



SGROUP  
EUROPEAN  
UNIVERSITIES'  
NETWORK

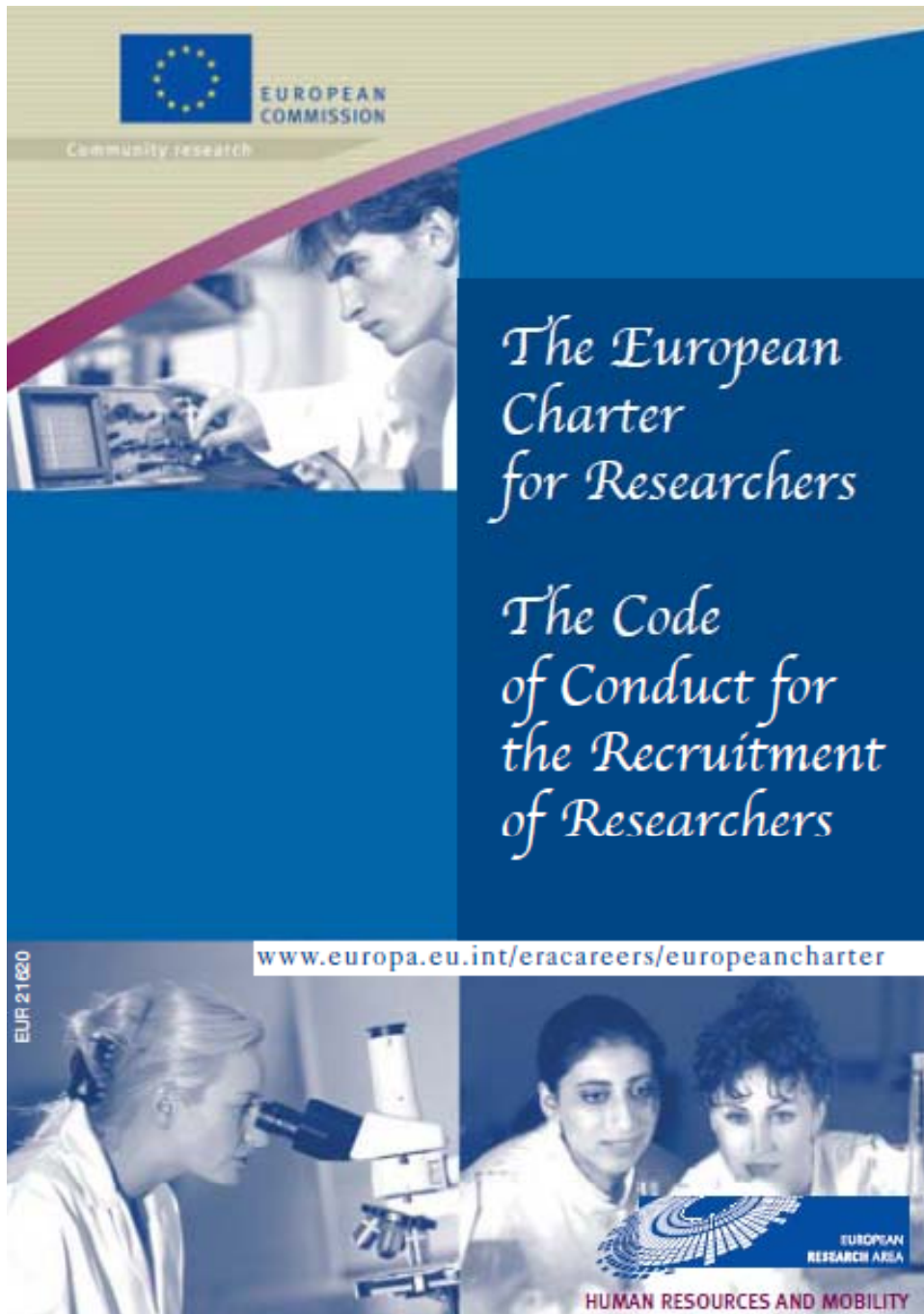
# **Institutional perspectives on HRS4R**

## **Case study from ULg, Belgium**

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Trondheim, NO, 2/12/2016



2005

## Charter & Code

40 principles

- Ethics and professional attitude
- Working conditions
- Training and career development
- Recruitment et selection

Trondheim, NO, 2/12/2016

# 2006

## ULg signed for being on board



*Each institution has to draw its own boat, embedding the Euraxess initiatives in the Institutional Strategic Plan*

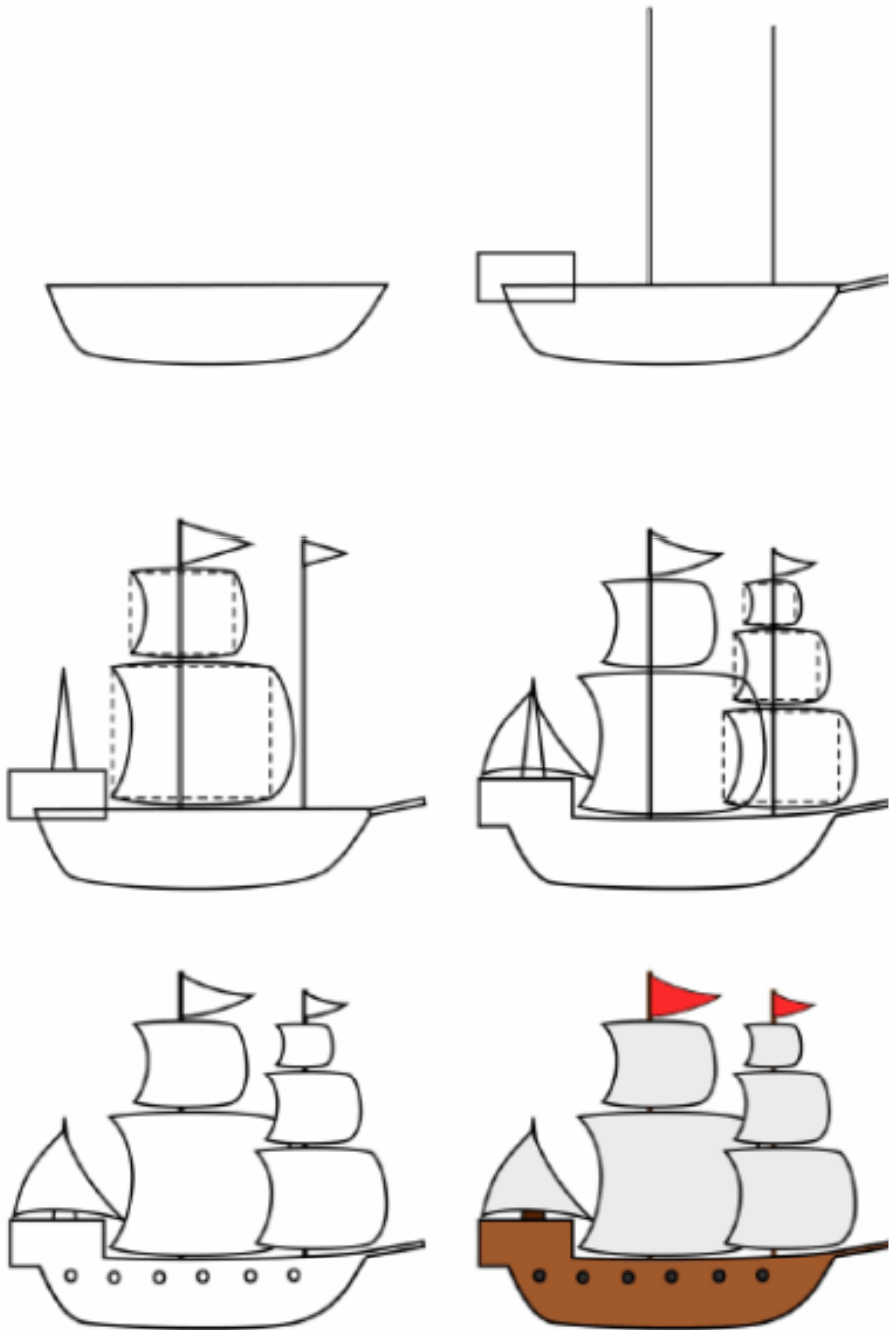
*In 2006,  
ULg began modestly with a Euraxess Mobility Service and some actions*



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# 2010/11

- Gap analysis
- Action plan
- Acknowledgment



HR EXCELLENCE IN RESEARCH

*ULg adapted its structure to the needs for a more effective implementation of the Charter and Code. The University was the first Belgian University acknowledged for its HRS4R*

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A dramatic, blue-toned image of a three-masted sailing ship on a stormy sea. The sky is dark with a bright lightning bolt striking down on the left side. The ship is in the lower right, with its sails partially set. The overall mood is intense and challenging.

**2013**

*The boat navigated on very calm to furious seas. Results were mostly collected from existing actions. A structured training offer for young researchers and supervisors was developed*

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# Tips from safeguards

- Work on HRS4R as on a project :
  - Get a strong commitment for
  - 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

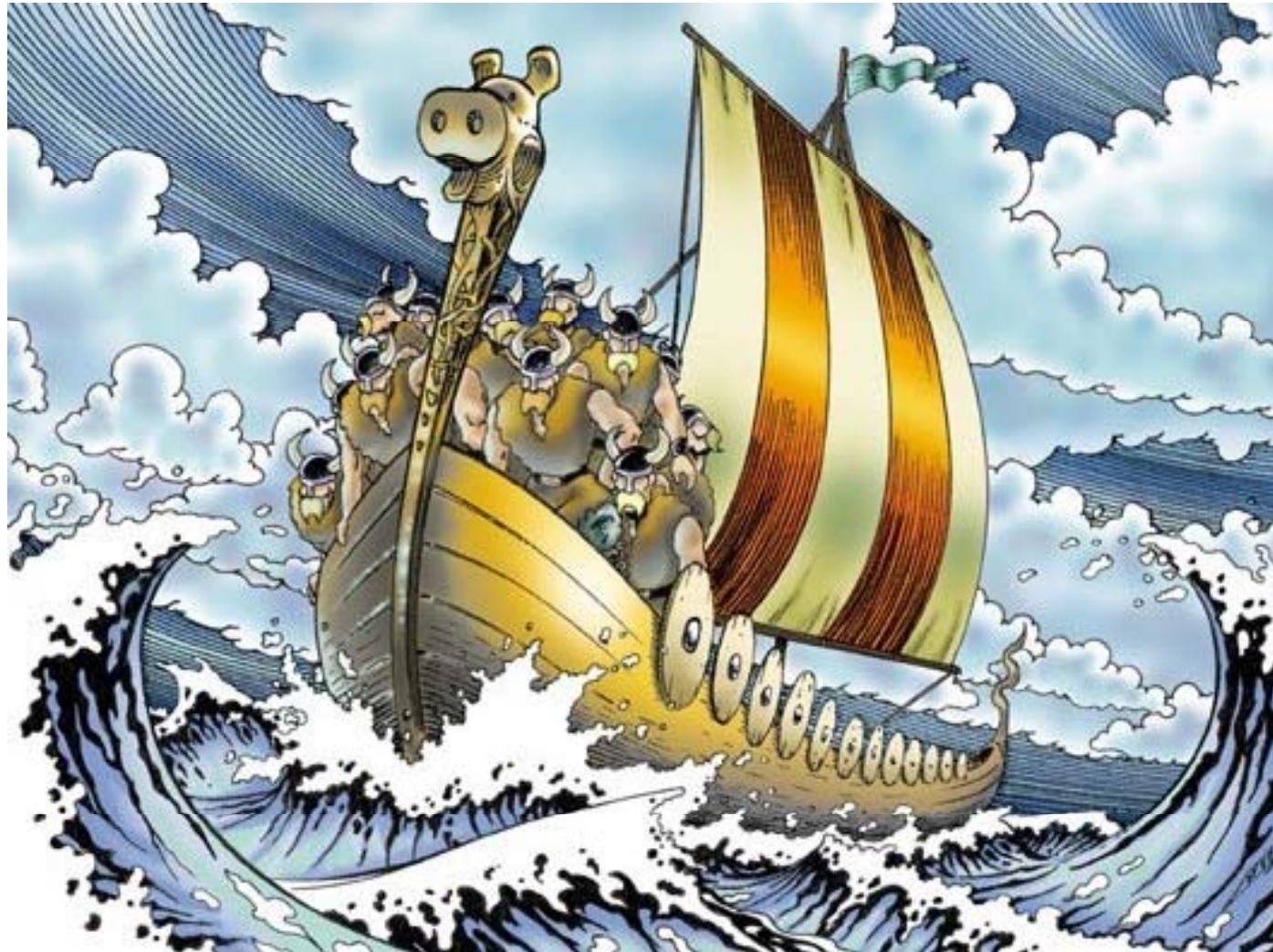


# What are the drivers for action?

- Involve colleagues & board
- Communicate with governmental bodies
- Benefit from your networks
- Participate in international projects
- Engage and disseminate



# 2015



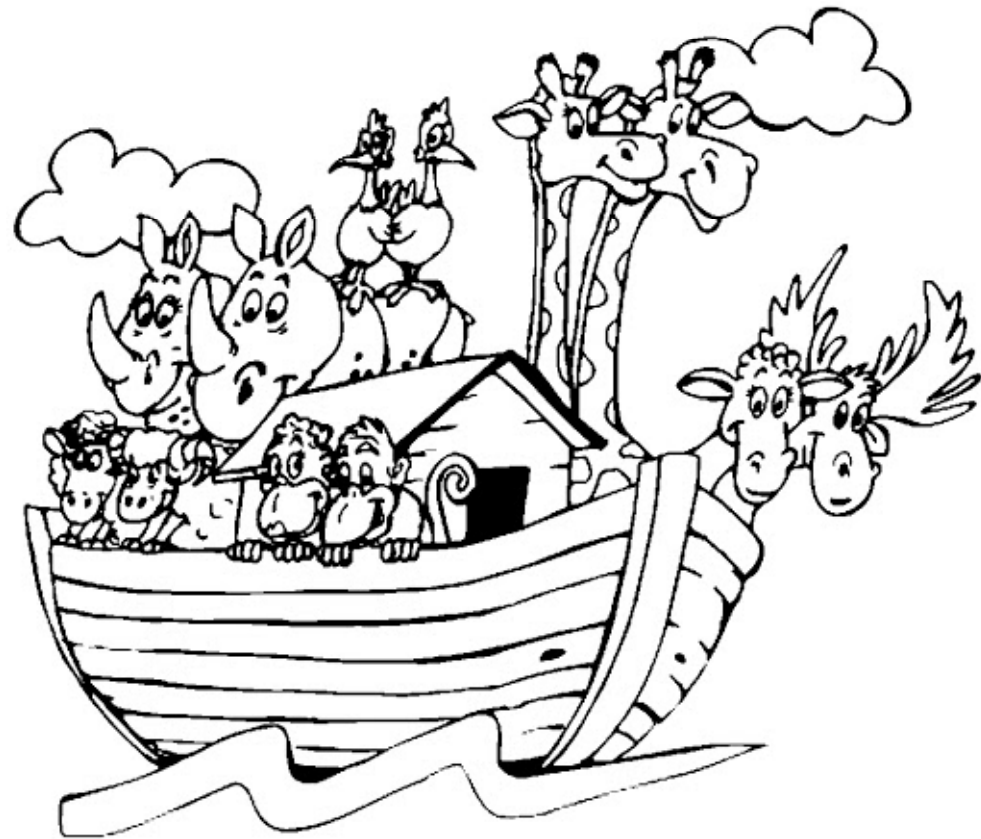
*The boat is now ready for sailing the oceans, with a lot of people on board. We are progressing in visibility, efficiency, transparency ...*

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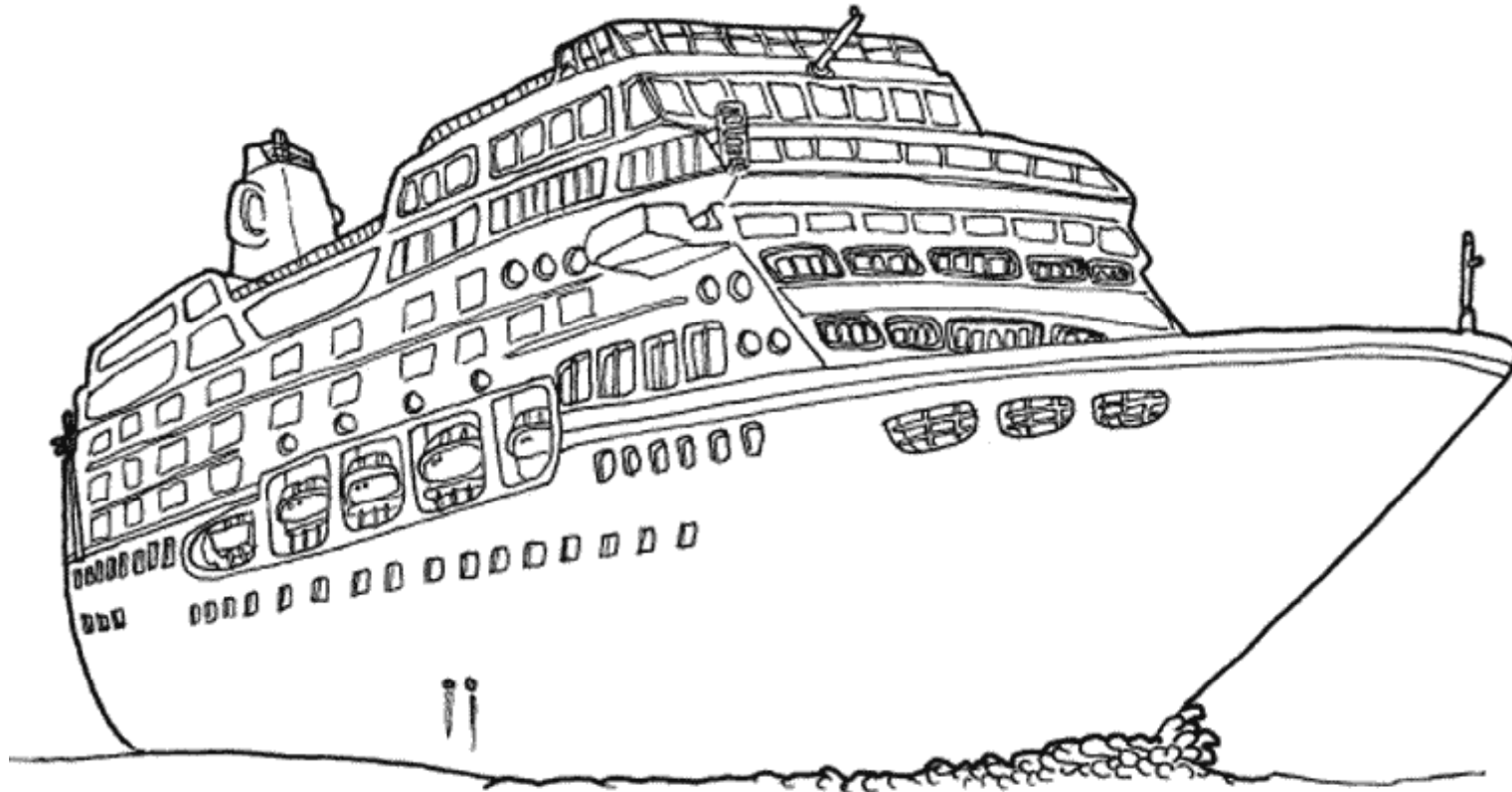
# Benefits 2011-2016

- Recruitment, feedback, contracts
- Training & career
- Coherence
- Transparency
- Visibility
- Internationalisation



# 2017/20

*The Action Plan and the EU HRS4R acknowledgment are now to be renewed. We expect to develop ...*

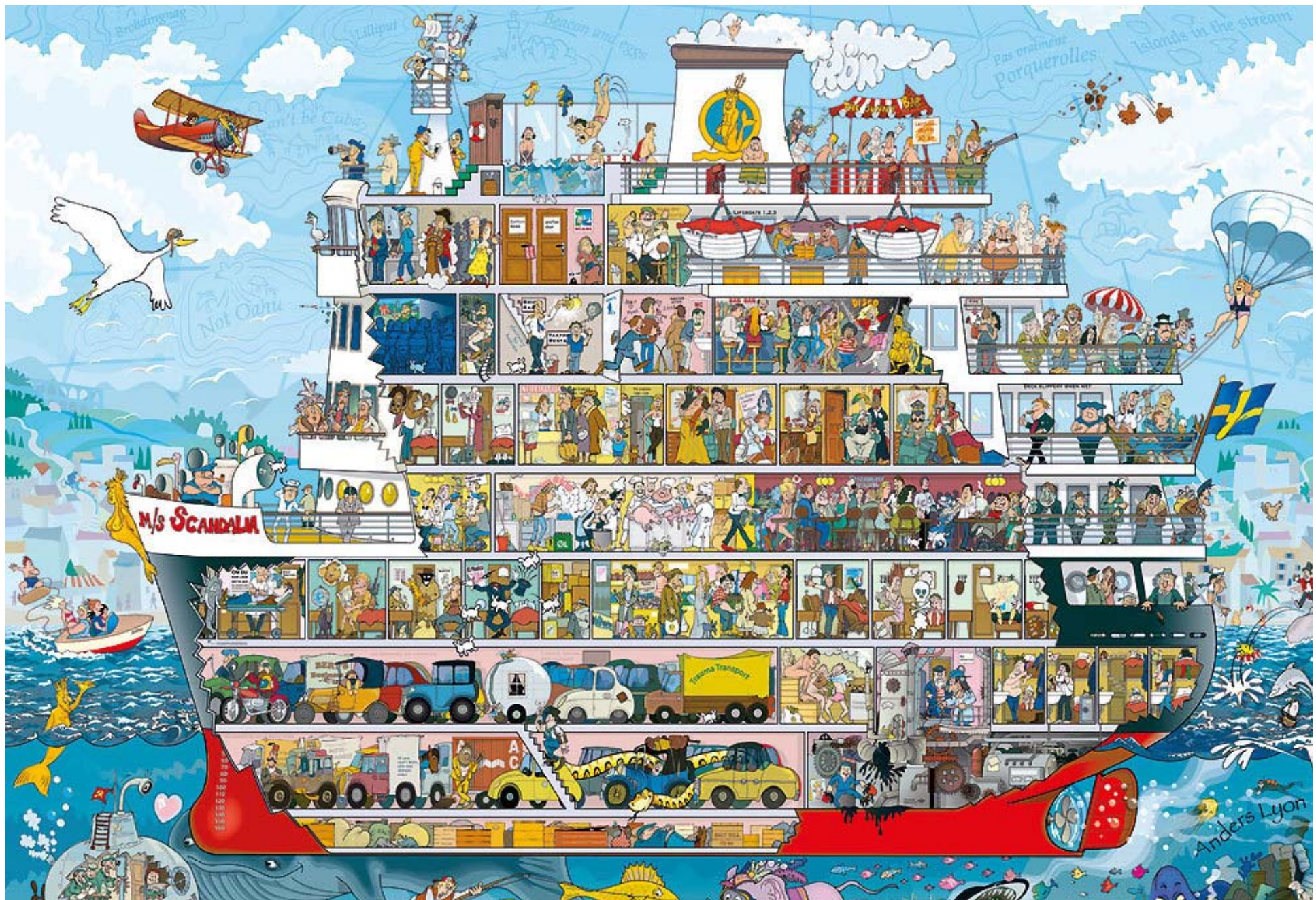


A **cruise ship** is a passenger ship used for pleasure, where the objective itself and the ship's amenities are a part of the experience

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# 2017-2020 Challenges

- Development of the new HR-action plan
  - OTM-R (art. 32)
  - Gender and diversity (art. 33)
  - Ethics, Conflict of Interest, Integrity (art. 34, 35)
- Attractive partnership for H2020
- Implementation at all levels (Fac, Units, PI)
- More colleagues on board
- More researchers involved



Our HRS4R is published on <http://www.ulg.ac.be>