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hr
HR EXCELLENCE IN RESEARCH

Renewing the European "HR Excellence in Research" award

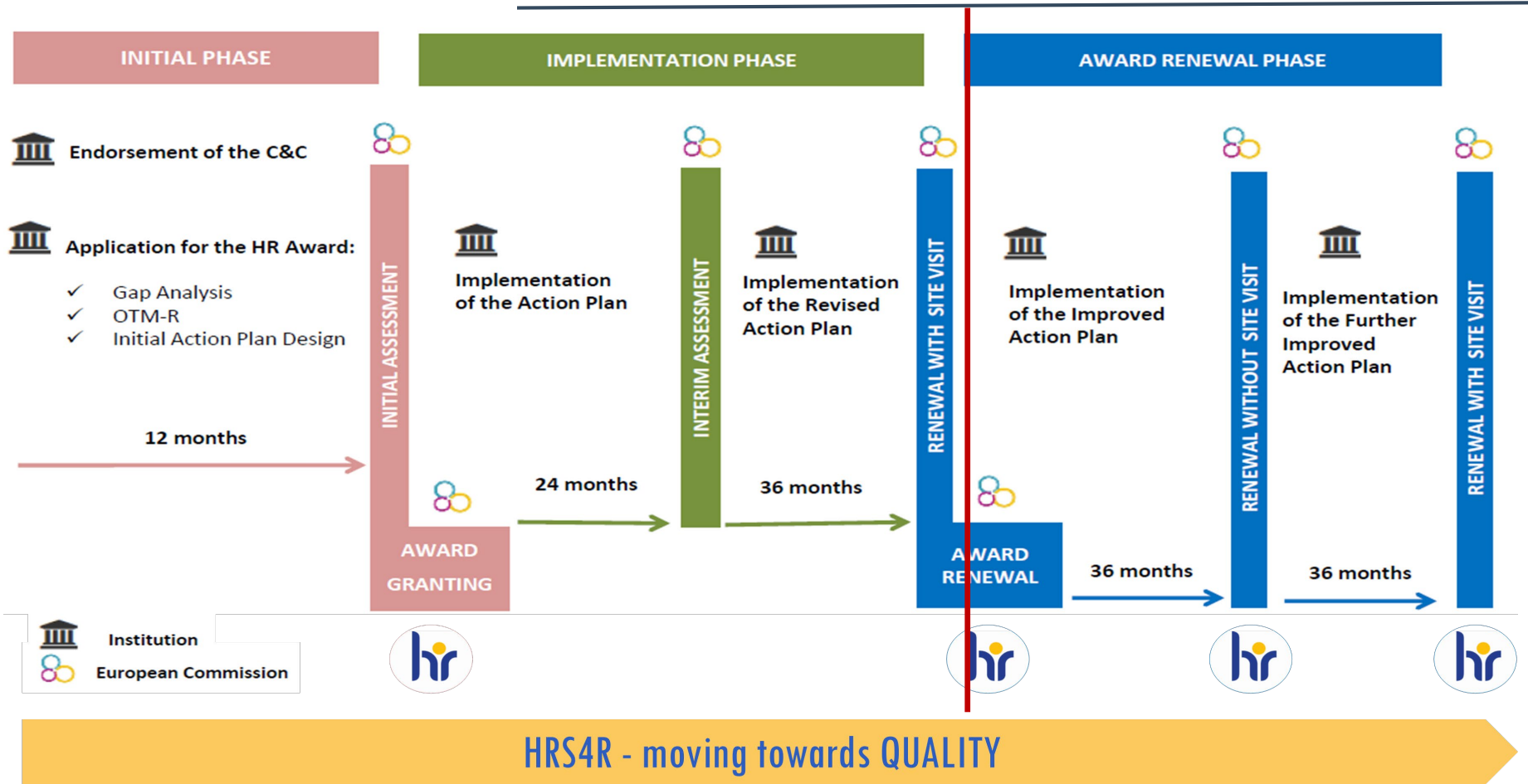The University of Montpellier's experience

Presentation by Nathalie Modjeska, UM HRS4R project manager
16 June 2021 Virtual visit – MINERVA 2019-2022
Strengthening Research Management and Open Science Capacities of HEIs in Moldova and Armenia

Summary

1. Life cycle of "HR Excellence in Research" award

2. First renewal procedure

    a) Self-assessment report and OTM-R

    b) On-site visit

3. Feedback for UM's experience

    a) Carrying out the renewal process

    b) Involving researchers in the process

    c) Collective effort

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1 /// Life cycle of "HR Excellence in Research" award

INITIAL PHASE

IMPLEMENTATION PHASE

AWARD RENEWAL PHASE

Endorsement of the C&C

Application for the HR Award:
- ✓ Gap Analysis
- ✓ OTM-R
- ✓ Initial Action Plan Design

INITIAL ASSESSMENT

Implementation of the Action Plan

INTERIM ASSESSMENT

Implementation of the Revised Action Plan

RENEWAL WITH SITE VISIT

Implementation of the Improved Action Plan

RENEWAL WITHOUT SITE VISIT

Implementation of the Further Improved Action Plan

RENEWAL WITH SITE VISIT

12 months

24 months

36 months

36 months

36 months

AWARD GRANTING

AWARD RENEWAL

Institution

European Commission

HRS4R - moving towards QUALITY

2 /// First renewal procedure

↗ **Renewal is 3rd phase in HRS4R process**

- 3 years after interim assessment, or 5 years after initial award granting
- Via HRS4R e-tool + publication on institutional website
- Repeats every 3 years (on-site visit is every 6 years)

↗ **At this stage**

- You are familiar with the HRS4R e-tool platform implemented by EC since 2018
- If not, go to https://euraxess.ec.europa.eu/ to create an account
- Check Euraxess website for technical guidelines

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2 /// First renewal procedure

The 1st renewal process encompasses 2 phases

| Phase 1 | Assessment report (in English) | OTM-R check list | Updated action plan |

| Phase 2 | On-site visit | 3 assessors* | 1 day |

Due to covid pandemic
o Remote site visits since June 2020

HRS4R experts cannot be nationals of your country and there cannot be conflicts of interest with applicant institution

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2 /// First renewal procedure

↗ a) The report

- o Internal assessment report that covers the last 3 years

- o Same template as for the Implementation Phase

↗ Contents of Parts 1, 2 & 3

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2 /// First renewal procedure

↗ **Contents of Parts 4**

4   Implementation ....

4.1   Implementation ....

4.2   How will the implementation committee and/or steering group regularly oversee progress? ....

4.3   How do you intend to involve the research community, your main stakeholders, in the implementation process? ....

4.4   How do you proceed with the alignment of organisational policies with the HRS4R? ....

4.5   How will you ensure that the proposed actions are implemented? ....

4.6   How will you monitor progress (timeline)? ....

4.7   How will you measure progress (indicators) in view of the next assessment? ....

4.8   Additional remarks/comments ....

↗ **Attachments are possible** (uploading one single PDF is best)

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2 /// First renewal procedure

↗ **Phase 1: OTM-R (Open Transparent Merit-based Recruitment)**

  ○ Mandatory at this stage

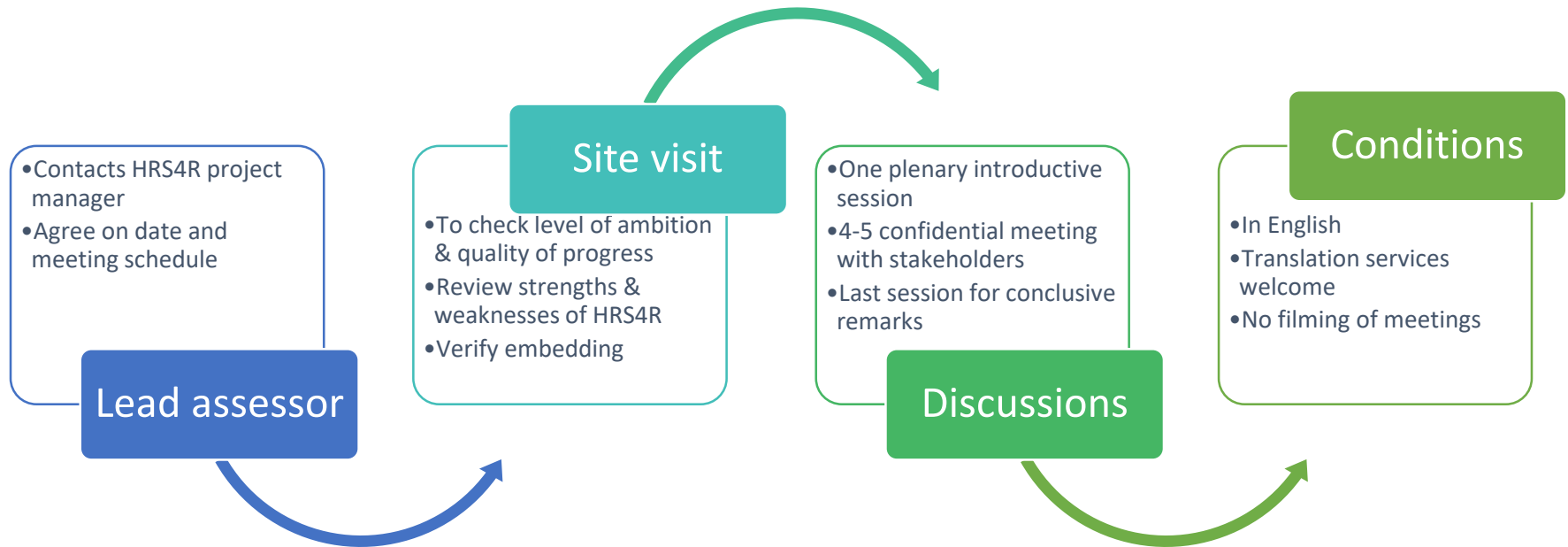 ○ Submitted as a separate document (OTM-R check-list)

↗ **After all documents are submitted on HRS4R e-tool**

AWARD RENEWAL ASSESSMENT

European Commission   External assessors

1. Administrative eligibility check

2. Desk-based assessment of the application

3. One-Day Site Visit

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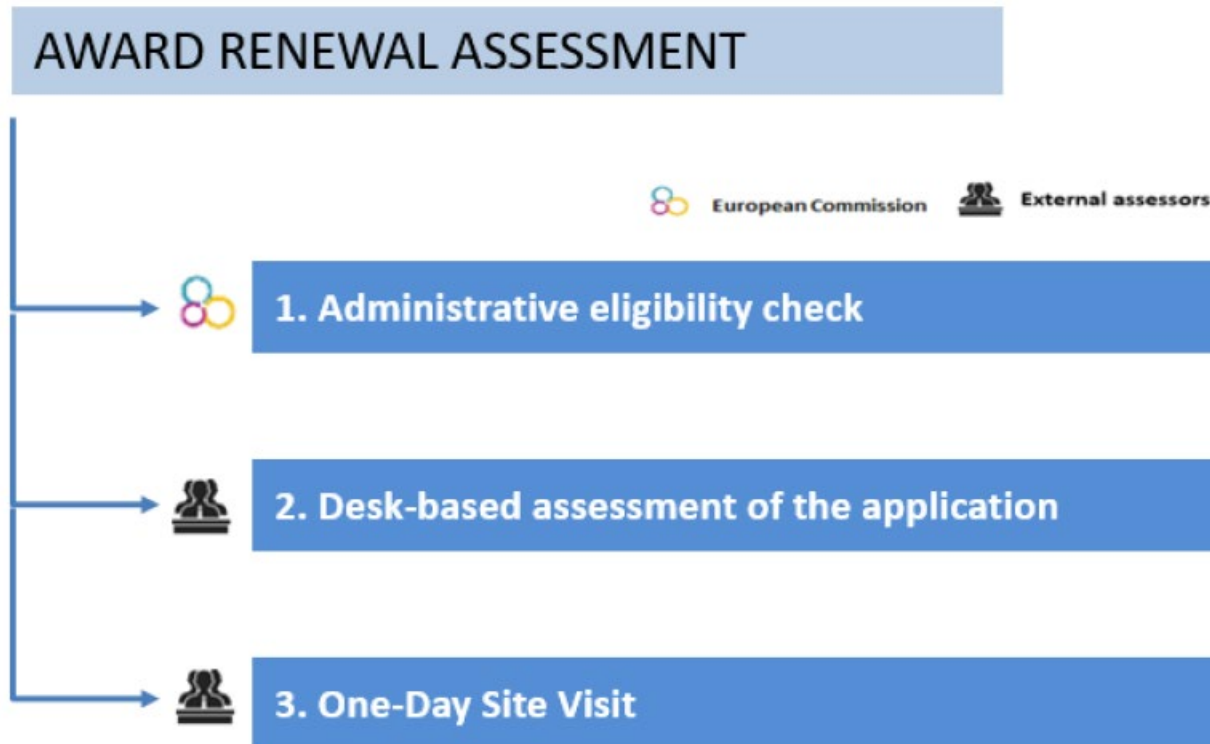
2 /// First renewal procedure

↗ b) The (remote) on-site visit

Lead assessor
- Contacts HRS4R project manager
- Agree on date and meeting schedule

Site visit
- To check level of ambition & quality of progress
- Review strengths & weaknesses of HRS4R
- Verify embedding

Discussions
- One plenary introductive session
- 4-5 confidential meeting with stakeholders
- Last session for conclusive remarks

Conditions
- In English
- Translation services welcome
- No filming of meetings

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2 /// First renewal procedure

↗ **Possible outcome**

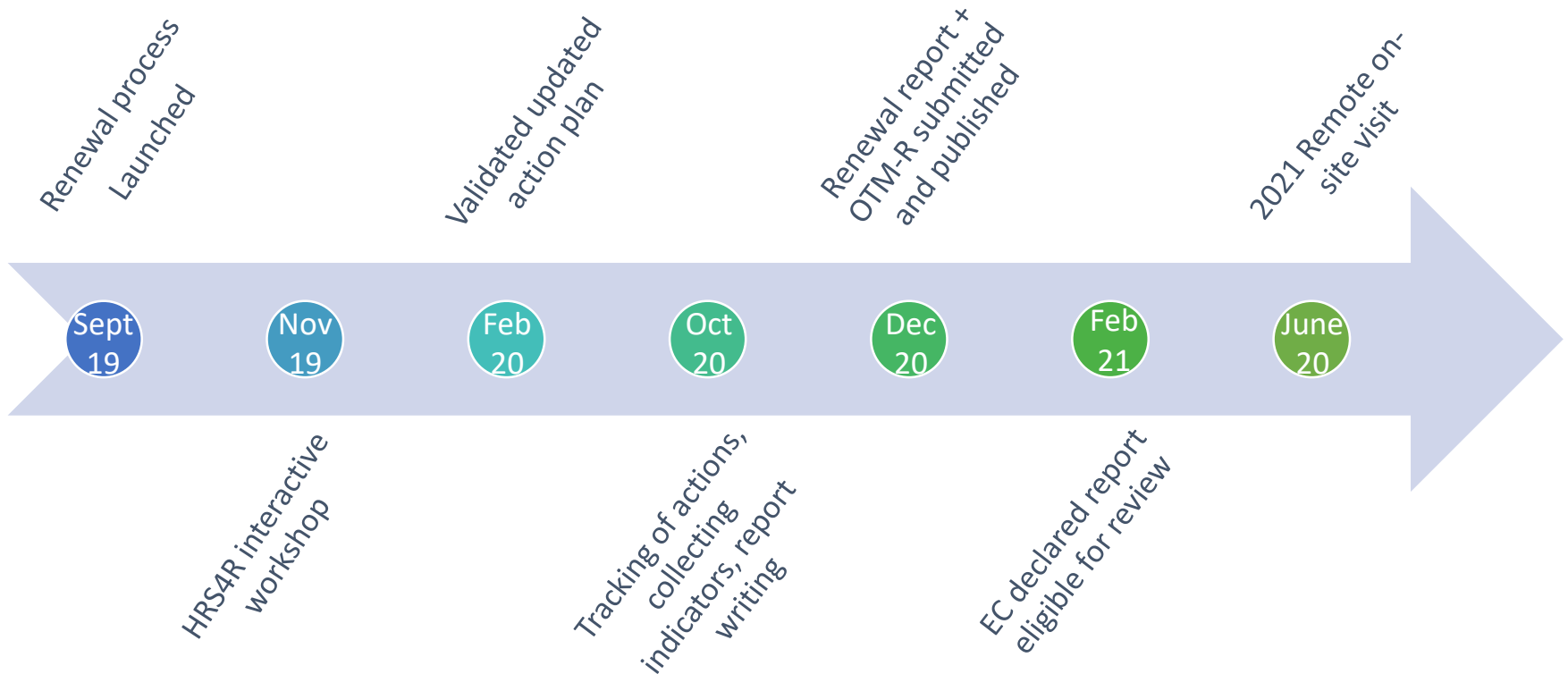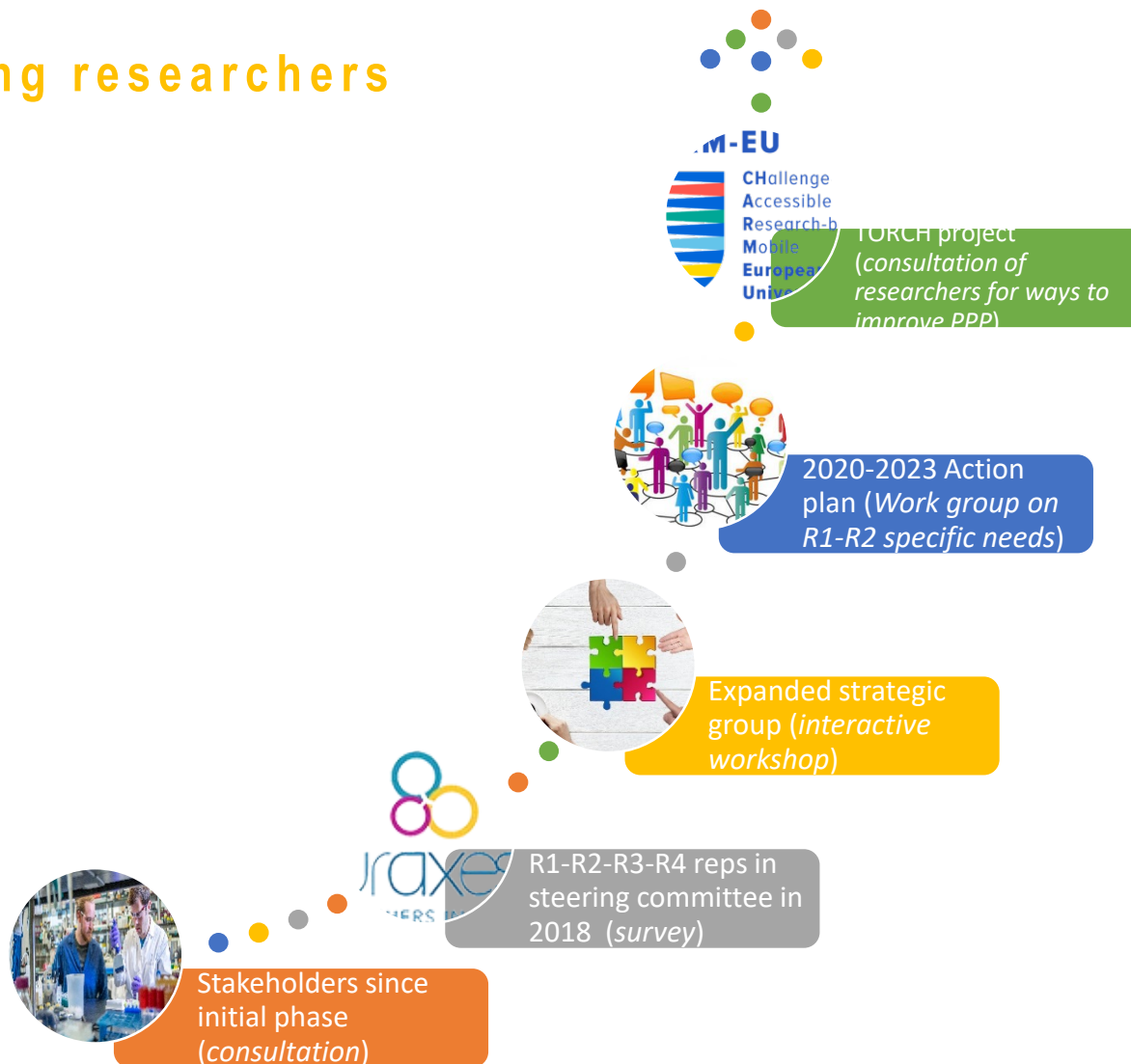| Accepted (for 3 years)	Pending minor modifications	Pending major revisions
• The organisation is progressing with appropriate and quality actions as described in its Action Plan. • There is evidence that the HRS4R is further embedded. • <u>Next assessment</u> in 36 months	• 2. For the most part, the organisation is progressing with appropriate and quality actions but could benefit from alterations as advised through the Assessment process. • There is some evidence that the HRS4R is further embedded. • Institution to **submit within 1-2 months a revised file** taking into account assessors' recommendations	• Implementation and quality of actions are not deemed appropriate and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code**.** • There is a lack of evidence that the HRS4R is further embedded. • Institution to **submit within 12 months a revised file** taking into account the recommendations of the assessors. • ***<u>Until then, the HR award will be put as 'pending'.</u>***

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3 /// Feedback for UM's experience

a) Carrying out the renewal process

Renewal process Launched

Validated updated action plan

Renewal report + OTM-R submitted and published

2021 Remote on-site visit

Sept 19 — **Nov 19** — **Feb 20** — **Oct 20** — **Dec 20** — **Feb 21** — **June 20**

HRS4R interactive workshop

Tracking of actions, collecting indicators, report writing

EC declared report eligible for review

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3 /// Feedback for UM's experience

b) Involving researchers

TORCH project (*consultation of researchers for ways to improve PPP*)

2020-2023 Action plan (*Work group on R1-R2 specific needs*)

Expanded strategic group (*interactive workshop*)

R1-R2-R3-R4 reps in steering committee in 2018 (*survey*)

Stakeholders since initial phase (*consultation*)

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3 /// Feedback for UM's experience

c) Collective effort

Prepare contents for presentation	Rehearsals	Logistics	Demonstration
• Meetings with governance • Collective writing session • Produced presentations (FR/EN) • Shared with all stakeholders in advance	• Briefing sessions for each group of stakeholders • Selected topics for discussion with assessors • Rehearsed interviews	• Contracted simultaneous translation services • Requested internal IT dept technical support • Tested connections and video-conferencing features	• HRS4R embedding • Achieved progress • Strong accross collaboration within institution • Ambition to overcome Joint Research Units' management difficulties

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Thank you for your attention!

CONTACT: NATHALIE MODJESKA

HRS4R project manager

MUSE International programs manager

Montpellier University of Excellence

nathalie.modjeska@umontpellier.fr   ☎ +33 (0)4 34 43 34 94

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