

ASSESSING HRS4R APPLICATIONS



SHARING
EXPERIENCE

THE PRINCIPLE

- HRS4R Training for Assessors
18th June 2018

The purpose of ...

assessment
is to
INCREASE
quality.



evaluation
is to
JUDGE
quality.



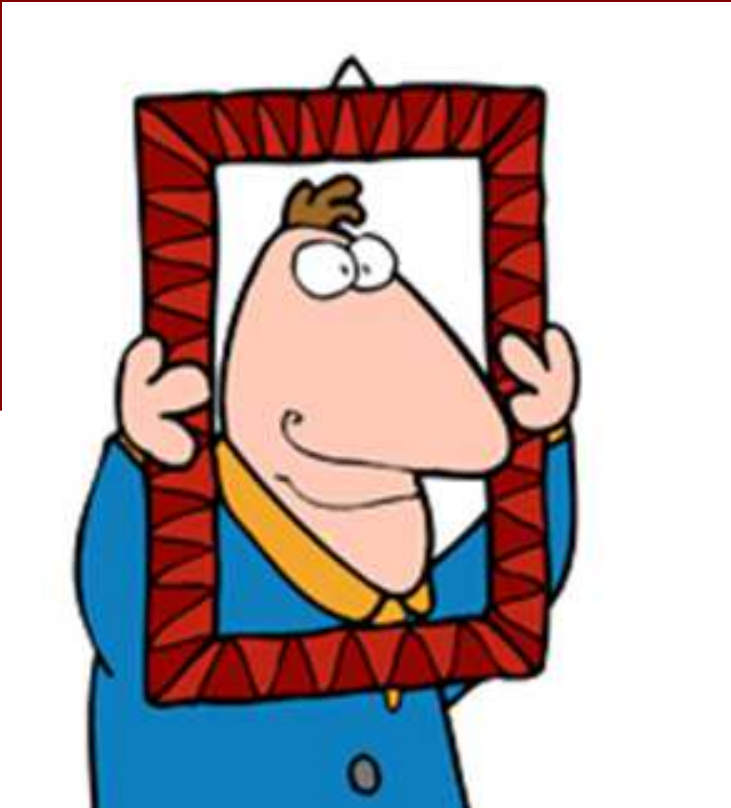
THE PRINCIPLE:

« You are the gardener »



THE PRINCIPLE: « Your are the gardener »

You as assessor ...



- Know about HRS4R from the inside
- Know about the assessment process
- Know about the ERA objectives
- Commit with the « contract »
(role, confidentiality, COI, agenda)

You as assessor ...



- Put yourself in the flower pot
- Give advices for growing in quality
- Discriminate between what must be done and what would be done
- Use short and clear sentences

THE PRINCIPLE: « Your are the gardener »

The ERA objectives

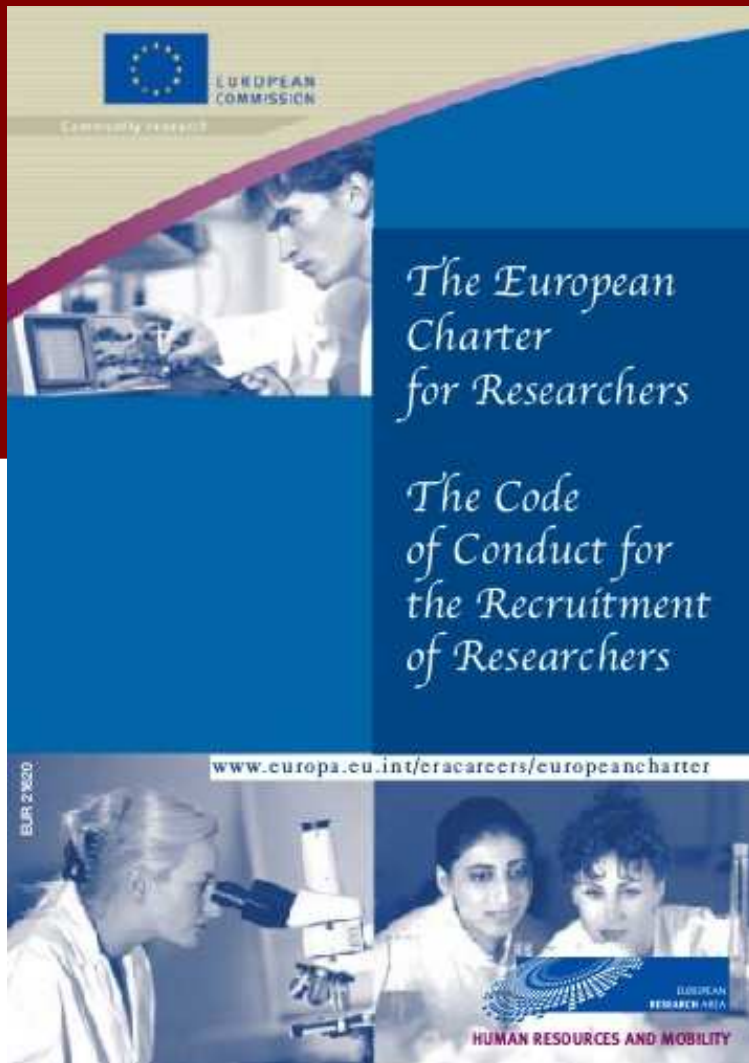
« The ultimate political goal is to contribute too the development of an **attractive, open and sustainable European labour market** for researchers, where the framework conditions allow for **recruiting and retaining** high quality researchers in **environments conducive** of effective performance and productivity »

« ... Europe must dramatically improve its attractiveness to researchers and strengthen the participation of **women researchers** by helping to create the necessary conditions for more sustainable and appealing careers fot them in R&D »

« Member states should endeavour to offer researchers sustainable **career development** systems at **all career stage**, regardless of their contractual situation and of the chosen R&D career path, and they should endeavour to ensure that researchers are treated as professional and as an **integral part of the institution** in which they work »

THE PRINCIPLE: « Your are the gardener »

Operationalisation



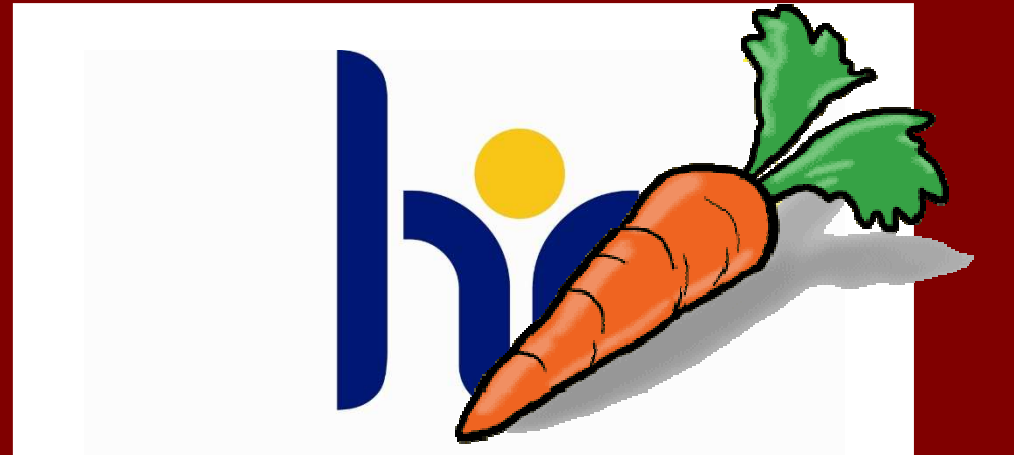
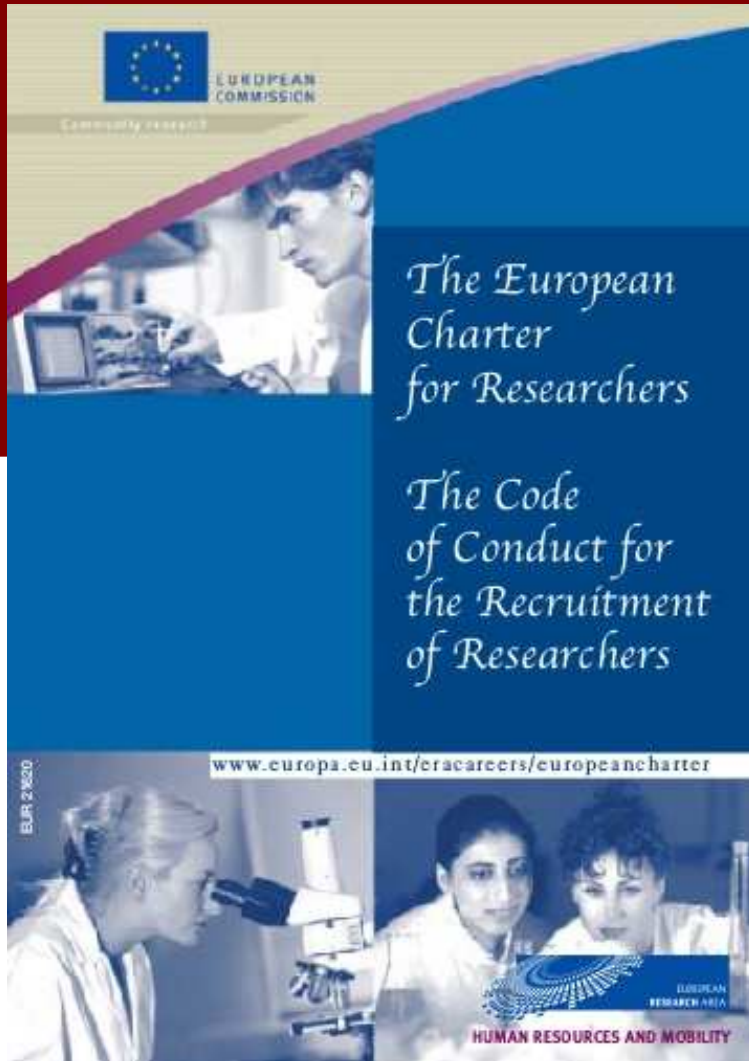
HR EXCELLENCE IN RESEARCH

ARTICLE 32 AMGA

- Obligation to take measures to implement the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers
- Consequences of non-compliance

THE PRINCIPLE: « You are the gardener »

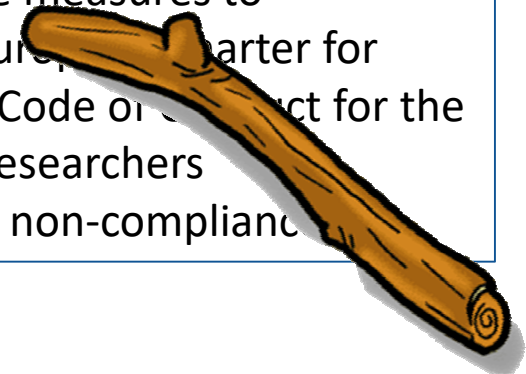
Operationalisation



HR EXCELLENCE IN RESEARCH

ARTICLE 32 AMGA

- Obligation to take measures to implement the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers
- Consequences of non-compliance



THE PRINCIPLE: « You are the gardener »

HRS4R - The essentials



Gap Analysis



Action Plan



Publication



Process



Involvement



Implementation



Coherence



Evidence



Ambition

THE PRINCIPLE: « Your are the gardener »



Publication

Universitat Autònoma de Barcelona

A50

Directory
Català | Castellano

Study | **Research** | Life on campus | About the UAB

HR Excellence in Research UAB
 The HR Excellence accreditation identifies institutions with favourable working conditions for their researchers

HR EXCELLENCE IN RESEARCH

Universitat Autònoma de Barcelona > Research > Itineraries > UAB Research > EURAXESS-UAB > HRS4R

HR Excellence in Research

HR Excellent in Research

The Charter&Code for researchers and funders

HRS4R

UAB initiatives related to the Charter & Code

OTM-R (Open, Transparent and Merit-based Recruitment)

OTM-R

OTM-R working group UAB

UAB check List

Euraxess Jobs

HRS4R

In 2008, the *EURAXESS Human Resources Strategy for Researchers (HRS4R)* was launched to support institutions in the process of implementation of the Charter and Code principles in their practices and policies.

The UAB is committed to improve its Human Resources policies in line with the European Charter for Researchers and the Code of Conduct of the Recruitment of Researchers.

In January 2012, the UAB [endorsed the C&C](#). In October 2012, the Universitat Autònoma de Barcelona joined the 4th Cohort of the HRS4R.

UAB excellence in HR

During 2013 and 2014, the Internal Analysis of the UAB was conducted by an interdisciplinary team, including meetings with members of the Governing Board, the Management Board, and researchers from all fields of knowledge.

Result of this task was the "[UAB Gap Analysis and Action Plan](#)". In December 2014, the UAB was acknowledged with the distinction "HR Excellence in Research". This logo reflects our commitment to continuously improve our human resources strategies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and our commitment to guarantee a supportive research environment implementing these principles into policies.

HR EXCELLENCE IN RESEARCH

As a result of the Gap Analysis, several areas of improvement were identified and subsequently described in the Action Plan, including the measures to be taken in next years. In January 2015 started the implementation of such measures.

During the implementation of the Action Plan (2015-2016) as reflected in the [Report on the Interim Assessment \(2 years\)](#) new challenges and actions have been identified. As the UAB is currently facing some major organizational changes, these

EURAXESS NEWS

Guidelines for publishing on Euraxess Jobs

The guide for publishing offers on Euraxess Jobs is already available for users. [Read more](#)

Article 32 and Chapter&Code

What is Article 32 of the Horizon 2020 Model Grant Agreement

[Read more](#)

Euraxess Jobs

Marie Skłodowska-Curie Actions

P-Sphere

Resaver

Voice of researchers

Contact

Edifici A – Rectorat (A/1081)
 08193 Bellaterra
 (Cerdanyola del Vallès)
 Barcelona, Spain

Tous
Images
Actualités
Maps
Shopping
Plus
Paramètres
Outils

Environ 2 550 résultats (0,41 secondes)

HRS4R | University College Cork - UCC
<https://www.ucc.ie/en/hr/research/devhub/hrs4r/> ▼ Traduire cette page
 Department of Human Resources - HR Research. Ground Floor, Block E, Food Science Building, UCC. marykate.oregan@ucc.ie · +353 (0)21 490 2099 ...

HR Research Policy UCC | University College Cork
<https://www.ucc.ie/en/hr/.../uccresearchhrpolicy/hrresearchpolicy/> ▼ Traduire cette page
 UCC is committed to attracting the very best researchers and helping them to ... our EC HRS4R action plan thus working to maintain UCC's HR Excellence in ...

THE PRINCIPLE: « Your are the gardener »



Publication

MANDATORY

When? **Before** submission

Where? Has to be **visible**

What? **HR & AP** + related docs

What if not conform?

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Possible decisions

- Accepted
- Accepted pending (minor)
- Declined

MINOR

(2 months)

MAJOR

(12 months)



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Publication

MANDATORY

When? **Before submission**

Where? **Has to be visible**

What? **HR & AP + related docs**

What if ...

- ... Not published
- ... pdf on invisible page
- ... Not in English
- ... HR & AP are not « Template 2 »
- ... Related docs are in local language

- ... GA Process not described
- ... No explanation on HRS4R
- ... Divergence with submission
- ... Award still used

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CONTENT



Gap Analysis



Involvement



Evidence



Gender



Ethics



OTM-R



Open Science

- Involvement of all levels of researchers is MANDATORY
- The description of the process has to be clear and documented
- Each principle has to be analysed regarding the actual gap and initiatives undertaken + suggestions for improvement
 - Focus on some principles: gender, ethics, OTM-R, OS
 - Narrative of Template 2 will give a summary by groups)
- Gap Analysis is kept confidential

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INVOLVEMENT



Gap Analysis



Involvement



Evidence



Gender



Ethics



OTM-R



Open Science

- Different schemes exist:
 - Steering committee
 - Focus groups
 - Large meetings
 - Surveys
- Stakeholders should be included during the whole process: listing the gaps, the actual initiatives, ideas for improvement
- Researchers are supposed to validate the gap analysis

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Gap Analysis

SURVEYS



Objectives



Context



Researchers



Stakeholders



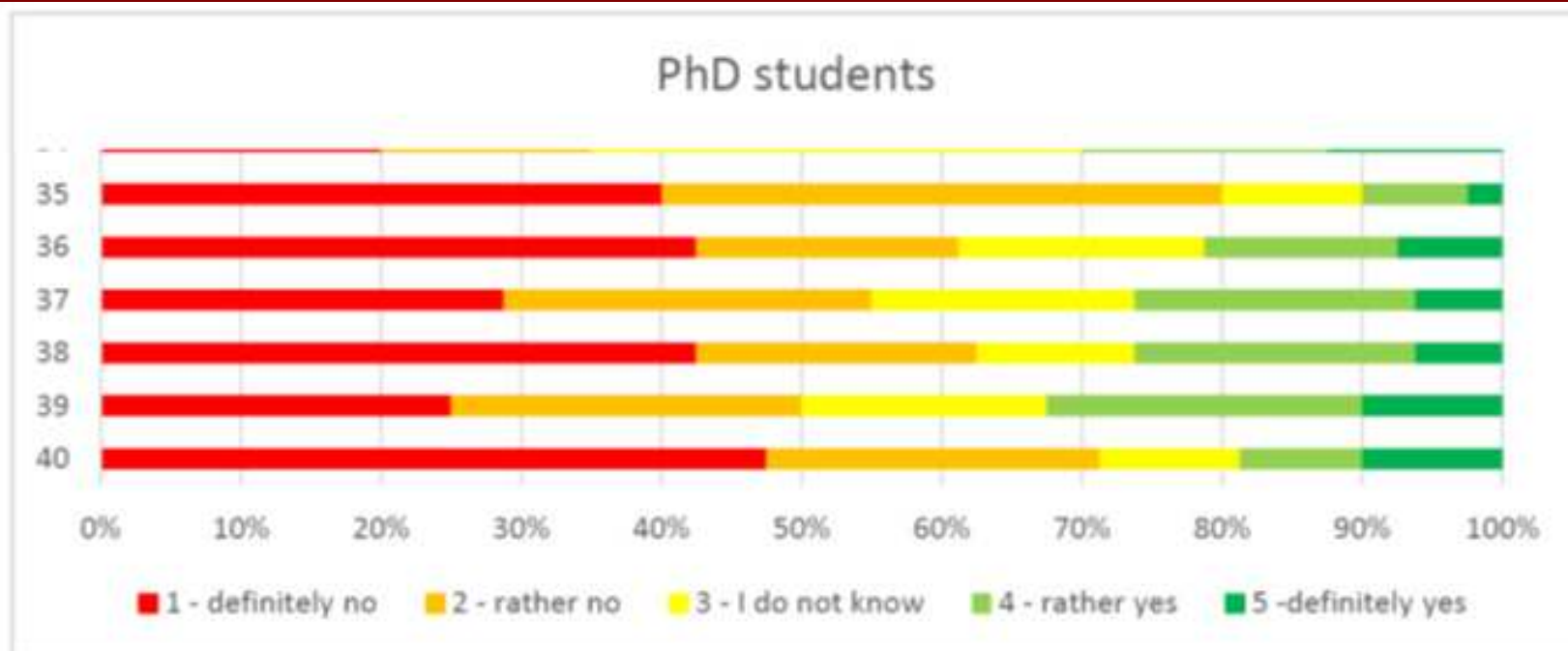
Quality

What is important is to do it adequately:

- Solicitate all researchers
- Pertinent questions are of importance
- Response rate has to be described regarding classes, gender, pertinent groups, ...
- Results are to be discussed
- Interpretation has to make sense

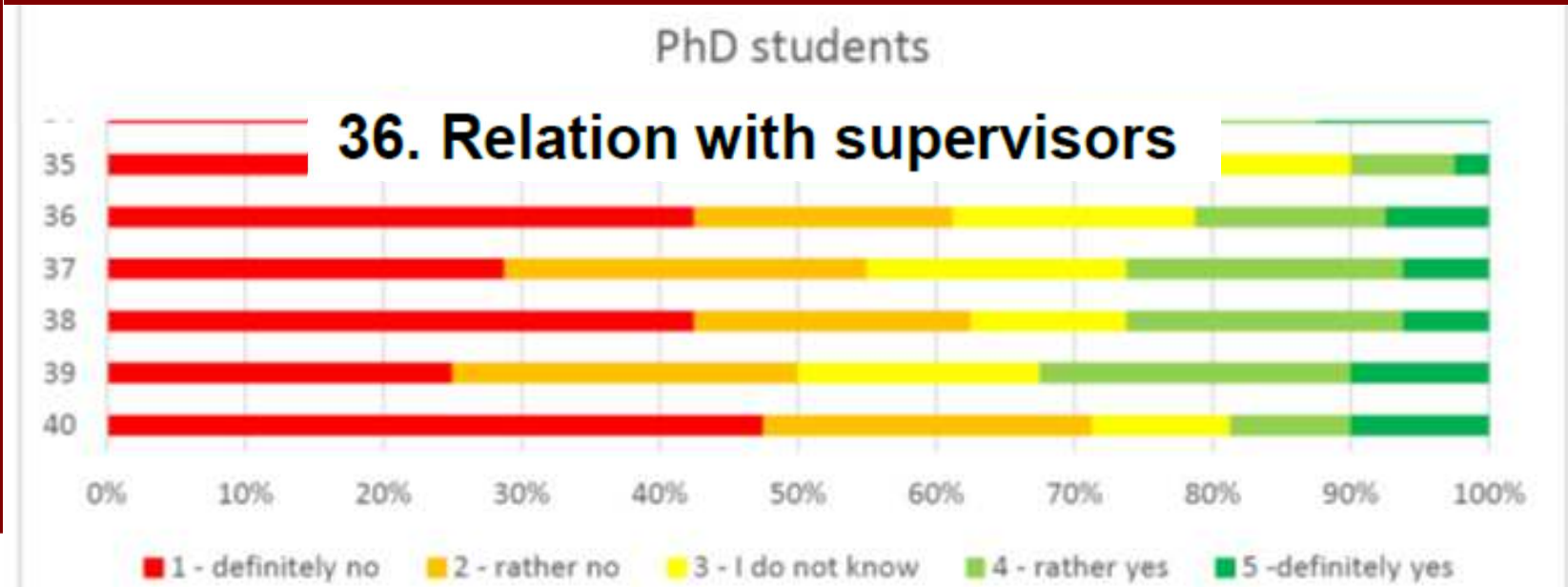
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Survey recipients were asked for opinion on the 40 rules set out in Charter and the Code under 4 thematic headings. The respondents were asked to provide replies based on a five point scale, where 1 stood for “definitely no”, 2 for “rather no”, 3 for “I don’t know”, 4 for “rather yes”, 5 for “definitely yes”. Additionally, respondents had the opportunity to provide their comments and suggestions on the required actions regarding the Charter & Code principles.



What was the question?

Question: Are we conform with Principle# X?



Among the doctoral students, most, meaning 49 of 80 (sum of “no” and “probably no” responses) stated that additional efforts to complete this task are not necessary at [redacted] 17 stated that changes are needed (sum of “yes” and “probably yes” responses). 14 not have an opinion.

Most respondents do not believe action is necessary in this matter. The respondents indicated a lack of legislation in the subject matter. There is however, no agreement (amongst respondents who saw need for change) as to the form of contact with the scientific advisor, which could be turned into the aforementioned legislation.

❖ Proposed actions None

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Question No 10: Are the researchers from [redacted] protected against discrimination based on gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition?

The majority of the respondents selected *rather yes* (37.20%) and *definitely yes* (30.56%) answers. The *I do not know* option was indicated by 20.24% and *rather not* by 8.83% of those who were surveyed. The least popular response was *definitely not* (3.17%) (Fig. 20).

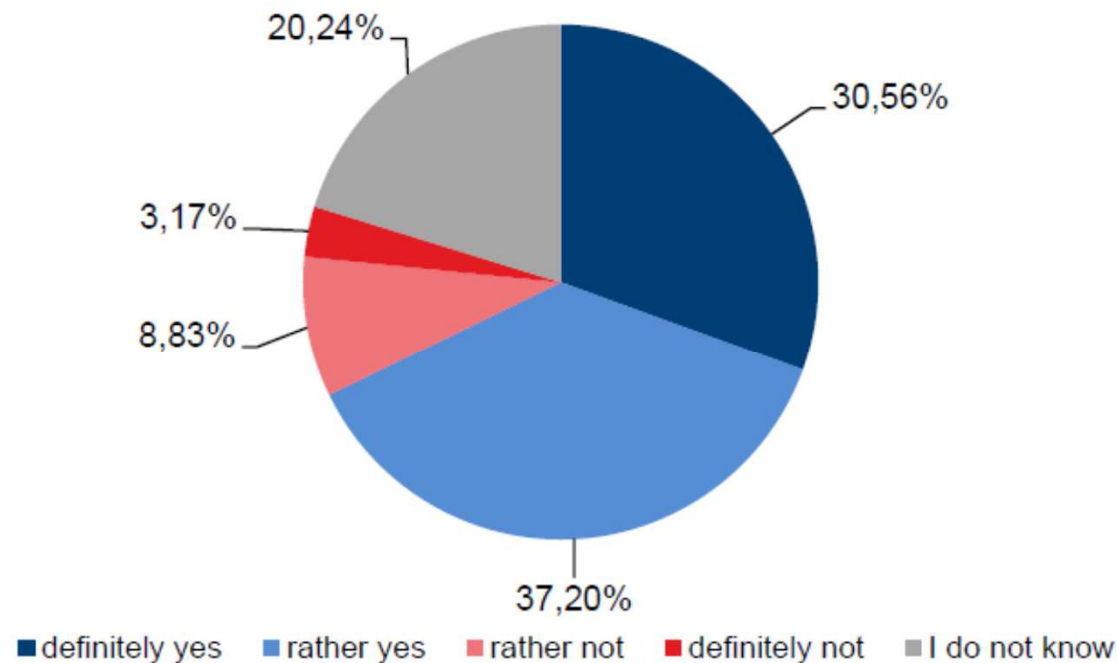
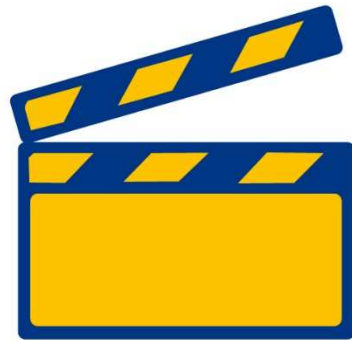


Figure 20. Distribution of respondents' answers to the tenth question

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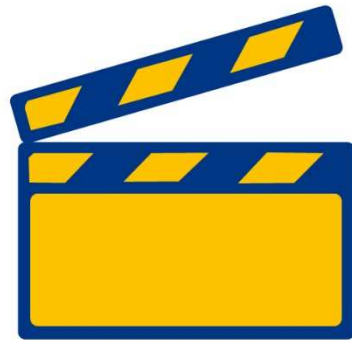


Action Plan

CONTENT



- Organisational information
- Narrative regarding the 4 groups of principles
- Actions to be implemented within 2 years / 5 years
 - *Action title – Timing – Responsible Unit – Indicator(s) / Target(s).*
- Implementation process involving researchers



Action Plan

Weaknesses



Coherence



Ambition



Process



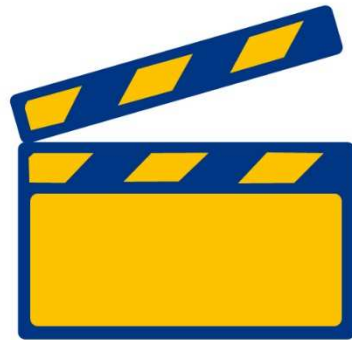
Implementation



Indicator

Weaknesses in applications are often related to:

- The description of the organisation (autonomy of faculties or not, multisite, ...)
- The fact that the process is cycling. Not all the gaps are to be filled within 2 years! Priorities given are not explained. A 5y-perspective is also important
- The actions are not fully coherent with the gaps (+ institutional problems if any)



Action Plan

Weaknesses



Coherence



Ambition



Process



Implementation



Indicator

Weaknesses in applications are often related to:

- The agenda is not realistic (duration, start-end, eavyness)
- Progress evaluation is not clear (targets, indicators)
- Communication and dissemination is not considered
- Implementation doesn't involve researchers
- Researchers did not commit with the Action Plan



Report

Individual Form

is a working document
with your personal analysis

- Give strengths and weaknesses
- Discriminate between what is major or what is minor
- Provide recommendation for improvement
- Be clear on what is mandatory, optional but of added value, just a comment or just a typing error
- Try to estimate how many time it will take to correct



Report

Individual Form

And also :

- Do not read what is not written
- Be as precise as possible
- Use simple sentences
- Respect the agenda

Be Kind

Be Specific

Be Helpful



Report

Individual Form

Is it?

I'm not
sure...

- Write what is uncertain to you, what is questionable, seems « strange »
- If you cannot make recommendation, say it to the lead assessor



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Consensus

Consensus Form



Coherence



Ambition



Evidence



Implementation



Involvement

- This is the feedback document sent to the EU then the institution
- The lead assessor is responsible for aggregating the IFs into the CF
- Clarification and discussion is often necessary
- A good skype can sometimes help
- If a consensus cannot be reached, the lead interacts with the EU

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Award

And then?

- You will stay in the team for further assessment(s)
- Keep track of your assessment
- Take lessons from your experience
- Stay connected with the website (news)
- Participate to webinars for assessors/organisations
- Disseminate about your experience

More grows in the garden than the gardener
knows he has sown...



Spanish Proverb