HRS4R Assessment process in a nutshell — Part I

• HRS4R Training for Assessors
  11th June 2019, Brussels
The purpose of...

**Assessment** is to **increase** quality.

**Evaluation** is to **judge** quality.
THE PRINCIPLE:

« Your 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 « EU contract » (role, confidentiality, COI, agenda)
THE PRINCIPLE: « You are the gardener »

You as assessor ...

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

Be Kind
Be Specific
Be Helpful
THE PRINCIPLE: « Your are the gardener »

The ERA objectives

« The ultimate political goal is to contribute to 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:** « You are the gardener »

**Operationalisation**

**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: « Your are the gardener »

HRS4R - The essentials

Gap Analysis  Action Plan  Publication
What seems to you (...) to address

important
HRS4R Assessment process
in a nutshell — Part II

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THE PRINCIPLE: «You are the gardener»

HRS4R - The essentials

Gap Analysis  Action Plan  Publication

Process  Involvement  Implementation  Coherence  Evidence  Ambition
THE PRINCIPLE: « You are the gardener »

- Involvement of all levels of researchers is MANDATORY
- Each principle has to be analysed regarding the current gaps and initiatives undertaken + suggestions for improvement
  - Focus on important principles: gender, ethics, OTM-R, OS
- Description of the process has to be clear and documented
- Gap Analysis is kept confidential
The principle: « You are the gardener »

Involvement

- Different schemes are pertinent for involving researchers:
  - Working groups
  - 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 commit/validate the gap analysis
What is important is to do it correctly:
- Address pertinent questions to all researchers
- Report of data and results
- Response rate has to be described regarding classes, gender, pertinent groups, ...
- Interpretation has to make sense
THE PRINCIPLE: « You are the gardener »

CONTENT

- Organisational information (read it first)
- 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).
- Involvement of researchers in the implementation process
Weaknesses

- Weak description of the organisation (autonomy of faculties or not, multisite, ...)
- Actions are not fully coherent with the gaps
- Priorities given are not explained.
- All the gaps are not to be covered within 2-5 years. This a long term cycling process.
Main weaknesses in AP:

- Agenda is not realistic (duration, start-end, eavyness)
- Progress assessment is not clear (targets, indicators)
- Communication and dissemination is not considered
- Implementation doesn’t involve researchers
- Researchers didn’t commit with the Action Plan
THE PRINCIPLE: « You are the gardener »

MANDATORY

When? **Before** submission
Where? Has to be **visible**
What? **HR & AP + important docs**

Not acceptable if...

... Not published on invisible page
... Not in English
... HR & AP do not present the process and items from Template 4
... GA process is not described
... Divergence with submission
THE PRINCIPLE:
« Your are the gardener »
Possible decisions

- Accepted
- Accepted pending (minor)
- Declined

MINOR (2 months)

MAJOR (12 months)
THE PRINCIPLE: « Your are the gardener »

Individual Form

is a working document
with your personal analysis
submitted to the lead assessor

• Give strengths and weaknesses
• Discriminate between what is major or what is minor
• Be clear on what is mandatory, optional but of added value, just a comment or just a typing error
• Provide recommendation for improvement
• Try to estimate how many time it will take to modify
THE PRINCIPLE: « You are the gardener »

Individual Form

And also:
• Do not read what is not written
• Be as precise as possible
• Use simple sentences
• Respect the agenda

Report

Be Kind
Be Specific
Be Helpful
THE PRINCIPLE: « Your are the gardener »

Individual Form

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

Report

Is it?

I’m not sure...
THE PRINCIPLE: « Your are the gardener »

Consensus Form

- This is the (only) feedback document sent to the institution
- The lead assessor is responsible for aggregating the IFs into the CF
- Clarification and discussion with assessors is often necessary
- A good skype can help
- If a consensus cannot be reached, the lead interacts with the EU
The Principle: « You are the gardener »

And then?

- You can be requested for revisions
- Keep track of your experience
- Stay connected through the website (news)
- Participate in webinars for assessors/organisations
- Disseminate your knowledge and experience
More grows in the garden than the gardener knows he has sown...

Spanish Proverb