



# Menținerea Logo-ului ”Excelență în cercetare”, pași de urmat

Artiom Jucov



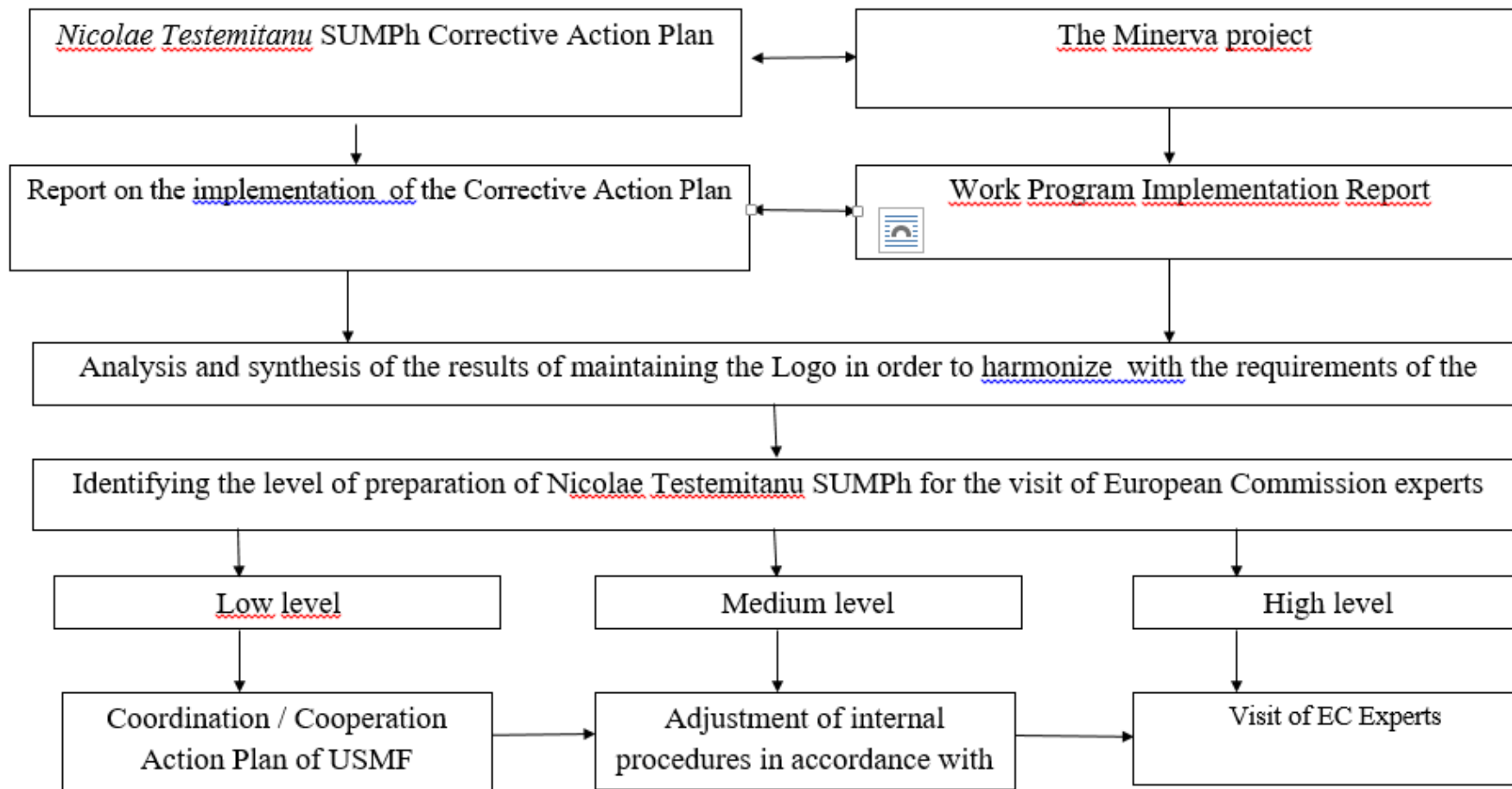


# Internationalization of the research process



## MAINTAINING THE "EXCELLENCE IN RESEARCH" LOGO

Senate decision  
4/7, 23.04.2020



## Difficulties?



- Embark ALL stakeholders
- Communicate to researchers
- Collect indicators
- Estimate your level of achievement

Minerva site visit Montpellier, June 2021

# Raport de autoevaluare

## -2 /// First renewal procedure

### ➤ a) The report

- Internal assessment report that covers the last 3 years
- Same template as for the Implementation Phase

### ➤ Contents of Parts 1, 2 & 3

- 1 Organizational information.....
- 2 Strengths and weaknesses of your current practice.....
  - 2.1 Ethical and professional aspects.....
  - 2.2 Recruitment and selection.....
  - 2.3 Working conditions.....
  - 2.4 Training and development.....
  - 2.5 Have any of the priorities for the short- and medium term changed?.....
  - 2.6 Have any of the circumstances in which your organization operates, changed and as such have had an impact on your HR strategy?.....
- 3 Actions.....
  - 3.1 Proposed actions.....
  - 3.2 OTM-R.....



# Raport de autoevaluare

—2 /// First renewal procedure

---

➤ Contents of Parts 4

4 Implementation.....

4.1 Implementation.....

4.2 How will the implementation committee and/or steering group regularly oversee progress?.....

4.3 How do you intend to involve the research community, your main stakeholders, in the implementation process? .....

4.4 How do you proceed with the alignment of organisational policies with the HRS4R? .....

4.5 How will you ensure that the proposed actions are implemented? .....

4.6 How will you monitor progress (timeline)? .....

4.7 How will you measure progress (indicators) in view of the next assessment? .....

4.8 Additional remarks/comments .....

➤ Attachments are possible (uploading one single PDF is best)

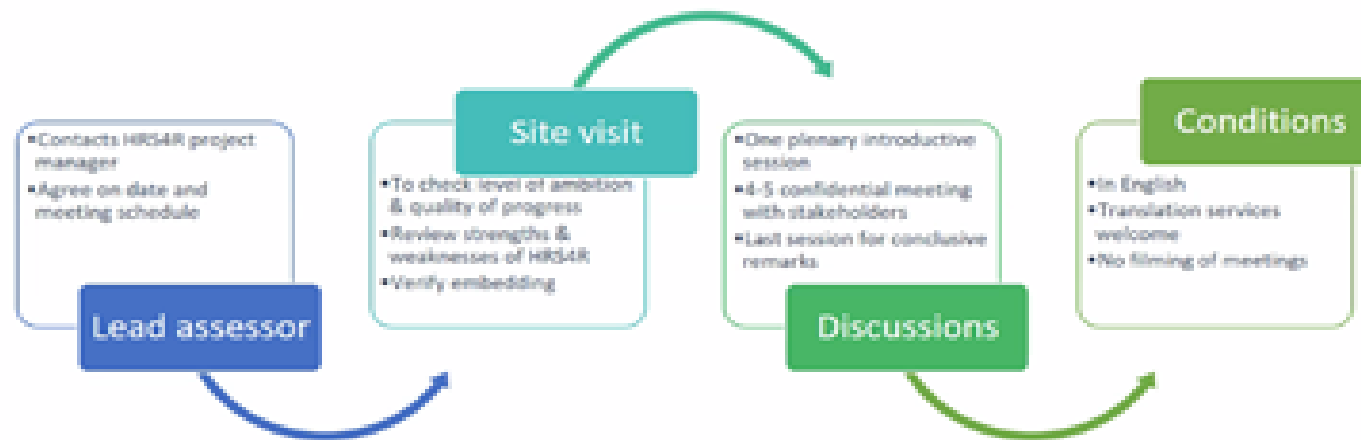
7 16 June 2021 /// MINERVA – Virtual with a view // WP8 Building Capabilities at Research Management UNIVERSITY OF SUSTAINABLE



# Vizita CE (plan provizoriu)

—2 /// First renewal procedure

## ➤ b) The (remote) on-site visit





# Deciziile adoptate

## —2 /// First renewal procedure

### ➤ Possible outcome

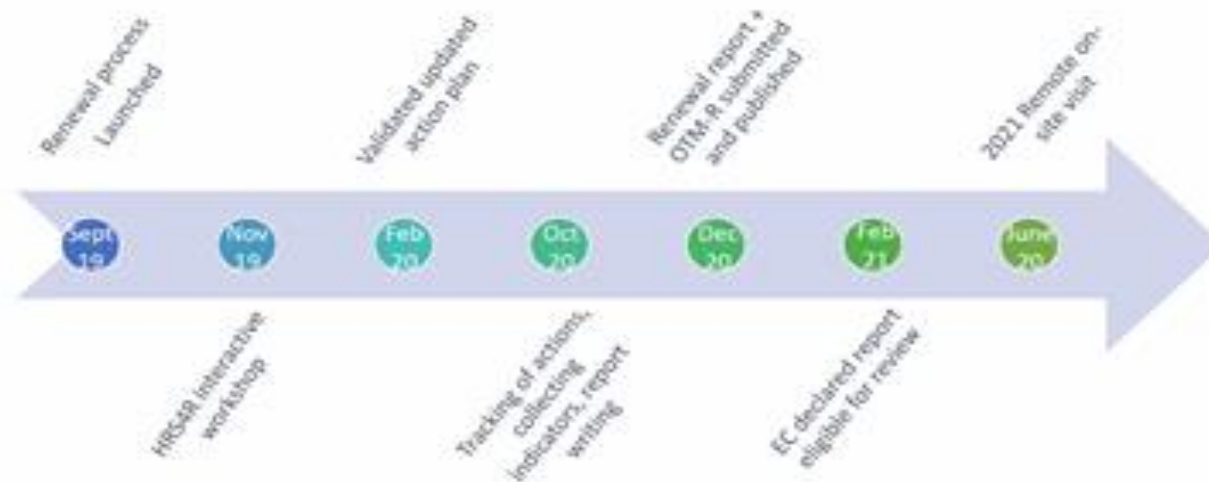
Accepted (for 3 years)	Pending minor modifications	Pending major revisions
<ul style="list-style-type: none"><li>• The organisation is progressing with appropriate and quality actions as described in its Action Plan.</li><li>• There is evidence that the HRS4R is further embedded.</li><li>• <b>Next assessment in 36 months</b></li></ul>	<ul style="list-style-type: none"><li>• 2. For the most part, the organisation is progressing with appropriate and quality actions but could benefit from alterations as advised through the Assessment process.</li><li>• There is some evidence that the HRS4R is further embedded.</li><li>• Institution to <b>submit within 1-2 months a revised file</b> taking into account assessors' recommendations</li></ul>	<ul style="list-style-type: none"><li>• Implementation and quality of actions are not deemed appropriate and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code.</li><li>• There is a lack of evidence that the HRS4R is further embedded.</li><li>• Institution to <b>submit within 12 months a revised file</b> taking into account the recommendations of the assessors.</li><li>• <b>Until then, the HR award will be put as 'pending'.</b></li></ul>



# Foia de parcurs

—3 /// Feedback for UM's experience

## a) Carrying out the renewal process





# Implicarea cercetătorilor

—3 /// Feedback for UM's experience

## b) Involving researchers



# Efort colectiv

-3 /// Feedback for UM's experience

## c) Collective effort

Prepare contents for presentation	Rehearsals	Logistics	Demonstration
<ul style="list-style-type: none"><li>• Meetings with governance</li><li>• Collective writing session</li><li>• Produced presentations (FR/EN)</li><li>• Shared with all stakeholders in advance</li></ul>	<ul style="list-style-type: none"><li>• Briefing sessions for each group of stakeholders</li><li>• Selected topics for discussion with assessors</li><li>• Rehearsed interviews</li></ul>	<ul style="list-style-type: none"><li>• Contracted simultaneous translation services</li><li>• Requested internal IT dept technical support</li><li>• Tested connections and video-conferencing features</li></ul>	<ul style="list-style-type: none"><li>• HRS4R embedding</li><li>• Achieved progress</li><li>• Strong across collaboration within institution</li><li>• Ambition to overcome Joint Research Units' management difficulties</li></ul>



# Concluzii

- Consolidarea eforturilor
- Raport de autoevaluare (grup de lucru)
- Indicatori de performanță și monitorizarea progresului
- Diseminarea, informare și sensibilizare!



# Propuneri

- Crearea Centrului operațional
- Asigurarea logistică
- Asigurarea cu resurse umane și managerială (responsabili cercetare)
- Accent forte pe diseminare și sensibilizare
- Grupuri țintite de lucru pentru revizuire pe domeniile HR4RS
- Inițiative susținute
- Promovarea cercetării de către comunitatea universitară (educație prin cercetare)

