The background features a large, faded version of the INFN logo, which consists of the letters 'INFN' in a bold, sans-serif font. The 'F' is highlighted in a teal color, while the other letters are in a dark blue. A stylized blue arc curves around the letters, resembling a particle path or a magnetic field line.

the INFN

Fernando Ferroni
INFN & Sapienza University-Roma

Istituto Nazionale
di Fisica Nucleare

INFN geographically



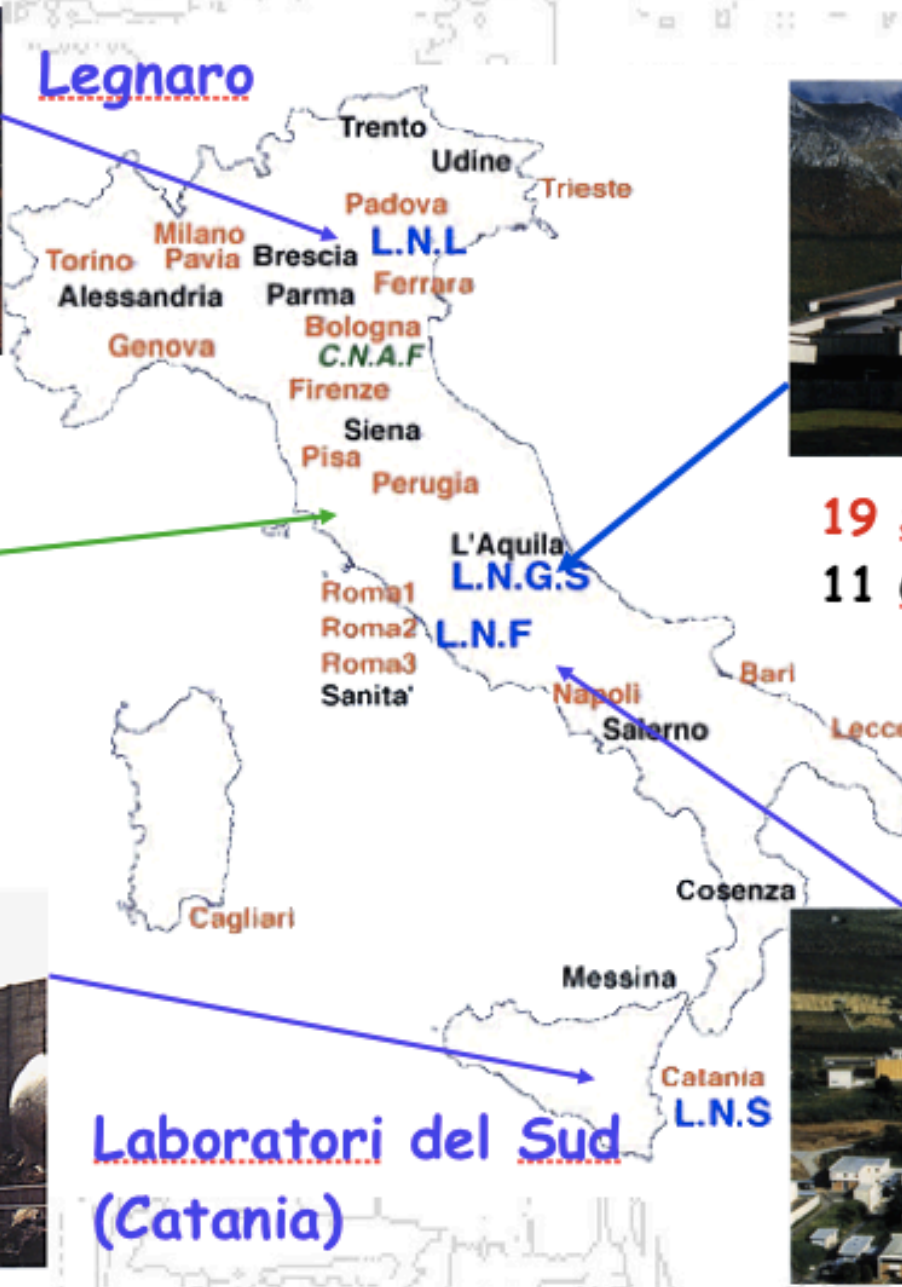
Legnaro



VIRGO-EGO
European
Gravitational
Observatory



Laboratori del Sud
(Catania)



Gran Sasso



19 Sezioni
11 Gruppi collegati
4 Laboratori
Nazionali



INFN-humanly

INFN

1	DG
610	Researcher
230	Engineers
692	Tech
301	Administration
197	Post-Doc

UNIVERSI

843	Researcher (full time)
109	Engineers
651	Researcher (part time)
1280	Ph. D. students, Post-Doc

ALTRI ENTI

158	Researcher (part time) from other Research Institutions
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SENIOR

217	Retired (still active)
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ATTRIBUITI DAL PRESIDENTE

56	Senior (emeritus)
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STRAN

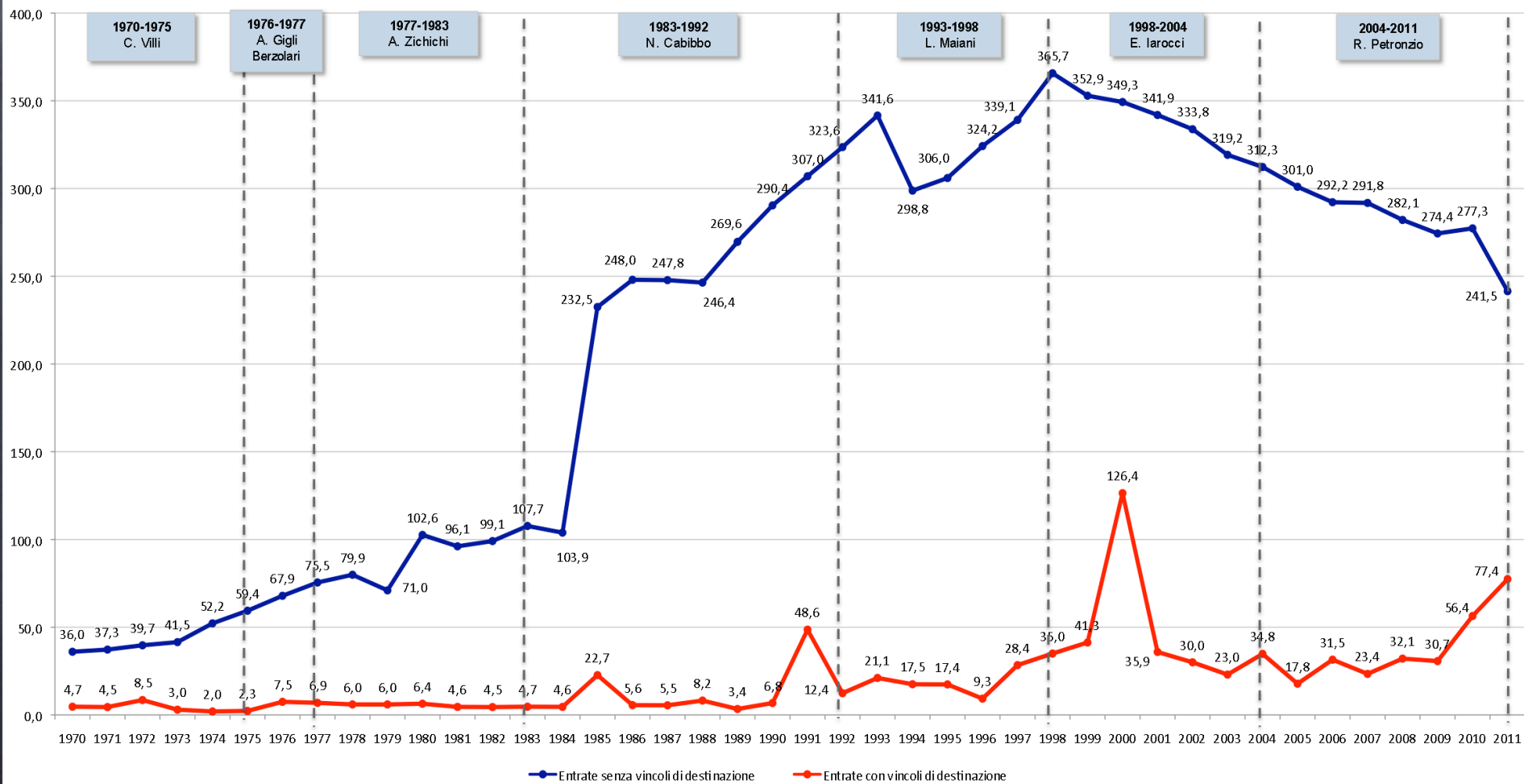
41	Foreigner Institutions
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ALTRE

23	Others (unexplicable !)
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INFN financially



Dedicated slide for 2012 ->

The lines of research

- Particle Physics (with accelerators)
- Astroparticle Physics (includes all ν)
- Nuclear Physics (includes ALICE)
- Theoretical Physics
- Research & Development (+Accelerators)

Budget: direct costs of research

- CSN1 20 MEuro
- CSN2 14 MEuro
- CSN3 10 MEuro
- CSN4 1.5 MEuro
- CSN5 5 MEuro

-this is our core business: travels, consumables, investment

-does not include electric power, lab services, personnel

4 lines of budget

- Salaries : 135 ME
- Research direct costs : 50 ME
- Infrastructures & operations: 60 ME
- Special projects (this money does not commute with anything else)

the special projects

- IFMIF for ITER
- XFEL (in cooperation with ST)
- ELI (in cooperation with CNR, ST)
- EuroFEL (in cooperation with ST)
- ESS (in cooperation with CNR, ST)
- GSSI (see next)

Gran Sasso Science Institute

- Role of INFN in preparing excellent researcher fully recognized by Ministry of University and Research
- Funding (12ME/year) for starting a Ph.D. school (Physics, Mathematics and Computing Sciences, Social Sciences*)
- in L'Aquila for contributing to revive the local economy after the earthquake
- A great proof of confidence, a big challenge and an enormous responsibility

* Smart Cities, Cultural Heritage, Risk assessment and Disaster Recovery

2012

- Budget split in several lines:
- 243 ME baseline
- 19 ME special projects
- 18 ME Super-B
- + funding of competitive projects 2011

the competitive budget

- 7% of total budget for Research (1.75 GE) of MIUR allocated in a competitive way
- INFN token to play (chip) 19 ME
- Allocated budget 35 ME
- a great success !

The competition winners

- LHC upgrade
- SPES completion
- LUNA-MV: new accelerator for nuclear astrophysics at GS
- ERMES: ultra-low radioactivity lab at GS
- LNS: nuclear astrophysics at LNS
- SUMA : HPC in collaboration with industry
- MUNES : high intensity neutron source at LNL
- ItalRad: Map of environmental radioactivity

the transition to 3-year plan

- going to a system where a baseline is granted for the coming three years
- an additional funding will be allocated yearly through a system that is a combination of a competition and the results of the evaluation of performances done by ANVUR
- need to adapt !

the problem of staff

- since 2010 only 20% of turn-over allowed.
Prolonged to 2015
- need to reduce by 10% number of Tech and Admin staff
- a bizarre authorization system for hiring
- limitation of temporary contracts on internal funds to a fraction of what it was in 2003 (!!!!!)

the random competitions

- last two batches of hired researchers
- 50 in 2005 (by using a loophole in the legislation)
- 37 in 2010 (by a special concession)
- they were however before the 20% rule onset

perverse effect

- the problem was not in total number (to be confronted with 600 research staff)
- but rather in the bunch structure (average age in 2005 was 33, average age in 2010 was 38)
- from now on we predict : decline in number and age increase

the spiderweb : something you hardly could believe

- Budget from retirements of year 2010 assessed by INFN on January 2011
- Request of use (20% of it) send to 3 Ministries (Research, Public Admin, Finance October 2011 with a detailed plan: position by position)
- Actually two requests: authorization for selections to hire, authorization to hire the winner of competitions
- Response arrived on September 2012 : we are authorized to hire the winner of competitions
- **but not to make the selections.....Catch 22 ?**

perspectives

- Italy is in transition
- General Elections in April , a new (?!) government will be appointed
- the actual Ministry of Education, University, Research and Innovation (!!!!) is very sympathetic to our case
- Try to get some degree of autonomy : at least clean up the spiderweb, can decide on a recruitment policy on annual basis, have a flexible use of money

If it fails God save INFN !

The last resource

