

EURAXESS

Implementation Phase Interim Assessment - EC Consensus Report

Case number

2019FR471137

Name Organisation under assessment

Université de Strasbourg

Organisation's contact details

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Submission date of the Interim Assessment Internal Review

13/01/2022

Submission date to the European Commission

09/03/2022

Quality assessment

The quality assessment evaluates the level of ambition and the quality of progress intended by the organisation.

If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations
Has the organisational information been sufficiently updated to understand the context in which the HR Strategy is implemented?	Yes	
Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	Yes	
Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or modifications?	Yes	However the update is related to an interim assessment which was done in 2019.
Is the implementation of the HR strategy and Action Plan sufficiently embedded within the organisation's management structure (e.g. steering committee, operational responsibilities) so as to guarantee a solid implementation?	Yes	
Has the organisation developed an OTM-R policy?	No	The UniStra has completed the OTM-R checklist but it hasn't published a policy yet

Strengths and weaknesses

On the basis of the information submitted and taking into account the organisation's national research context, how would you as an assessor judge the HR Strategy's **strengths and weaknesses?** (maximum 1000 words)

The University of Strasbourg has been making progresses since the publication of its HRS4R in 2016. A very good example of an improvement in the recognition of the researcher's profession is the Researcher's guide which has been published, containing infos on career management, health/handicap condition, support to research and several other issues, among them recruitment, mobility and open access including the promotion and implementation of the open access platform univOAK. Every year an open access week is organised in order to boost open practices in research.

The major weakness is that this guide is only present in the intranet therefore not accessible to everyone.

Other best practices being implemented by UniStra are the referent for scientific integrity in charge of developing new actions related to ethics, integrity and deontology and the network against sexual harassment, sexism and homophobia that has produced many raising awareness documents such as a "booklet of references"/leaflets, none of them are available on the website. Besides that, the tool to monitor some researchers' activities as additional load to the institutional responsibilities (the référentiel d'activités) is noteworthy.

The programme "Instituts thématiques interdisciplinaires" created to connect interdisciplinary research projects with new infrastructures, dedicated personnel and with master and doctoral training programmes is an effective example of how to link top quality, interdisciplinary research and innovative education.

Training sessions (in english) created for PhD holders aimed at supporting career development and the identification of doctoral candidates' career paths in order to suggest them the most appropriate training sessions are useful tools for increasing their career opportunities.

One major weakness of Unistra HRS4R implementation is that relevant documents are only published in the intranet therefore not available on the website and often they are in French.

Unistra has 20% foreign students and almost 28% international staff: since most of the relevant documents are only in french I think it is really hard for them to navigate the institution.

If relevant, please provide suggestions for modifications or revisions to the (updated) HR strategy: (maximum 2000 words)

Taking into account that the interim assessment was performed in 2019 I believe the situation has been evolved therefore many actions should be completed by now.

I looked for some evidences of actions being implemented on the website but I wasn't able to find any of them. That's because many documents are published on the intranet so my suggestion is to open those documents to the largest community of researchers.

In addition only a small part of the institutional website is in english. Even the HRS4R web page is only in french so my advice is to translate key webpages into english (for example the HRS4R). One of the actions relates to procedures to recruit and follow-up postdoctoral and foreign researchers: this furtherly demonstrates that Unistra aims at increasing the number of foreign researchers which could also be attracted by the very nice practices the institution has in place.

The OTM-R policy was planned for spring 2021 however I couldn't find it on the website.

It would be helpful to have the composition of the steering group published on the HRS4R web page.

The english should be checked because there are several misspellings along the text (Automn is an example).

During the transition period special conditions apply:

Institutions having started the HRS4R implementation prior to the publication of the OTM-R toolkit and recommendations by the European Commission (2015) may not have prioritised actions implementing the OTM-R principles yet. In this case, they should not be penalised but strong recommendations should be made to address these principles appropriately.

At this point of the INTERIM assessment, the institution does not jeopardise maintaining the HR award. Nevertheless, the institution is advised to take into account the comments and recommendations of the assessors to meet all assessment criteria at the next assessment (in 36 months).

Recommendations

Which of the below situations describes the organisation's progress most accurately? Tick the right situation and add comments/general recommendations accordingly.

HRS4R embedded



HRS4R embedded, corrective actions needed



HRS4R embedded, strong corrective actions needed



Additional comments *

For the first time I evaluate an interim assessment produced almost 3 years earlier. I recognize that the HRS4R implementation has progressed and the action plan contains many actions which I consider as best practices to share. Nevertheless the time is now ripe to have an OTM-R policy in place and published on the website even because Unistra has been already applying many OTM-R principles.

Explanation

- **HRS4R embedded:** The organisation is progressing with appropriate and quality actions as described in its Action Plan. **There is evidence that the HRS4R is further embedded.**
- **HRS4R embedded, corrective actions needed:** The organisation is, for the most part, progressing with appropriate and quality actions as described in its Action Plan, but could benefit from alterations as advised through the Assessment process. **There is some evidence that the HRS4R is further embedded.**
- **HRS4R embedded, strong corrective actions needed:** The organisation is not deemed to be implementing appropriate and quality actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. **There is a lack of evidence that the HRS4R is further embedded.**

