

# **IIT young researchers/technologists**

*presented by*

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meeting with the evaluation panel L2

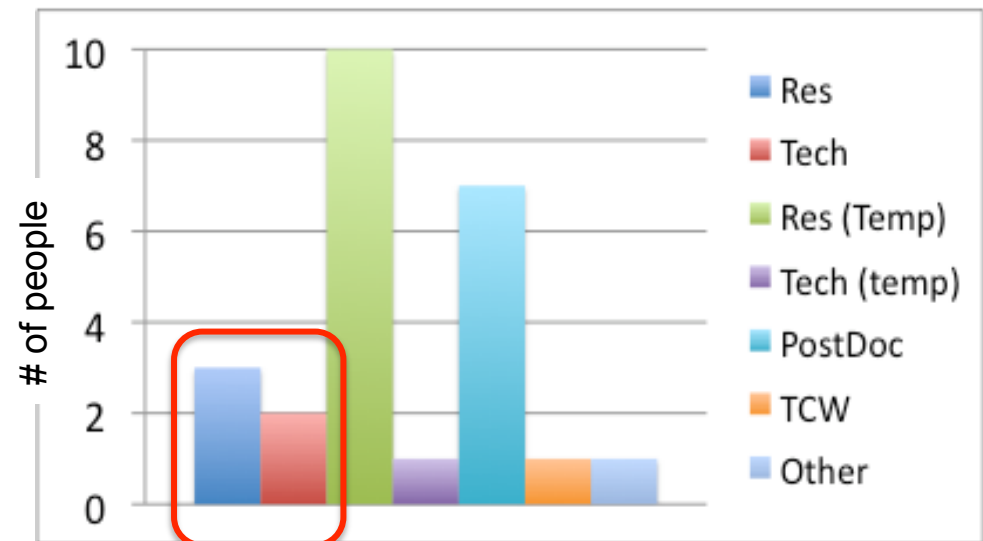
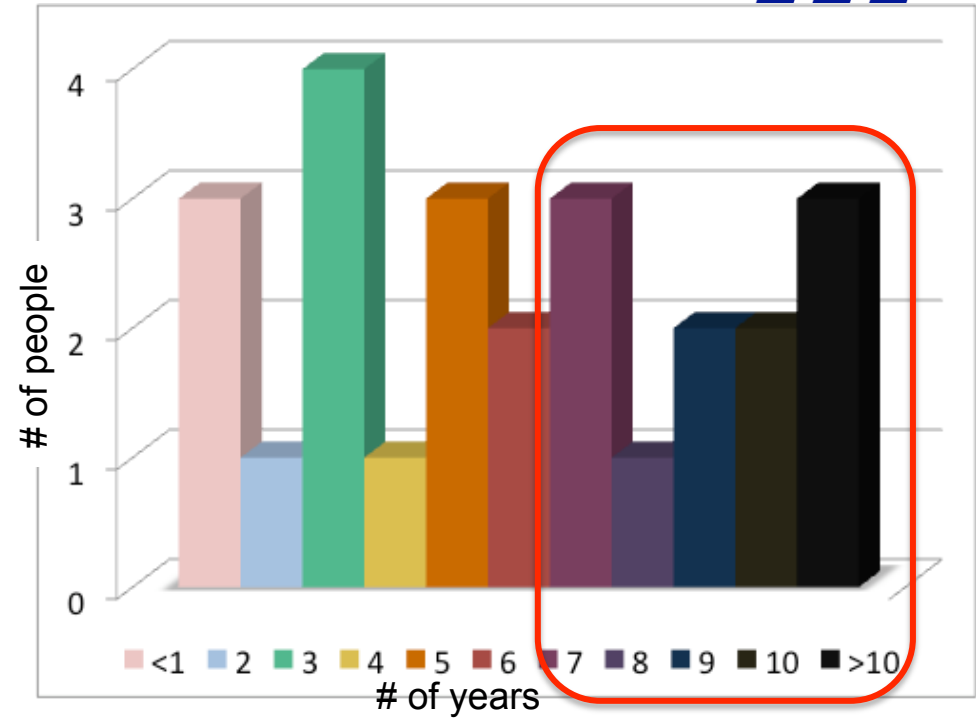
Pisa, 19 October 2009



# who we are



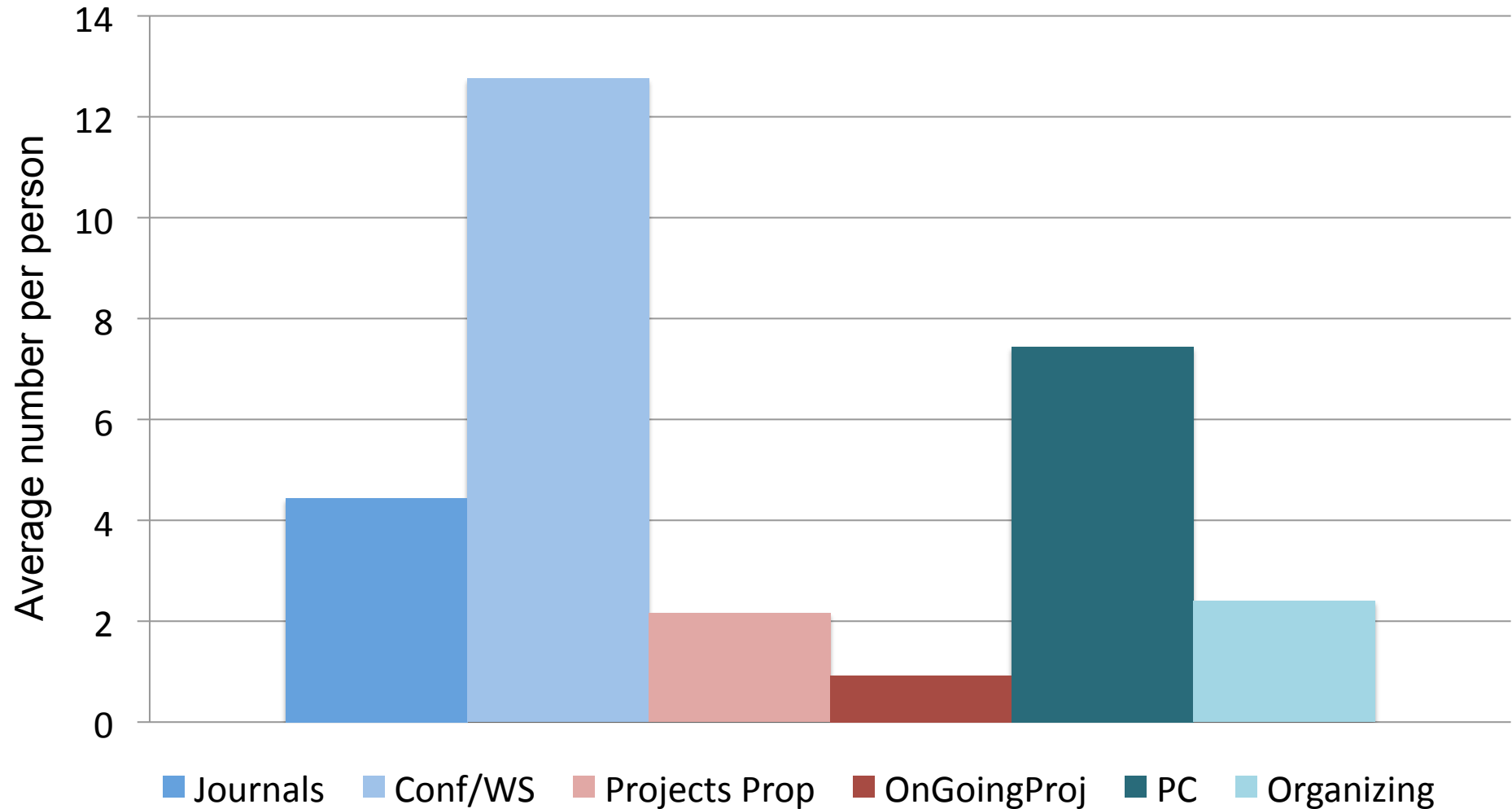
- ✧ 25 people (out of about 150 people working @ IIT)
- ✧ 88% Italians, 12% from abroad
- ✧ working at IIT since long ...
- ✧ only 20% of us with a permanent position



# scientific activities



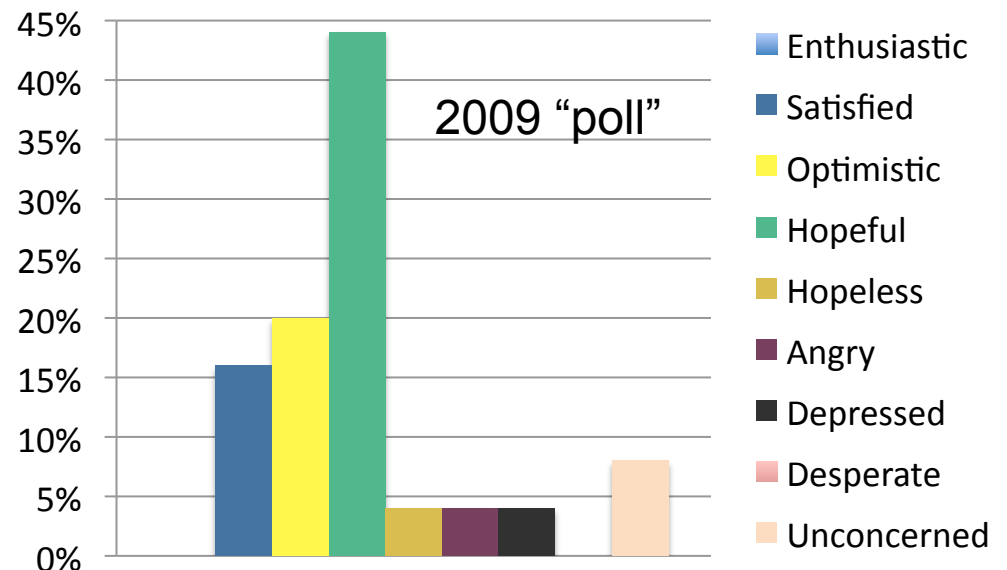
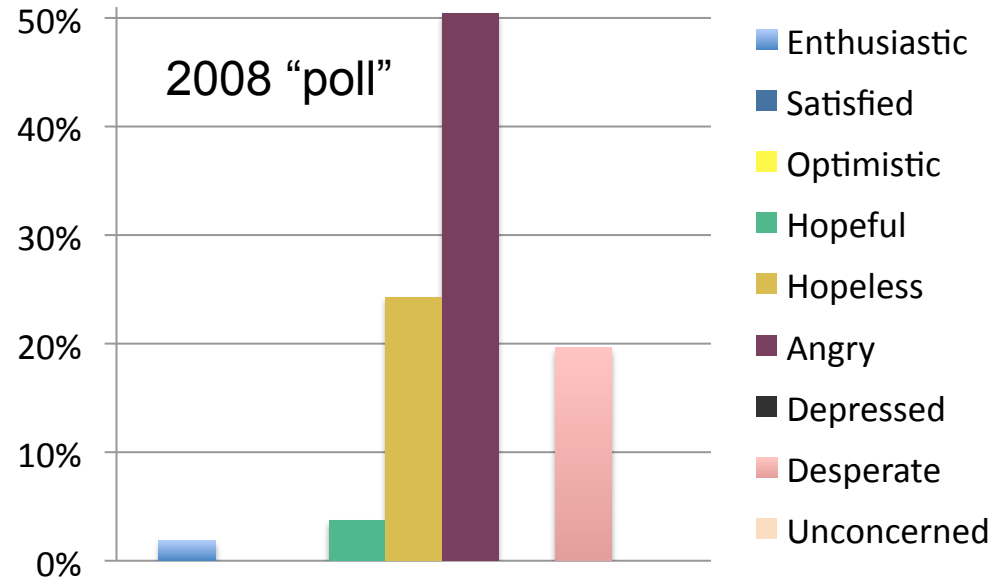
Average scientific productivity per person  
(averaged over all young people)



# young researchers/technologists and Italy



- ✧ VERY limited possibilities for planning our future
  - ✧ between 2001 and 2008 **no permanent positions** have been opened
  - ✧ **Only one** senior researcher in 2008 due to open positions
  - ✧ applies **both** to **new positions**, as well as to the **next steps** of the career
- ✧ recently, things improved somewhat
  - ✧ stabilization process (still ongoing)
  - ✧ some new positions are expected in the next couple of years
- ✧ what we ask
  - ✧ **regular funding** for personnel and research/technological activities
  - ✧ **... strictly coupled with the evaluation of scientific/technological activities**



# young researchers/technologists and CNR



- ✧ obstacles in developing our career
  - ✧ **random** opening of higher-level positions
  - ✧ **BUROCRACY**
    - ✧ last 2/3 years of publications are typically NOT evaluated
  - ✧ **number of years on service** weights a lot with respect to scientific/technological activities (things are changing though ...)
- ✧ the **specificity of the technologist role** is not recognized
  - ✧ often technologists are evaluated with the same criteria used for researchers, e.g., number of publications
- ✧ what we ask
  - ✧ **periodical opening** of new positions for researchers & technologists
  - ✧ clear **differentiation** between researchers and technologists
    - ✧ evaluate technologists also based on patents, tech. rep., sw packages,  
...
  - ✧ **periodic evaluation of scientific/technological activities** as the key figure to access higher roles (and salaries)

# young researchers/technologists and IIT



IIT: a fairly good working environment, which can however be improved 😊

- ✧ we ask possibilities of carrying on research/technological activities **independently, with more responsibilities**
  - ✧ managing funds
  - ✧ responsibilities in the scientific/technological management of projects
  - ✧ coordinating small teams of students/post-docs/...
  - ✧ taking part in the group strategic decisions
- ✧ we ask more support for spending periods **abroad**
  - ✧ **on average**, over the last **7 years**, each of us has spent only about **5 months abroad**
- ✧ we ask more cross-fertilization among the IIT groups
- ✧ we ask recognition of the role of **IIT technological services** (.it registry and network management)
- ✧ a concrete proposal
  - ✧ yearly call for proposals **devoted to young researchers/technologists**
  - ✧ evaluation by international experts
  - ✧ resulting funds allocated to and managed by the young researchers/technologists