



HRS₄R Assessment



Erasmus Staff Training Week
Master Class for HRS₄R awarded institutions

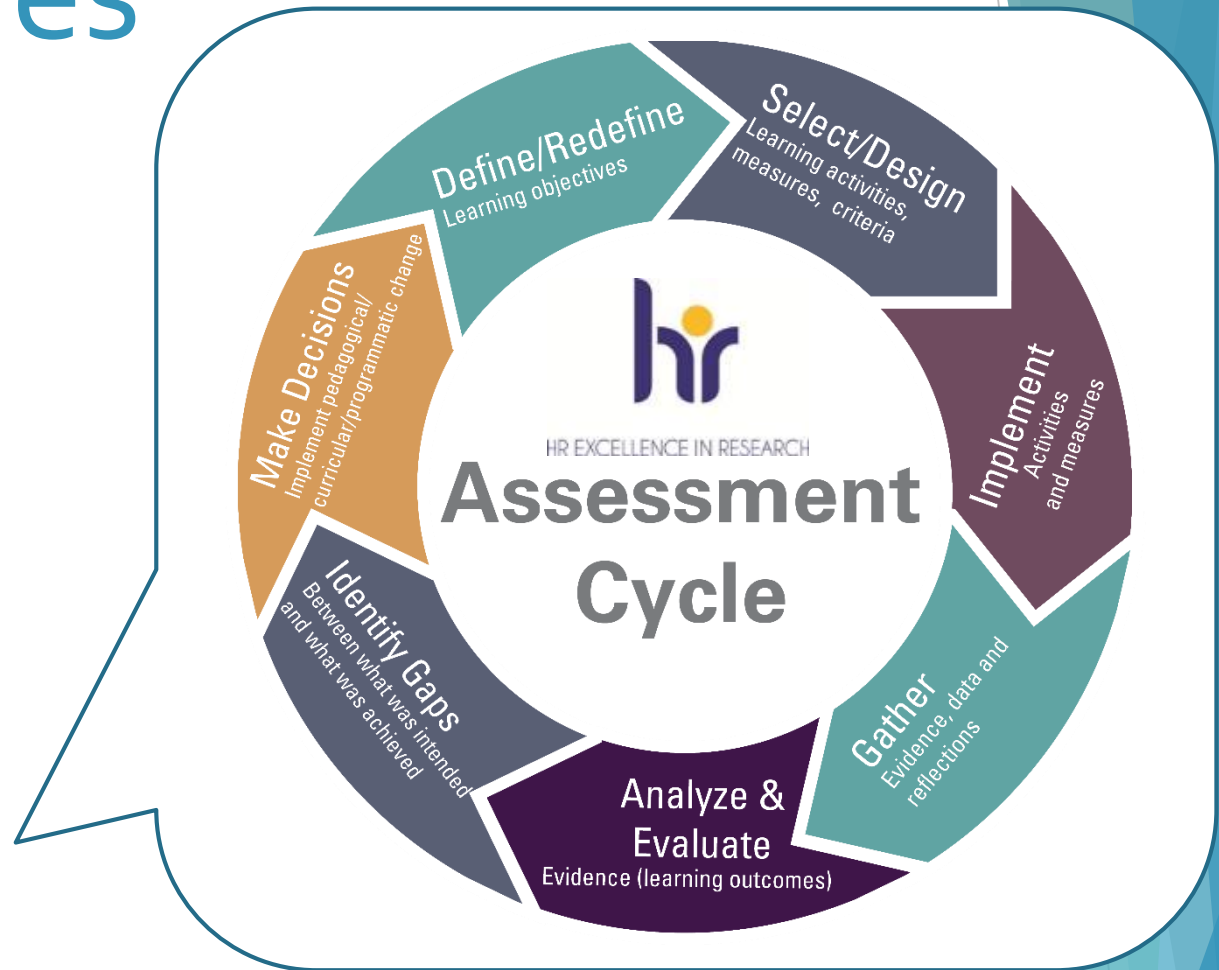
Liège, 12-16 March 2018

Why a Master Class on HRS4R?

- ▶ Sharing of experience
- ▶ Create peers' network
- ▶ Visibility and dissemination
 - ▶ 2017 – OTM-R
 - ▶ 2016 - Gender
 - ▶ 2015 – HRS4R Application



Objectives



Assessment? Or Evaluation?

Basis	Assessment	Evaluation
Meaning	Assessment is a process of collecting, reviewing and using information, that aims determining the effectiveness of the overall performance and the areas of improvement	Evaluation is a process of measuring or observing something, with an aim of drawing conclusions governed by standards or by comparison
Nature	Diagnostic	Judgemental
What it does?	Provides feedback on performance and areas of improvement	Determines the extent to which objectives are achieved and the standards are met
Purpose	Formative	Summative
Orientation	Process Oriented	Results Oriented
Feedback	Based on observation and positive & negative points	Based on the level of quality as per set standard
Relationship between parties	Reflective	Prescriptive
Criteria	Set by both the parties jointly	Set by the evaluator

Assessment is the process of objectively understanding the state or condition of your HRS₄R by observation and discussion.



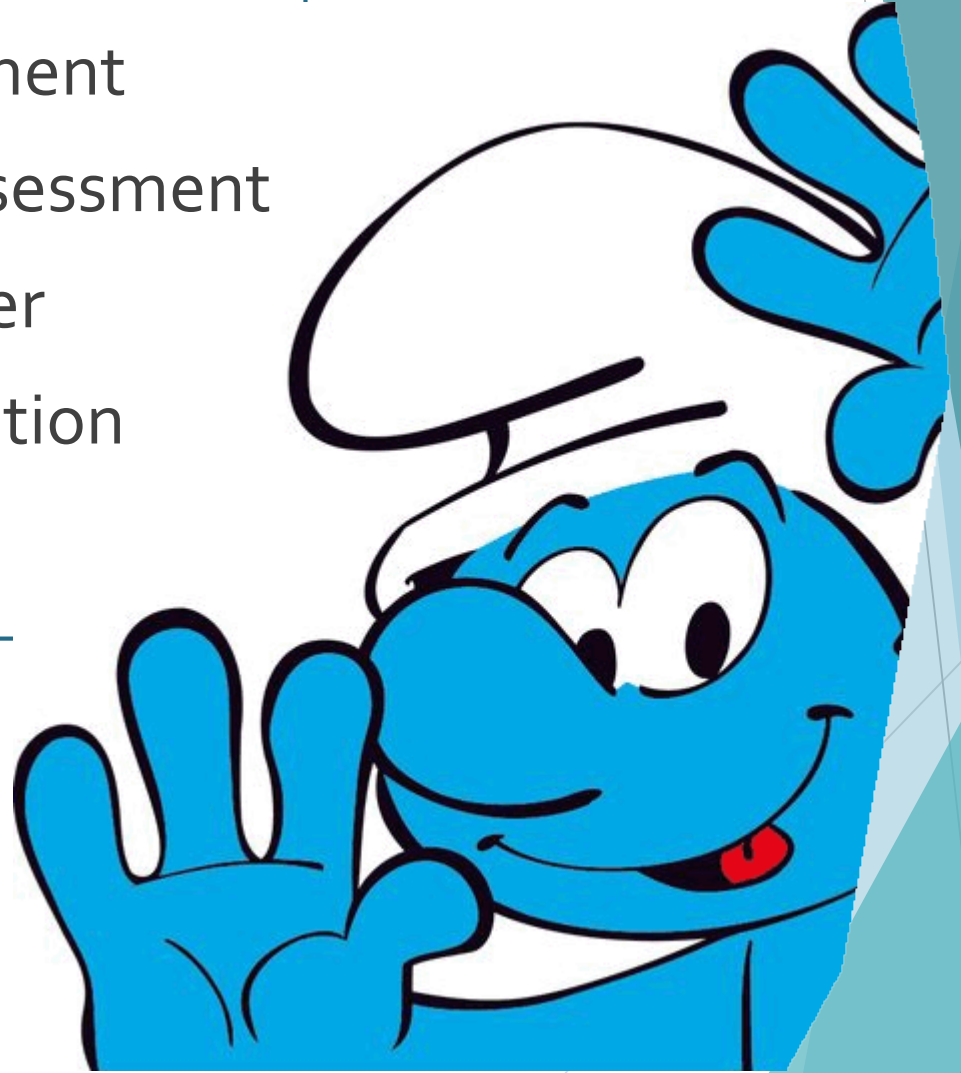
Programme

13/3 : Self Assessment

14/3 : External Assessment

15/3 : Going further

16/3 : Communication



Programme 13/3 am

Self-Assessment

- ✓ *Monitoring and reporting of progress*
- ✓ *Involvement of researchers*
- ✓ *Exchange of good practices*



Programme 13/3 am

Self-Assessment

- ✓ *Monitoring and reporting of progress*

Nele Nivelles, University of Hasselt

- ✓ *Involvement of researchers*

Cedric Schwarz, University of Liège

Gilles Lepoint, University of Liège

- ✓ *Exchange of good practices*

Diana Pustula, University of Warsaw

Marta Carracedo Sanchez, University Carlos III Madrid

Programme 13/3 pm

Self-Assessment

- ✓ *Difficulties and risks*
- ✓ *Tips and tricks for a good review*



Programme 13/3 pm

Self-Assessment

- ✓ *Difficulties and risks*

Collective Intelligence Workshop, animated by:

Barbara Unkovic, University of Pula

Isabelle Halleux, University of Liège

- ✓ *Tips and tricks for a good review*

Barbara Unkovic, University of Pula

Programme 14/3 am

External assessment

- ✓ *Knowing about the EU requirements*
- ✓ *What is expected from institutions*
- ✓ *About the site visit*



Programme 14/3 am

External assessment

- ✓ *Knowing about the EU requirements*

Collective Intelligence Workshop, animated by:

Gérôme Arnold, University of Liège

Brigitte Ernst, University of Liège

- ✓ *What is expected from institutions*

Nathalie Modjeska, University of Montpellier

- ✓ *About the site visit*

Corina Abraham-Barna, University of Timisoara

Programme 14/3 pm

External assessment

- ✓ *Doctor's corner*
- ✓ *In the shoes of the assessors*



Programme 14/3 pm

External assessment

✓ *Doctor's corner*

Corina Abraham-Barna, University of Timisoara

Nathalie Modjeska, University of Montpellier

Barbara Unkovic, University of Pula

Mary O'Regan, University College Cork

Isabelle Halleux, University of Liège

✓ *In the shoes of the assessors*

Intervision exercise, with the help of Brigitte Ernst,

Gérôme Arnold, Raphaëla Delahaye, Catherine Vancsock

Programme 14/3

Dinner – Downtown at 7 PM



Programme 15/3 am

Going further for the next 3 years

- ✓ *HRS₄R New challenges*
- ✓ *Echange of good practices*



Programme 15/3 am

Going further for the next 3 years

- ✓ *HRS₄R New challenges*

Karen Vandavelde, University of Gent

- ✓ *Echange of good practices*

Agnieska Slawska, Kozminski University

Agnieska Lendzion, Gdansk Technical University

Programme 15/3 pm

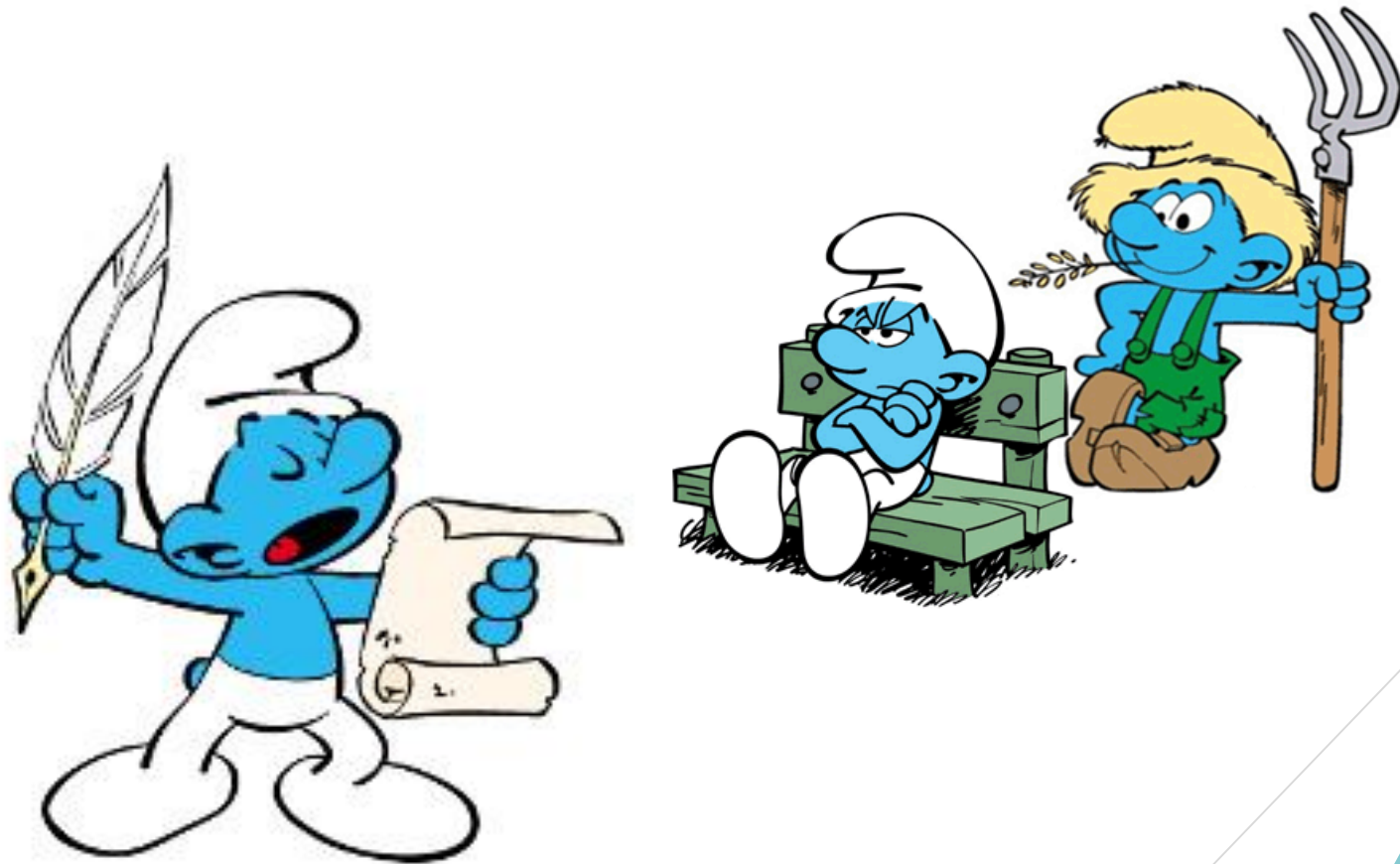
Open doors

- ✓ *Spatial Centre of Liege*
- ✓ *Individual appointments*



Programme 16/3 am

Communication & Dissemination



Programme 16/3 am

Communication & Dissemination

Collective Intelligence Workshop, animated by:

Organisation staff of Uliège

Final conclusions

Closure 16/3 noon



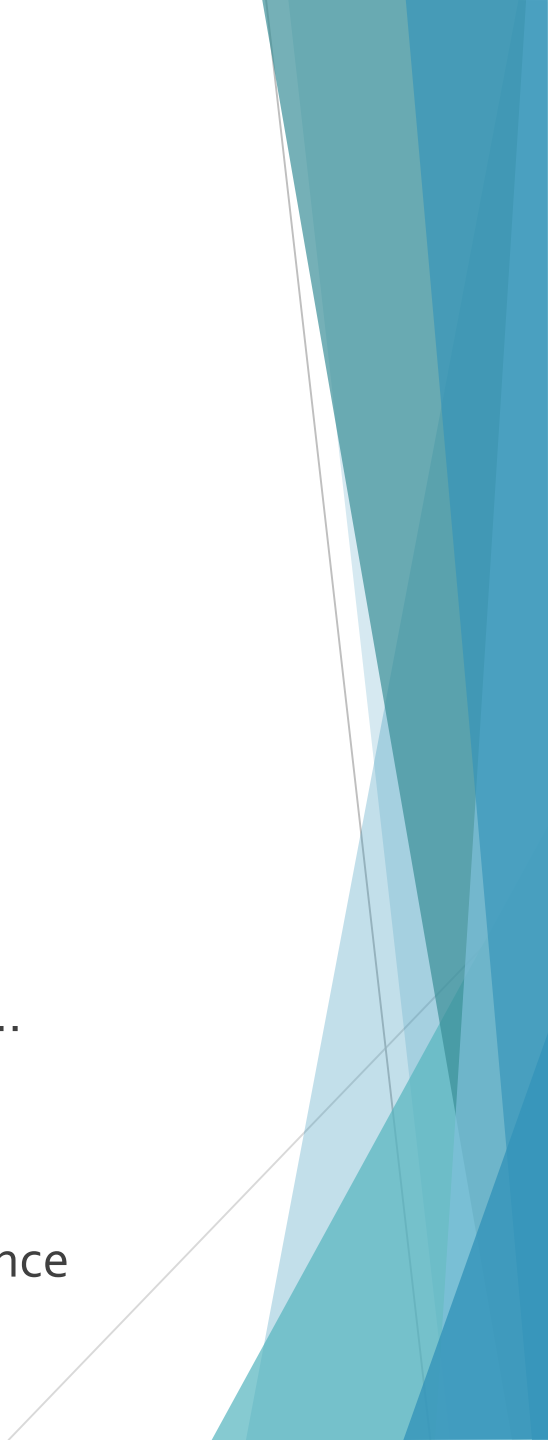


Tuesday 13/3

Self assessment

The HRS₄R implementation is first of all an institutional project for improving the working conditions of researchers. This is not a project for keeping the award ...

We will work today on how implementation works and how to report on what was done/achieved/postponed since we get the HRS₄R award





Tuesday 13/3

Self assessment

*What do we have **to prepare** for doing a good self-assessment?*

*What do we have **to discuss** for doing a good self-assessment?*



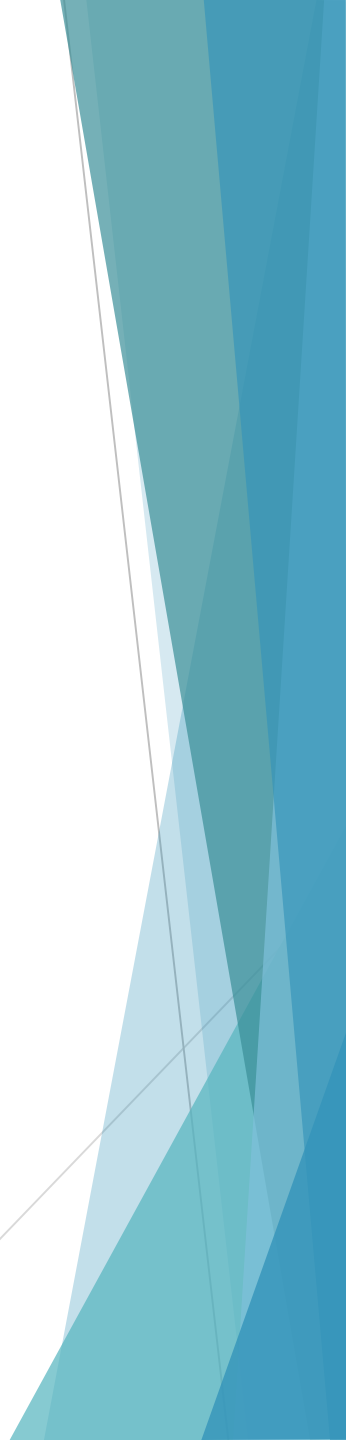


Wednesday 14/3

External assessment

The external assessment is a peer reviewing process that aims to help institutions to go further and correct/improve some actions for reaching their objectives. For the EU commission, it is the way to receive experts' recommendations for the renewal of the award.

We will work today on how the experts, all peers, experienced are conducting the external review. They will be available for any questions and personal advices to participants.



Wednesday 14/3

External assessment

« Knowing about EU requirements »

- *5 groups*
- *Read individually the Templates*
- *Exchange with the others on elements.*
- *Use your own text/format for a synthesis*
- *Communicate with the other groups.*

TEMPLATE A

*Initial external assessment
of HRS₄R Strategy*

Given that

- *The C&C were formally endorsed*
- *Templates 1 & 2 have been fully completed*
- *The HR and AP have been formally endorsed*
- *The HR and AP are published on the website*

And, given that

- *The context in which the HRS₄R is designed is understandable*
- *The OTM-R check-list is filled*
- *The AP is coherent with the GA*
- *The researchers and admin staff were involved*
- *A SC and WG have been established*
- *Indicators are sufficient to demonstrate progress*
- *Ambition seems sufficient given the context*

We, the 3 signatory assessors, under consensus, think that the institution is ok for being HRS₄R awarded
~~/accepted pending/declined.~~

Our recommandation is : /

Date : today





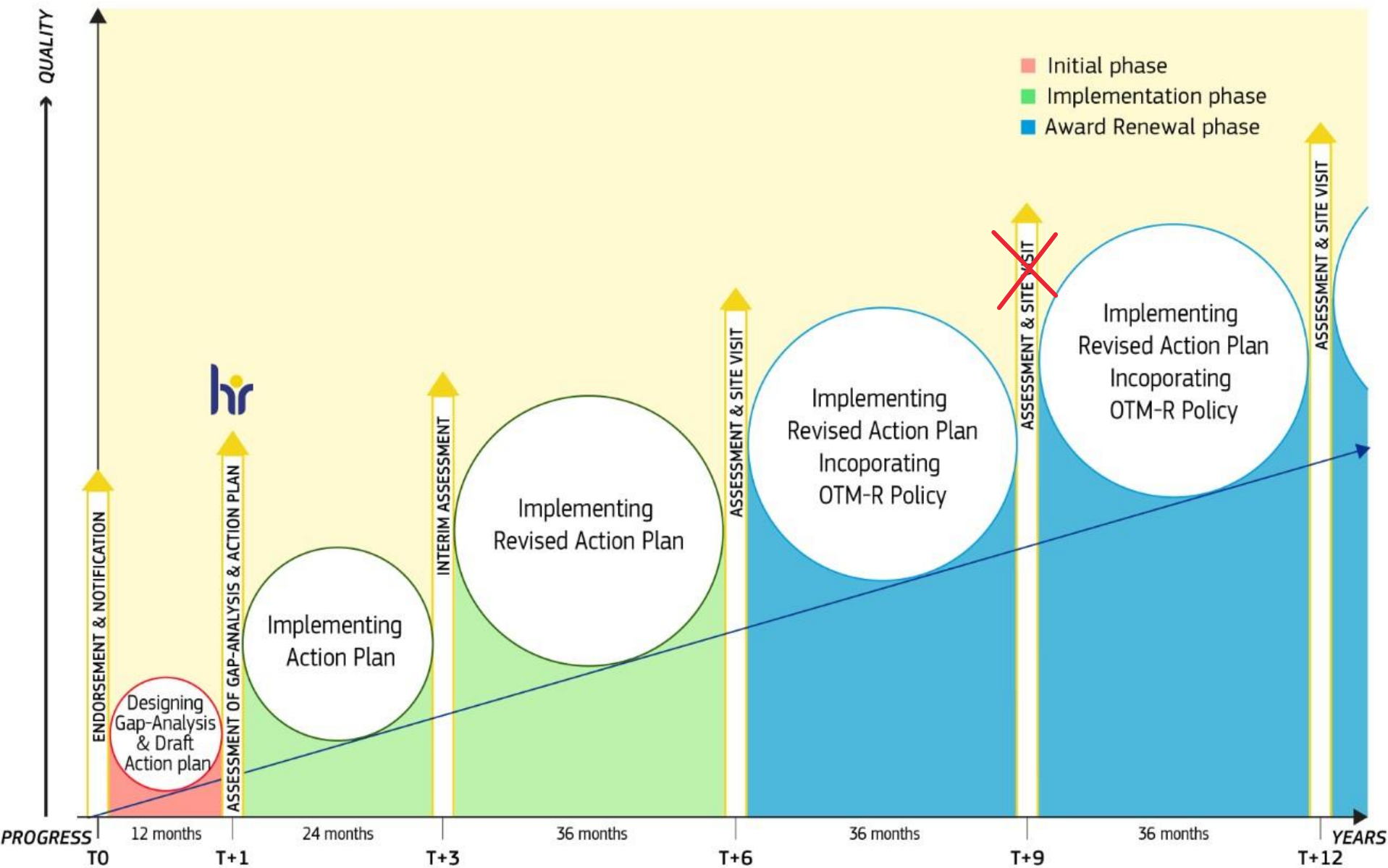
<https://orbi.uliege.be/handle/2268/215415>

Assessing HRS₄R applications under the strengthened procedure

Karen Vandevelde, Isabelle Halleux



Evidence is anything that you see, experience, read, or are told that causes the assessors to believe that something is true or has really happened.



Documents per stage in the process

[Link to Strengthened HRS4R process guidelines](#)

[Link to the OTM-R report](#)

	Stage	Institution	Assessors
T=0	Charter and Code endorsement	Letter	EU: SET 0
T+1	Initial Application	<u>Template 1</u> incl. OTMR checklist <u>Template 2</u>	<u>Template A</u>
T+3	Interim assessment	<u>Template 3</u> + <u>OTMR checklist</u> + OTMR policy in preparation	<u>Template B</u>
T+6	Renewal Assessment incl. site visit	<u>Template 3</u> + OTMR policy implemented	<u>Template C</u> <u>Incl. Site visit</u>
T+9	Renewal Assessment without site visit	<u>Template 3</u> + OTMR policy in place + OTMR monitoring	<u>Template D</u> Without site visit

Recommendation

- ✓ Publish all relevant documents/reports on your website
- ✓ Be inspired what the others have done
- ✓ Make it simple and easy for the experts

To those who are in the transition phase (awarded before 2017):


- ✓ Use Template 2 for the updated HR/AP
- ✓ Publish your updated HR & AP on your website
- ✓ Use Template 1 for showing the evolution of your gap analysis



Friday 16/3

Communication

« How to address HRS4R messages to stakeholders »

1. Good ideas for communicating to researchers and get them involved
 2. Good ideas for communicating to the board and get them aware of progress
 3. Good ideas for communicating to the world about your work on the HRS₄R process
- 

Friday 16/3

Communication

What you bring back from this Master Class...

- ✓ *10 lines to be published on the faculty webpage*
- ✓ *1 slide to be presented to the senate*
- ✓ *1 Tweet ready to be posted*

@universiteliege #HRS4R