



HR EXCELLENCE IN RESEARCH

HRS4R INFO DAY – 23 November 2021



# The renewal phase

What to do and how to prepare

Isabelle Halleux, Research Office  
University of Liege, Belgium

# The renewal phase

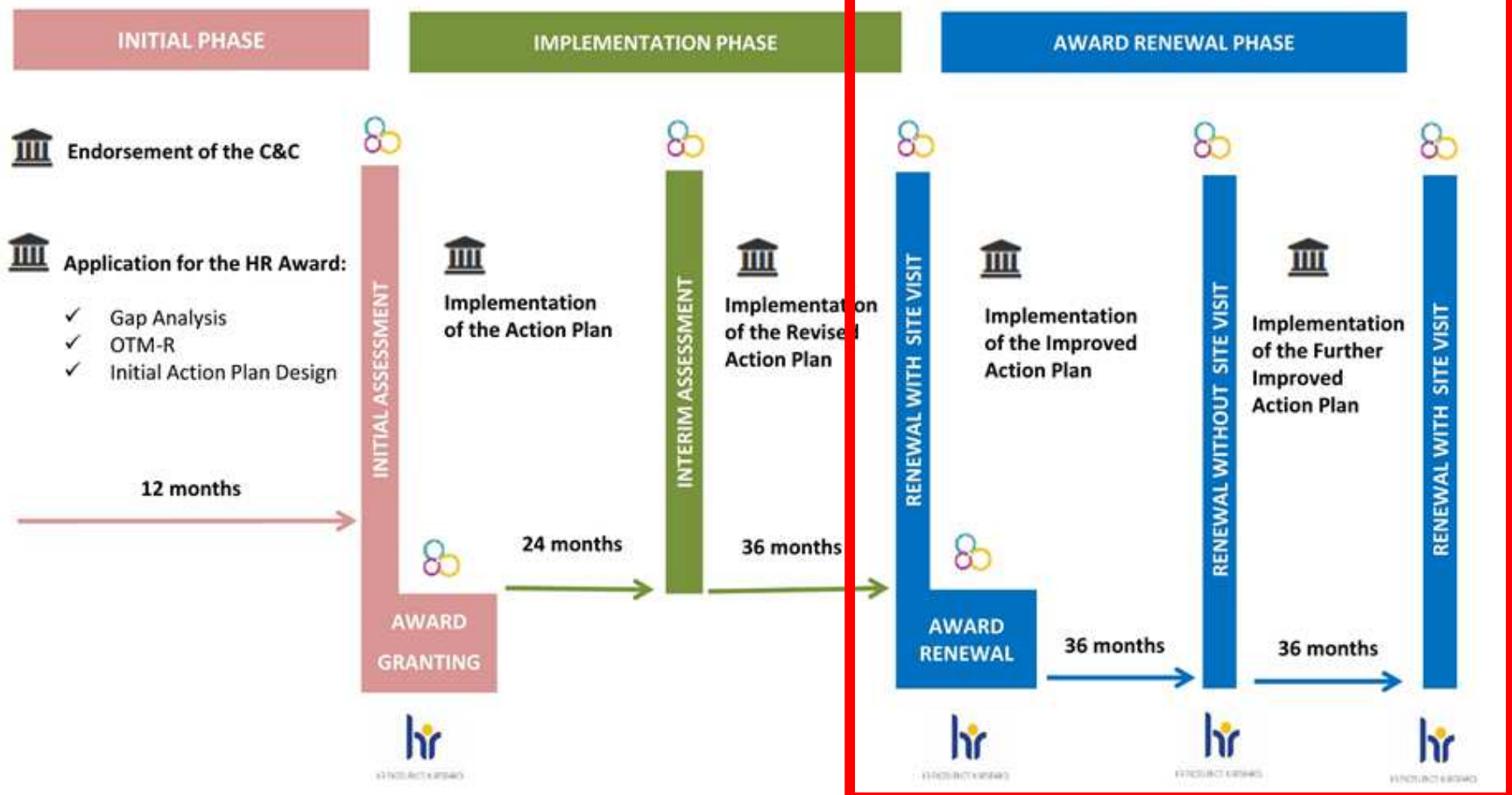


# The renewal phase

## When?



HR EXCELLENCE IN RESEARCH

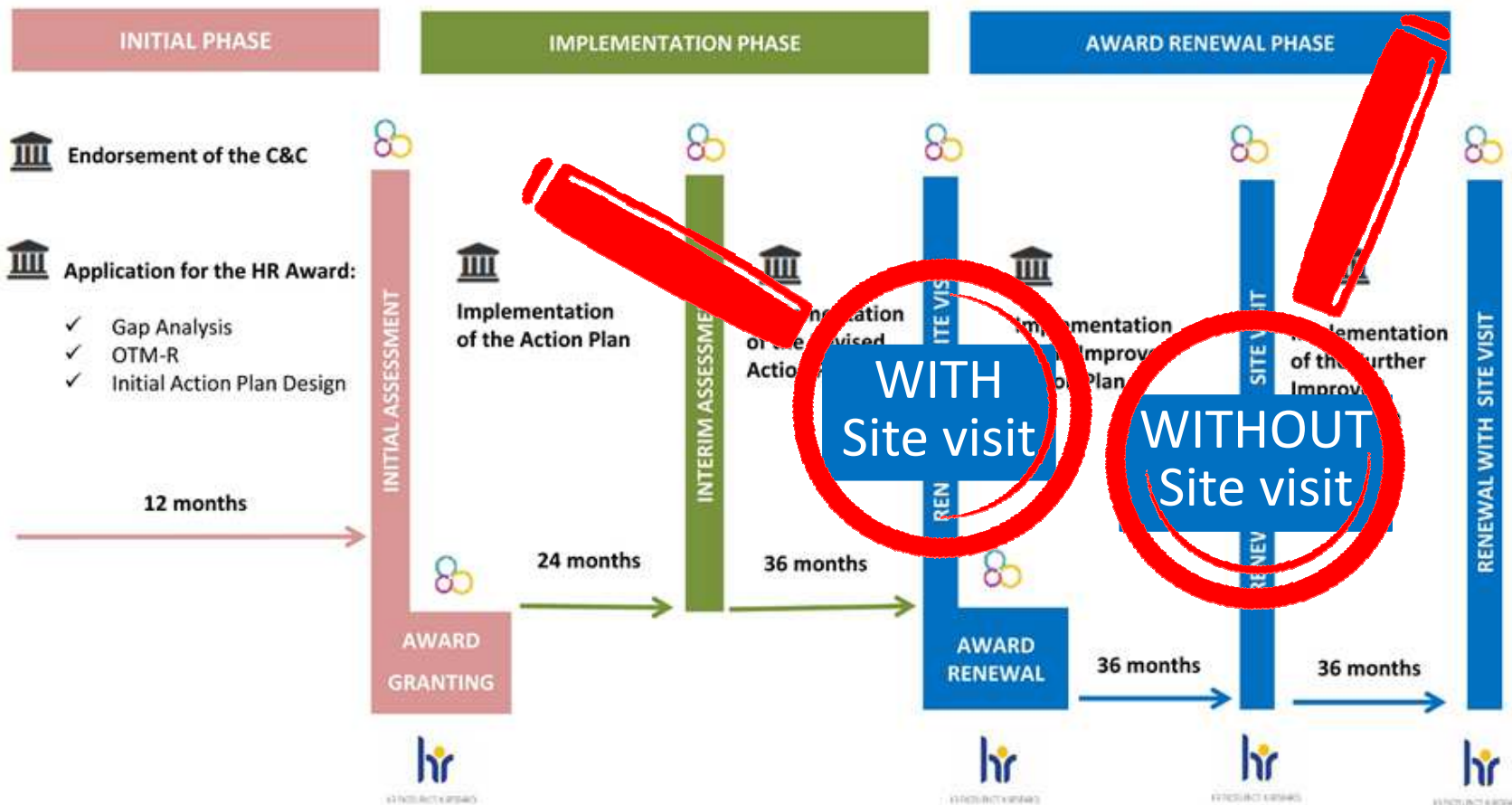


# The renewal phase

## When?



HR EXCELLENCE IN RESEARCH



# The renewal phase

Why?



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

# The renewal phase

## What?

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



HR EXCELLENCE IN RESEARCH



# The renewal phase

## 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



HR EXCELLENCE IN RESEARCH



# The renewal phase

## 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



HR EXCELLENCE IN RESEARCH





# The renewal phase

## 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



HR EXCELLENCE IN RESEARCH



# The renewal phase

## 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



HR EXCELLENCE IN RESEARCH



# The renewal phase

## 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 you involved your researchers and stakeholders
  - Add pertinent information for assessors



HR EXCELLENCE IN RESEARCH



# The renewal phase

## 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)



HR EXCELLENCE IN RESEARCH



# The renewal phase

## 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

# The renewal phase

## 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



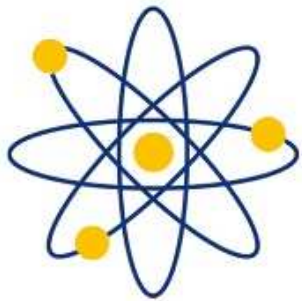
HR EXCELLENCE IN RESEARCH



# The renewal phase

## Recommendations?

- Be coherent, ambitious, transparent



Coherence



Ambition



Evidence

# The renewal phase

## Recommendations?

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





# The renewal phase

## Recommendations?

- Involve your researchers at all steps
- Show the commitment of your board
- Draft operational actions and SMART indicators



# The renewal phase

## 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



HR EXCELLENCE IN RESEARCH





HR EXCELLENCE IN RESEARCH

**Le jeu en vaut la chandelle !**

<http://www.recherche.uliege.be/hrs4r>

[Isabelle.Halleux@uliege.be](mailto:Isabelle.Halleux@uliege.be)

