



EURAXESS - HRS4R Renewal Phase Assessment

EC Consensus Outcome



HR EXCELLENCE IN RESEARCH



SITE VISIT ASSESSMENT

December 2021

The overall rating of
the assessors is
very positive.



HR EXCELLENCE IN RESEARCH

→ HIGHLIGHTS:

Wide ranging strategy that addresses comprehensively the Charter and Code.

The University is active and open for improvements so that new policies and actions are implemented following the ERA priorities.

The **HR Strategy** has acted:

- **as a catalyst** to bring together the research and administration of the university and unite them in working towards improving the conditions for researchers;
- **as a focal point** for the introduction of new university wide policies on topics including open science, research integrity and researcher assessment.

→ Anyway, the EC provided **tips** for the updated HR strategy.



ASSESSMENT

Strenghts

Weaknesses

Suggestions



Strenghts

- **HRS4R is embedded** in the University strategy:
 - Vice-Rector of C&C also appointed as Vice-Rector for Research Policy
 - Actions of the new ER Strategy included in the University Performance Plan
- The University recognises the **importance of EU research policy** themes (RI, Open science, Ethics, Gender equality ...).





Strenghts

The impact for the researchers and University staff on **implementing the HRS4R** is **very positive**:

- HRS4R methodology broadened to other areas;
- successful applications to EU calls;
- internationalization increased.

High level of ambition in the new Action Plan 2021-24 .

Ethical Committee established.

OTM-R policy in progress.



Strenghts

Researchers' working conditions and social security improved:

- positive evolution in Gender Equality and Diversity;
- focus on young researchers, mobility, interdisciplinarity, third mission strongly visible;
- psychological support service “is not common and this is to be commended”;
- dedicated room for PhDs and postdoctoral researchers.





Weaknesses

- **Some key documents are published only in Italian** (University Strategic Plan 2019-2022, Statute of the University ...)
- **Large number of actions**





Suggestions

for modifications or revisions
of the (updated) HR Strategy

Focal points:

- 1) HRS4R Action Plan
- 2) Implementation
- 3) Information
- 4) OTM-R
- 5) Career Development Plan
- 6) Multidisciplinary Perspective
- 7) Mentoring Culture
- 8) Bureaucracy





1) HRS4R Action Plan

→ **To reduce the number of actions.**

It allows to facilitate effectiveness, monitoring and follow-up.

N.B.: recommended to continue with new actions that enhance the attraction for international talent.



2) Implementation

→ **To continue increasing the involvement of researchers.**

Need to identify their needs and increase their engagement.





3) Information

→ **To increase the information on the website regarding the HSR4R actions.**

Information regarding the HRS4R actions could be more visible.



4) OTM-R

→ **To improve information in selection panels**

The policy on OTM-R is basically the checklist of questions. In this sense the level of implementation is not well secured.

→ **Advices for the Handbook on OTM-R to be written**

It should bring guidance, specificity and practically for the selection panels at the University.





5) Career development plan

→ **Attention to the relation supervisor-researcher and with the goals of the University:**

- Need to structure well the process of CDP by:
 - Emphasizing the relation between the supervisor and the researcher;
 - Increasing the relation to the strategic goals of Unimc.
- Need to properly communicate the CDP process among different actors (institutional roles/supervisors/employees/co-workers/research groups/PhD students).





6) Multidisciplinary Perspective

→ **To support multidisciplinary approach in the PhD dissertation with:**

- Accurate choice of supervisors with experience on multidisciplinary approach among SSH;
- Training on the multidisciplinary approach;
- Workshops on best practice examples.





7) Mentoring culture

→ **To increase dissemination of mentoring culture**

- Need to define better and to communicate wider the mentoring culture.
- Need to develop further the mentoring club.
- Recommend to provide a strategy with emphasis on the engagement of well-experienced researchers in the development of the career of ESRs.



8) Bureaucracy

→ **Low bureaucracy in measuring results.**

Recommendation: make sure that tracking implementation and measuring impact will not increase administrative burden.



Main suggestions



- Information on website regarding HRS4R actions more visible, and also in English
- Increase involvement of researchers
- To further develop an OTM-R policy
- Support the multidisciplinary perspective
- Boost mentor culture
- Career Development Plan





Next steps?

