

Erasmus Staff Training, Liège, May 2017  
In search for HR Excellence in Research



# Implementing OTM-R principles in BeIPD Paving the way towards enhanced evaluation practices A case study



Raphaëla Delahaye

Research Office

Raphaëla.Delahaye@ulg.ac.be

# Who am I



Member of  
R&D  
Administration

BeIPD-COFUND Project  
Manager

Researcher  
Career  
Development

Joint PhD collaborative  
projects

Research Excellence

« Prizes & Awards »

[raphaela.delahaye@ulg.ac.be](mailto:raphaela.delahaye@ulg.ac.be)

# BeIPD-COFUND: in a nutshell

Be(Igium)  
International  
PostDoc

Budget  
+16,500,000 Mi.  
(40% EU/60% ULg)

Aims: 100 incoming  
(24M)-, 28 outgoing  
(12M) fellows



February 2013  
> January  
2019

Video

BelPD-COFUND « Liege ardente & émergente »

[https://www.ulg.ac.be/cms/c\\_4129555/fr/liege-ardente-et-emergente](https://www.ulg.ac.be/cms/c_4129555/fr/liege-ardente-et-emergente)



# BeIPD-COFUND: what we say & what we do

+ European  
Researchers Night  
+ Inbound  
Researcher  
Welcome Event  
+...



Salary +  
research  
budget



CATALOGUE DE FORMATIONS  
TRANSVERSALES POUR LES CHERCHEURS  
TRAINING GUIDE FOR RESEARCHERS

Success factor 1:  
« Bottom up »



# OTM-R principles: what we managed to implement



Key notions:  
« Bottom up » and  
« Transparant »

External  
Evaluators (2)

Feedback  
Report

Redress request  
procedure

Auto-evaluation

# Implementing OTM-R principles: observations

Budget & Ethical  
Issues follow up

« ..Which  
institutional  
return.. ? » rather  
than valuing  
excellence

Rating Practices

COI

Internal Bias

# Challenges for the future.. How to:

Evaluate  
interdisciplinarity  
and  
intersectorality

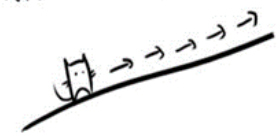
Combine paper &  
interviewing  
techniques  
throughout the  
selection process

Maternity/  
Paternity leave

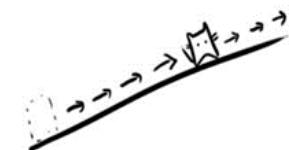
Complaints

Stay tuned..  
invest in  
partnerships!

I STILL HAVE A LONG  
WAY TO GO



BUT I'M ALREADY SO FAR  
FROM WHERE I USED TO BE



AND I'M PROUD OF THAT.



Looking for some more BeIPD insights?

→ Watch our video « Bye Bye Liège » :

[https://www.ulg.ac.be/cms/c\\_6599674/fr/post-doc-a-l-ulg-deux-ans-apres](https://www.ulg.ac.be/cms/c_6599674/fr/post-doc-a-l-ulg-deux-ans-apres)

→ « Good Practice » from one of our partners: LEADING PostDoc Fellowships (Leiden/Rotterdam/Delft):

<http://leadingfellows.eu/>

→ OTM-R Checklist:

[https://cdn5.euraxess.org/sites/default/files/policy\\_library/otm-r-checklist.pdf](https://cdn5.euraxess.org/sites/default/files/policy_library/otm-r-checklist.pdf)

[raphaela.delahaye@ulg.ac.be](mailto:raphaela.delahaye@ulg.ac.be)

<http://www.ulg.ac.be/cofund>