

# “HRS4R Workshop: Workshop and Discussion with the HRS4R Experts – INITIAL phase”

EURAXESS TOP IV project

<b>Agenda (TBC)</b>	
<b>20<sup>th</sup> May 2021 (Online platform TBC)</b>	
<b>Introduction to the workshop</b> AMEUP  (plenary all event participants)	10:00 – 10:15
<b>European Commission HRS4R update</b> EC HRS4R team  (plenary all event participants)	10:15 – 10:45
<b>Coffee Break</b>	10:45 – 11:00
<b>Workshop PART I (1:00h)</b>	11:00 – 12:15
<b>Topic 1: OTM-R</b>  (including checklist, relevant CC principles and action-impact analysis)	<b>Plenary one room all 20 participants</b>  (Experts give instructions to everyone jointly)
<b>Trainer:</b> Lluís Rovira Pato, CERCA institute, Barcelona, Spain  <b>Max 20 participants</b>	<b>Group work:</b>  Separation into breakout rooms
<b>Topic 2: Project and quality management</b>  (including indicators and targets, composition of SG/WG, tracking/monitoring)	<b>Plenary one room all 20 participants</b>  (Experts give instructions to everyone jointly)

<p><b>Trainer:</b> Milan Zdravković, MEF, Niš, Serbia</p> <p><b>Max 20 participants</b></p>	<p><b>Group work:</b></p> <p>Separation into breakout rooms</p>
<p><b>Topic 3: Gap analysis</b> (including engagement of researchers)</p> <p><b>Trainer:</b> Mary Kate O'Regan, UCC, Cork, Ireland</p> <p><b>Max 20 participants</b></p>	<p>Plenary one room <b>all 20 participants</b> (Experts give instructions to everyone jointly)</p> <p><b>Group work:</b></p> <p>Separation into breakout rooms</p>
<p><b>Topic 4: Action plan</b> (which actions to select for the identified gaps, impact analysis, except for actions relevant for Employment principles)</p> <p><b>Trainer:</b> Isabelle Halleux, ULiège, Liège, Belgium</p> <p><b>Max 20 participants</b></p>	<p>Plenary one room <b>all 20 participants</b> (Experts give instructions to everyone jointly)</p> <p><b>Group work:</b></p> <p>Separation into breakout rooms</p>
<p><b>Lunch Break</b></p>	<p>12:15 – 13:00</p>
<p><b>Workshop PART II (1:30h)</b></p> <ul style="list-style-type: none"> <li>- Topic group plenary session</li> <li>- Presentation of group outcomes and discussion with the experts in each topic group <b>separately</b> (Topic 1, Topic 2, Topic 3, Topic 4)</li> </ul>	<p>13:00 – 14:30</p>
<p><b>Workshop wrap-up</b> (plenary all event participants)</p>	<p>14:30 – 14:45</p>

## About the trainers

### Topic 1: OTM-R

**Lluís Rovira Pato** is Doctor in Biology, Univ. of Barcelona 1998. Since 2011, he is the director of the CERCA Institution that gathers 39 research institutes in Catalonia, all awarded with the HRS4R logo. Between 2003 and 2009, he was deputy director and head of evaluation at the Agency for University and Research Grants (AGAUR) in Barcelona. He is responsible for the institutional evaluation process of the CERCA institutes. In the last years, he has conducted the elaboration of the Code of Conduct of the CERCA centres, the CERCA strategy of data management, the GINJOL Patents Fund, and the video “Recruitment bias in research institutes” <https://www.youtube.com/watch?v=g978T58gELo> among other initiatives.

### Topic 2: Project and quality management

**Milan Zdravković**, PhD is established researcher (R3), currently working at the University of Niš, Serbia. He is author of more than 70 papers in the field of Enterprise Information Systems and Artificial Intelligence. He worked as editor or reviewer for top scientific journals, chair and member of PC of the respected conferences. He participated in 10 FP6/FP7/Erasmus/H2020 projects, dealing with HR capacity building in research. He leads number of past and ongoing initiatives related to development and promotion of EURAXESS portals. He is a member of WG Network Management and WG Portal Administrators, of EURAXESS network. He works as HRS4R reviewer. He was a coordinator of the WG for development of the HR strategy at University of Niš in process of getting HR Excellence in Research label and facilitator for drafting HR strategies of universities in Serbia, Bosnia and Herzegovina and Albania.

### Topic 3: Gap analysis

**Mary Kate O’Regan** is the HR Research Manager in University College Cork IRELAND (UCC). There are 980 research staff in UCC. She knows and understands the research landscape and has worked with researchers on the ground for many years supporting all aspects of their work. Mary is the designated HR point of contact for research staff within University College Cork, has designed, and developed many bespoke training and career development initiatives for research staff in UCC. Mary is also a lead assessor for the European Commission and trains many future assessors for the Commission. Mary has a Master’s in Government - Research Policy, (2014) University College Cork, Diploma in Paralegal Studies (1992) Philadelphia Institute for Legal Studies – USA, Post Graduate Diploma Computer Science (1987) University College Cork and BA English and Archaeology (1986) University College Cork. She lives in Carrigaline, Co. Cork, Ireland with her husband and daughter.

#### Topic 4: **Action plan**

**Isabelle Halleux** completed her PhD in Applied Sciences at the University of Liège, ULiège, Belgium. After a post-doctoral career in the non-academic world, ULiège appointed her for developing new dynamics in research management within the Research Office. She is now supporting researchers for any question related to research: internal funding, project writing, grant management, networking, doctoral and transferable skills training, career development, Euraxess Mobility Services, implementation of the European Charter and Code (HRS4R), etc.

Dr. Halleux participates in many European projects, as partner or coordinator and is member of many international expert committees. She is actually appointed by the EU Commission and Vitae-UK for reviewing the HRS4R process. From more than 10 years, Isabelle Halleux is working actively with partner universities in West Africa, South America and Asia for developing their research governance and doctoral education.