What are the HRS4R benefits/impact for institutions and researchers?

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All my presentations are published on http://orbi.ulg.ac.be, the ULiège Open Repository
ULiège signed for being on board

In 2006, ULiège began by committing with the C&C principles, creating an Euraxess Mobility Centre and implementing some few HR actions.

Each institution has to draw its own boat and to embed the Euraxess initiatives in its Institutional Strategic Plan.
We adapted our structure to the needs for a more effective implementation of the Charter and Code. ULiège was the first Belgian University awarded for its HRS4R.
The boat navigated on calm and furious seas. Results were mostly collected from existing actions. Transversal training for young researchers and supervisors was developed.
Advices from safeguards

• Work on HRS4R as a project:
  – Get a strong commitment
  – Devote competences and time
  – Use or develop drivers for action
  – Accept risks and uncertainty
  – Track and record progress
  – Communicate, disseminate

• Be open, proactive, patient, resilient and brave!

• Find and use drivers for action

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Drivers for action?

• Involve colleagues & board
• Communicate with governmental bodies
• Benefit from your networks
• Participate in international projects
• Engage and disseminate
The boat was ready to sail the oceans, with a lot of people on board with visibility, efficiency, transparency …
Benefits for the institution

• Meet researchers’ needs
• Supportive network of colleagues
• Support to internal coherence
• Contribution to strategic goals
• Impetus for change
• Transparency, visibility
• International attractiveness and competitiveness

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Benefits for the researchers

• Being onboard, recognition
• Working conditions
• Training offer for personal efficiency
• Impetus for institutional engagement and partnership
• Network with peers
Benefits for the society

- Contribution to societal needs
- Recognition of the profession
- Matching of competences with the non academic world
ULiege award is now to be renewed. Our ambition:

• A new HR-action plan
  – OTM-R (art. 32)
  – Gender and diversity (art. 33)
  – Ethics, integrity (art. 34, 35)
  – Open Science
• More colleagues on board
• More researchers involved
• Implementation at all levels (PI, faculties)
A **cruise ship**, a passenger ship used for pleasure, where the HR itself and the ULiège's amenities are the best part of the experience ...  

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Up2you now
Make your own boat
- направете своя собствена лодка
- Fă-ți propria barcă

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