About the HRS4R process

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• Objectives
  • Contribute to the ERA
  • Improve researchers’ working conditions
  • Provide tools for research institutions
  • Enter the process, Coherence

• Requested
  • Formal commitment to the Charter and Code
  • Apply for the logo on the basis of a Gap Analysis + Action Plan

• Procedure
  • Development of the implementation process with cohorts
  • 2y+2y cycling process with external evaluation
  • Site visit every 4y
Strengthened process (2017-):
Implementation of the Charter & Code

• Objectives
  • Contribute to the ERA
  • Improve researchers’ working conditions
  • Provide tools for research institutions
  • Enter the process, Coherence, Ambition, Quality

• Requested
  • Formal commitment to the Charter and Code
  • Apply for the award on the basis of a Gap Analysis + Action Plan

• Procedure
  • Clarification and simplification
  • 3y+3y cycling process with external evaluation
  • Site visit every 6y
<table>
<thead>
<tr>
<th>APPLICATION</th>
<th>Original process</th>
<th>Strengthened process</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reference documents</td>
<td>x recommendation</td>
<td>x reports and guidelines</td>
</tr>
<tr>
<td>Proceed to the gap analysis</td>
<td>x</td>
<td>x (per principle) + OTM-R checklist</td>
</tr>
<tr>
<td>Write an action plan</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Use templates to report on the Gap Analysis and Action Plan</td>
<td>-</td>
<td>x</td>
</tr>
<tr>
<td>Publish the gap analysis</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Publish the action plan on the website (free format)</td>
<td>x + relevant information</td>
<td>x</td>
</tr>
<tr>
<td>Application &amp; external evaluation</td>
<td>x LOGO</td>
<td>x AWARD + limited resubmission</td>
</tr>
<tr>
<td>IMPLEMENTATION</td>
<td>Original process</td>
<td>Strengthened process</td>
</tr>
<tr>
<td>----------------------------------------</td>
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</tr>
<tr>
<td>Steering committee</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Executive committee</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Involvement of stakeholders</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Periodic self-assessment (incl. Update AP)</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Recommendation: 1/y</td>
<td></td>
<td>review GA regularly also</td>
</tr>
<tr>
<td>Reporting of progress</td>
<td>X (2y)</td>
<td>X (3y) + template</td>
</tr>
<tr>
<td>External assessment</td>
<td>X (2-4y)</td>
<td>X (3y) + templates</td>
</tr>
<tr>
<td>Site visit</td>
<td>X (4y)</td>
<td>X (6y)</td>
</tr>
</tbody>
</table>
International team of 3 assessors
Assessors are peers
They provide comments and advices on what you submit
They motivate their decision
Site visit:
  - Based on the reports and an negotiated agenda
  - Meeting with stakeholders
  - Discussion on involvement, progress, benefits and future objectives
  - Report on ambition, quality, coherence
Application:
GA (T1) + AP (T2) + relevant docs
Report (T3)

Report (T3)
Site visit
Report (T3)

Report (T3)
Report (TC)

Site visit
Report (TC)
• HRS4R cont’d
  • Continuous process
  • Embeddment (OTM-R, quality, …)

• IT tools
• New labels
Usefull links

• EU Guidelines and templates: https://euraxess.ec.europa.eu/useful-information/policy-library#document-collapsible-research-careers-strengthened-hrs4r-process

• Assessing HRS4R applications under the strengthened procedure, K. Vandevelde & I. Halleux, 2017: https://orbi.uliege.be/handle/2268/215415

• Erasmus Staff Exchange week on HRS4R Assessment @ULiege, 12-16/3/2018: https://www.recherche.uliege.be/cms/c_9622671/fr/erasmus-staff-training-12-16-march-2018-hrs4r-assessment
Why the award?

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Benefits for institutions

• Institutional contribution to international issues
• Collaborative project
• Involvement of stakeholders
• Coherence of actions
Benefits for institutions

• Leverage effect
• Full Transparency for stakeholders
• International Visibility and recognition
• Engagement
• « Evidence » art. 32 MGA
• ??? Incentive
Benefits for stakeholders

• Research as a job of institutional concern
• Better working conditions
• Career development
• Partnership

• A tool for EU applications
Publications

• HRS4R News and Events:
  https://euraxess.ec.europa.eu/jobs/hrs4r

• Benefits at University College Dublin, J. Synnott, 2013:
  http://www.cesaer.org/content/assets/docs/CESAER2013_HRS4R_UCDublin_Justin.pdf

• What are the HRS4R benefits/impact for the institutions and researchers?, I. Halleux, 4/2017:
  https://orbi.uliege.be/handle/2268/210281