pp. 126-129). Subsequent **semi-structured interviews** at the faculty of Agricultural and Food Sciences carried on with female Full and Associate Professors as well as with researchers revealed that most of them perceived access to European funding schemes as very difficult since, in their opinions, applications were very time consuming, complicated and only granted very few possibilities of success. This perception, which did not match actual success rates, was very widespread. The team thus decided to include an **ad hoc action** in the action plan having the **twofold aim** of **sensitizing** researchers about the very importance of European projects for their career paths and of providing them with **concrete tools** for applying to calls for project in the framework of Horizon 2020 and of other European programmes.

2. Implementation strategies and dynamics

In planning the School of European Projects Drafting and Management, the Team used both a bottom-up strategy and what could be named as an inclusive strategy. As to the first, starting from Year 2 of the STAGES Project a Network of Female Researchers was created at the Faculty of Agricultural and Food Sciences. The Network had among its aims that of favoring the participation of members in the planning of the School and of other Actions so that the contents and logistics of such actions could be effectively tailored on their actual needs. A “reversal practice” was thus used, as the contents and aims were singled out by women and on the basis of women’s preferences, while the Schools were also open to men. In defining the programme of the Schools, moreover, the Team contacted and cooperated with different UMIL’s internal Offices and, in the case of some particular lessons involving keynote speakers from European institutions, jointly organize them with the Research Office as open events addressing the entire university. This inclusive strategy allowed the Team to increase the project visibility, to activate collaborations with UMIL’s units and, at the same time, to involve a wider spectrum of beneficiaries.

3. The program and contents School of European Project Drafting and Management

The School started in **September 2013** and ended in **June 2014**. The implementation of this action was postponed in order to let the School correspond to the launch of Horizon 2020. The School **targeted** early career female researchers at the Faculty of Agriculture and Food Sciences and was activated following a “call for participation” addressing post-doctoral and researchers who had to submit their CVs, a letter of interest and declare that they were willing to follow the entire path

foreseen by the school. The call was presented during an open initiative which took place on the 18th of September 2013. To the School enrolled over 40 researchers. The School program was divided into **two parts**.

3.1 First part of the School

The **first part**, which started in October and ended in January, aimed at providing participants with an **overview on the aims and structure of Horizon 2020 and other European funding schemes** (ERC, Marie Curie etc.), on the budgeting, management and financial reporting of European Projects and Grants, on the valorisation of the scientific results (evaluation and management of scientific outcomes, patents etc.) and on the gender perspective within European funding schemes. The first five lessons were taught by UMIL's personnel from the Research Office, the Audit and Projects Accounting Consultancy Office, the UniMitt - University Centre for Innovation and Technological Transfer and the Interdepartmental Centre "Women and Gender Differences".

The programme and the contents of the lessons included in the first part of the School were the following:

LESSON N.1

INTRODUCTION TO EUROPEAN FUNDING SCHEMES AND TO HORIZON 2020

Speaker: Chiara Rengo, Research Funding Front Office - Research Services Division (UMIL)

29 October 2013, 9:30 – 13:00, Aula Maggiore, Via Celoria, 2

Introduction to European funding schemes: programmes, sources of information (websites, supporting institutions, etc.) conditions for application, identification of relevant calls. Horizon 2020: broader aims and objectives, main themes of intervention, structure of the programme, how to look for a call for application, general rules for applying to the calls.

LESSON N.2

HORIZON 2020: EXCHANGE AND MOBILITY PROJECTS, INDIVIDUAL AND COLLABORATIVE PROJECTS; MARIE CURIE FELLOWSHIPS; INTRODUCTION TO ERC GRANTS

Speaker: Chiara Rengo, Research Funding Front Office - Research Services Division (UMIL)

13 November 2013, 9:30 – 13:00, Room 601, Via Pascal 36

What opportunities in Horizon 2020. Overview on Marie Curie Fellowships and ERC Grants.

LESSON N.3

MANAGEMENT AND DISSEMINATION OF RESEARCH RESULTS

Speaker: Ilaria Libani, UniMitt - University Centre for Innovation and Technological Transfer (UMIL)

26 November 2013, 9:30 – 13:00, Room V5, Via Venezian 15

Tools for the evaluation and management of research results. Protecting research results: patents, etc. The concept of Innovation in Horizon 2020. Technological Readiness Level (TRL) in Horizon 2020.

LESSON N.4

BUDGETS, MANAGEMENT, FINANCIAL STATEMENTS

Speaker: Gerardo D'Errico, Audit and Financial Consultancy Office - Research Services Division (UMIL)

18 December 2013, 9:30 – 13:00, Aula Maggiore, Via Celoria, 2

European funding: budget, items of expenditures, management. Italian funding: budget, items of expenditures, management. The audit system. Financial statements.

LESSON N.5

THE GENDER PERSPECTIVE IN HORIZON 2020 AND EUROPEAN FUNDING SCHEMES

Speakers: Daniela Falcinelli and Elena Del Giorgio – STAGES Core Team – Centre “Women and Gender Differences” (UMIL)

9 January 2014, 9:30 – 11:30, Room 203, Via Celoria 20

Horizon 2020: mainstreaming gender in research. Gender and scientific careers: UMIL's, national and European data. Gender policies at UMIL's. Gendering science. Gendering a research project.

3.2 *Second Part of the School*

The **second part of the program**, once participants gathered information about European calls and had possibly chosen what calls they can/would like to apply to, **aimed at supporting them more concretely in the drafting of projects.**

In this vein, the **first lesson** of the second part titled “From the call for application to the proposal” took place on the 21st of January and was held by **Dr. Chiara Pocaterra** from **APRE - Sportello Finanziamenti per la Ricerca, Divisione Servizi per la Ricerca**. The lesson focused on the different tools and sources where calls for applications can be identified, on the information the calls contain and on the rules for proposals' presentation. Given the nature and importance of the event the team decided to open it to the entire university and to co-organise it with the Research Office. Over 80 participants attended the event.

The **second lesson** took place on the 3rd of March 2014, focused on **ERC grants** and consisted of a workshop which was held by **Dr. Isabella Tamagnini, ERC Officer**, who described in details the different ERC programmes. Dr. Tamagnini presentation was followed by two round tables with **UMIL's grantees and evaluators of ERC advanced grants and ERC starting and consolidator grants** who talked about their own experiences and provided participants with very concrete advices. Once again, given the nature and importance of the event the team decided to open it to the entire university and to co-organise it with the Research Office. The initiative proved successful since over 100 participants registered and attended the workshop. The discussion after Dr. Tamagnini presentation and the two round tables, moreover, was very lively with several questions from the audience.

The second class of Part II of the School, titled “**How to write a competitive proposal for Horizon 2020**”, took place on the 29th of May 2014 and was held by **Sean McCarthy (Hyperion)**, one of the most experienced expert at the European level in providing training courses on how to develop and use successful strategies for applying to European programmes. The class, which was very interactive and based on the analysis of examples and texts, was open only to participants to the School of

Drafting and Management of European Projects. Some members of the Research Office and of other UMIL's Offices dealing with European funding attended the class as auditors.

The third class was organized on the 30th of May 2014 and focused on **Europe-Aid**, one of the European funding scheme on **cooperation**. The idea of including an initiative on this programme related to the specific areas of interest signalled by the participants to the School during the first part. The class was held by **Marina Marchetti, EuropeAid's Head of Sector for Gender and Non-Discrimination - European Commission**, who talked about the nature and aims of the programme and the calls for participation in its framework. Marchetti presentation was followed by several questions from the public. The initiative was open to the entire university and was organized jointly with the Research Office.

The second part of the School also included individual meetings hours during which the Team met single participants to the School who wanted to discuss their strategies for possible applications and their projects.