HRS4R CERTIFICATION

Human resources european strategy for researchers
Implementation of the action plan

Summary presentation of the action plan
Introduction

The Université Clermont Auvergne (UCA) has integrated the European dimension into its teaching, research and recruitment of its teaching-researchers. It is quite natural that the UCA joined in 2017, in the European strategy of human resources for research whose object is to guarantee the respect of the principles of the European charter of the researcher and the code of conduct for the recruitment of researchers.

On March 4, 2019, the Université Clermont Auvergne (UCA) received from the European Commission, the «HR Excellence in Research» award for its European Strategy for Human Resources for Researchers, also called HRS4R (Human Resources Strategy for Researchers). The UCA becomes the 18th french institution to obtain this certification which rewards its policy of recruitment and career management of researchers and teaching-researchers.

March 4, 2019

UCA obtains the certification HR Excellence in Research

March 4, 2021

Interim Assessment

The action plan UCA

www.uca.fr/universite/grands-projets/labellisation-hrs4r/

HRS4R

www.euraxess.fr
**INITIAL PHASE**

- Endorsement of the C&C

**IMPLEMENTATION PHASE**

- Implementation of the Revised Action Plan
- Implementation of the Action Plan

**Application for the HR Award:**
- **12 months**
  - ✔ Gap Analysis
  - ✔ OTM-R
  - ✔ Initial Action Plan Design

**HRS4R - From PROGRESS to QUALITY**
Implementation of the Improved Action Plan

Implementation of the Further Improved Action Plan

36 months

36 months

HRS4R - From PROGRESS to QUALITY

European Commission
The certification

The UCA becomes the 18th french institution to obtain this certification On March 4, 2019

Currently, more than 350 public and private institutions are certificated worldwide

Objective:

to set up a policy for the recruitment and management of the careers of researchers and teaching-researchers based on the «European Charter for researchers and the code of conduct for the recruitment of researchers»

The action plan UCA

www.uca.fr/universite/grands-projets/labellisation-hrs4r/
Charter and Code

11 March 2005

Adoption by the EC of the «European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers»

Framework of reference for the rights and obligations of researchers, from their employers and donors:

The European charter of researchers covers (among others):
- Recognition of the profession
- Career development
- Promotion of mobility

The code of conduct for the recruitment of researchers covers (among other things):
- Principles of recruitment
- Selection criteria
- Postdoctoral appointments
How is obtaining this certification an asset for UCA?

Obtaining this certification confirms the recognition of UCA’s action plan in HR strategy for research submitted in December 2018 to the European Commission and constitutes a major asset for:

- the attractiveness of our university within the European Research Area;
- expanded recruitment through the free publication of job offers on the Euraxess website, relayed on the Nature et Science sites;
- Securing Horizon 2020 funding and facilitating the allocation of European grants;
- the homogenisation of best practices within the establishment;

What is the UCA action plan for the HR strategy for research based on?

The internal evaluation of the 40 points of the Charter and the Code has made it possible to identify the strengths and weaknesses of our university in the document sent to the European authorities and posted on the UCA website. The principles of the Charter and the Code of Conduct include 40 points whose priority areas are:

- research ethics and professional responsibility;
- recruitment;
- working conditions;
- non-discrimination;
- training and professional development.
**Le label étant obtenu, quand et comment va être mis en œuvre le plan d’action ?**

As part of the gap analysis process, HRS4R advisers, members of the Steering Committee will be appointed in each department involved (HRD, DRI, DRV, CAC, DAJI, Europe Unit) to follow-up and implement the strategy and the monitoring reports coordinated by the mission officer.

The Steering Committee will meet as often as necessary each year to implement the action plan and finalise the overview and will oversee an internal assessment before March 2021.
1. RESEARCH ETHICS AND PROFESSIONAL RESPONSIBILITY
Objectives

- **Promote** respect for ethical and ethical principles
- **Facilitate** the exploitation and dissemination of research results
- **Improve** the supervision of young researchers

Actions

- **Disseminate** on the UCA website, to the directors of the laboratories, the European Charter of the Researcher and the Code of Conduct for the Recruitment of Researchers
- **Communication** the code of ethics of the research professions
- **Aware** to the valorization and procedure in case of valorizable research results (patent etc ...)
  - Doctoral School: dedicated module in the CED catalog, action «challenge your valo”
  - permanent staff: awareness and booklet
- **Raise awareness** about open science / open access:
  - dedicated lecture in the framework of the compulsory module for PhD students «research ethics and IS”
  - awareness booklet for selection committees and internal promotions

Responsible units

Communication: Quarter 3, 2019
Dissemination to the directors of laboratories on 02/04/2019

Ethics and professional conduct committee: Quarter 3, 2019: 04/04/2019

DRV: Quarter 2, 2019

DRV: Quarter 4, 2021

DRV / CED: Quater 2, 2019

DRH / DRV: Quater 2, 2020
2. RECRUITMENT
Objectives

Make the recruitment policy more transparent
Increase attractiveness
Improve the selection procedure for contract staff

Actions

Establish a recruitment modalities guide in French and English, distribution of offers on the EURAXESS Jobs portal
Remind candidates of the opportunity to obtain on request a review of the strengths and weaknesses of their candidacy, meet deadlines between publication and recruitment
Create and distribute four booklets, detailing career development (bonuses, training leave), rights and obligations, working conditions, working environment, confidentiality etc ... from:
- EC Permanent
- BIATSS Permanent
- EC non Permanent
- BIATSS non Permanent
Establish declarations of links and conflicts of interest in the selection committees
Translate in English the selection committee’s operating guide

Responsible units

DRH and DRI : Quater 2, 2020
DRH and DRI : Quater 1, 2019
DRH, DRV and CHSCT : Quater 4, 2020
DRH, CE : Quater 1, 2019
DRH : Quater 2, 2020
3. WORKING CONDITIONS
Objectives

Improving the quality of life at work
Continue and intensify hygiene, safety and security measures
Preventing psychosocial risks
Facilitate access to information

Actions

Inform PhD students about the course of research training (Doctoral home booklet)

Improve the quality of life at work and strengthen the devices:
- Social action stress management
- Fight against precariousness
- Psychosocial risk management
- Well-being at work
- Anti-harassment

Strengthen support for guidance and professional integration

Set up the mentoring policy

Continue the tenure track policy

Set up telework

Responsible units

DRV: Quater 4, 2019
DRH, CIASS, CHSCT, Cellule RPS: Quater 4, 2020
DRV and DF: Quater 4, 2021
I-SITE CAP 20-25: Quater 4, 2020
I-SITE CAP 20-25: Quater 4, 2019
DRH: Quater 4, 2021
4. NON-DISCRIMINATION
Objectives

Improve the employment situation for staff with disabilities
Acting for professional equality between women and men
Improve the reception and working conditions of foreign researchers

Actions

Communication to foreign researchers a translation of their employment contract in English
Insert on the university website a guide to the formalities of stay
Implement the Charter for Equality Women-Men in Higher Education
Implement the multi-year disability master plan

Responsible units

DRH : Quater 1, 2020
Euraxess : Quater 4, 2019
Comité de pilotage égalité Femme/Homme : Trimestre 1, 2020
DRH : Quater 1, 2021
5.
TRAINING AND PROFESSIONAL DEVELOPMENT
Objectives

Support and follow the professional development of agents

Actions

Build an individual training course year by year for PhD students
Establish a tutor for PhD students in addition to the thesis supervisor
Develop practices of co-supervision with abroad
Establish a referent for new colleagues MCF and MCF candidate HDR
Set up an information and training module [PhD students] Career Development [Careers, Devices and HR Processes]:
- PhD students [module]
- With new entrants [UCA welcome day]

Responsible units

DRV : Quater 4, 2021
DRV : Quater 4, 2021
DRV, DRI : Quater 1, 2022
DRH, DRV : Quater 1, 2020
DRH : Quater 1, 2020