The renewal phase
What to do and how to prepare

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The renewal phase

Where?
How?
Who?
What?

When?

Why?
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When?

- **INITIAL PHASE**
  - Endorsement of the C&C
  - Application for the HR Award:
    - Gap Analysis
    - OTM-R
    - Initial Action Plan Design
  - 12 months

- **IMPLEMENTATION PHASE**
  - Implementation of the Action Plan
  - 24 months
  - Interim Assessment
  - Implementation of the Revised Action Plan
  - 36 months

- **AWARD RENEWAL PHASE**
  - Implementation of the Improved Action Plan
  - 36 months
  - Renewal With Site Visit
  - 36 months
  - Renewal Without Site Visit
  - 36 months
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When?

- **WITH Site visit**
- **WITHOUT Site visit**
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Why?

• Have an external view on your progress
• Help you to continue your efforts
• Motivate and stimulate stakeholders
• Renew our bilateral contract
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What?

- Review your current action and progress
- Draft your new action plan
- Update your website
- Submit your renewal
- (Prepare the site visit)
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What?

• Review your current action plan and progress
  • Use your implementation scheme
  • Involve researchers
  • Collect and analyse indicators
  • Evaluate your progress, achievements
  • Explain what went wrong and why
  • Look back to your gap analysis and previous action plans
  • Collect additional activities, new data
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What?

• Draft your new action plan
  • As you did it in your previous report
  • Involve researchers
  • Be aware of changes (strategy, priorities, etc.)
  • Be aware of new trends / opportunities
  • Beware of status, responsible, indicators
  • Analyse the way you are working
  • Suggest for implementation improvement
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What?

• Update your website
  • Remember the objectives of publication: visibility, attractivity, communication with stakeholders
  • Publish your HR strategy and action plan
  • Publish contacts and groups membership
  • Present your achievements
  • Make links to strategy documents
  • Check the efficiency of your hashtagging
  • Verify your links
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What?

• Submit your renewal
  • Read previous assessment reports
  • Look at forms and guidelines
  • Update your organisational information and explain changes if any – include impact of COVID
  • Describe strengths and weaknesses per group of principles; indicate your priorities
  • Report on your actions – Assessors must understand your progress and achievements, level of completion
  • Update targets, indicators, status when pertinent
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What?

• Submit your renewal (cont’d)
  • Add new actions, incl. OTM-R
  • Comment on the implementation
  • Explain changes (priorities, circumstances, strategic decisions)
  • Explain how you took previous recommendations into account
  • Tell how your involved your researchers and stakeholders
  • Add pertinent information for assessors
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Who?

• The implementation organisation: steering committee, working groups, responsible of actions, data provider, etc.
• All participants to the process
• All stakeholders
• The HRS4R manager (e-tool)
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How?

• As said under « What? »
• Respect your own procedures
• Revise your procedures if necessary
• Beware of EU guidelines and recommendations
• Respect the deadline
  • If needed, you can ask the EU for postponing your deadline
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Where? Site visit or not?

• The self-assessment is exactly the same every 3 years

• But the external assessment process is slightly different:
  • Desktop assessment every 3 years
  • + site visit every 6 years - remote site visit today

• The site visit is really of added value
  • Direct contact, face to face meetings
  • Good way for motivation and communication
  • Side conversations
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Recommendations?

• Be coherent, ambitious, transparent

Coherence

Ambition

Evidence
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Recommendations?

- Be aware of EU Gender, Ethics, OS, OTM-R and Research Evaluation
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Recommendations?

• Involve your researchers at all steps
• Show the commitment of your board
• Draft operational actions and SMART indicators
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**Recommendations?**

- Regularly communicate on your achievements to the world
- Remember that your website is your ambassador
- Use the e-tool possibility of adding pertinent files
- Assessors are peers and your best friends
Le jeu en vaut la chandelle !

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