HRS4R a strategic tool to reward and incentivize researchers
an assessor’s perspective

Mutual Learning Exercise on Open Science
Dubrovnik

Barbara Unković M.sc
International Research Office
Juraj Dobrila University of Pula, Croatia
HRS4R - work flow reminder

1. Running the revised Action Plan
2. GAP analysis & drafting the Action Plan
3. Interim (internal) assessment of the Action Plan
4. Receiving a detailed Feedback & Re-routing
5. Running the Action Plan
6. External experts coming in!
7. 2 years of tailored fitting
8. 1 year & a lot of talk and comb
9. External experts again
10. Internal review & External experts on site visit

3 years of implementation

13.09.2017. MLE WORKSHOP IN Dubrovnik
Barbara Unković: HRS4R a strategic tool to reward and incentivize researchers
THE ONLY THING WORSE THAN BEING BLIND IS HAVING SIGHT AND NO VISION
KEY CONTRIBUTORS

• **Steering Committee:**
  - University Management
    - Rector & Vice-rectors
    - Chief of Administration
    - Deans
  - Heads of Departments
    - International Cooperation
    - Research Projects
    - Legal Affairs
    - Personal Administration

✓ They will overcome organisational roadblocks as they arise!
CHALLENGES

• related with HR ISSUES:
  • work overload, not willing to get involved
  • Admin staff has a lack of English language skills
  • Not open for change – internal working culture

• Let’s make it an OPPORTUNITY:
  • Include from the beginning the admin staff in the HRS4R process
  • Keep in mind - you can transform in an outstanding place to work and be an attractive employer for foreign researchers!
  • Set new practices and standards by acquiring the 41 principles of the Charter & Code as role models and tailor it to your reality
  • University strengths – make them visible!

✓ Foreign researchers make a shift in the internal working culture – they bring new working habits and new practices too!
• It is a TWO-WAY approach:

- **Delegate C&C items** according to WG member’s expertise field.
- **Researcher Panel** should go through all 40 principles.
- **Gap analysis** (Analyse existing regulations and internal policies for each item).
- **Scratch** missing points.
- **Working Group sessions** - discussion of resulting observations, suggestions, upgrading existing measures, introduction of novelties.
- **Steering Committee validation.**
- **Action Plan finalisation.**
- **Publish it on the University web site.**

• 1 year process
• Carry out the Stakeholder Communication Plan through mailing list, consultations, info days and news on the web …
**IMPACT & BENEFITS**

- Implementing HRS4R contributes to **promoting internationalization** at your institution (and help to accept this mind-set).

- It will **increase** your national and **international visibility** and **attractiveness**.

- It will **raise awareness of international context** to all staff.

- It will **leverage** for **real changes in HR area**!

- It as an opportunity to put **some important issues on the agenda**!
Research in EURAXESS community!

Contact:
Barbara Unković M.sc
barbara.unkovic@unipu.hr

International Research Office
Juraj Dobrila University of Pula, Croatia