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?

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

I hate the END
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?
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.
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.
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 recommendation is:

Date: today
Assessing HRS4R applications under the strengthened procedure

Karen Vandeveld, Isabelle Halleux

https://orbi.ulege.be/handle/2268/215415
**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 Strenghtened HRS4R process guidelines

Link to the OTM-R report

<table>
<thead>
<tr>
<th>Stage</th>
<th>Institution</th>
<th>Assessors</th>
</tr>
</thead>
<tbody>
<tr>
<td>T=0</td>
<td>Charter and Code endorsement</td>
<td>EU: SET 0</td>
</tr>
<tr>
<td>T+1</td>
<td>Initial Application</td>
<td>Template A</td>
</tr>
<tr>
<td>T+3</td>
<td>Interim assessment</td>
<td>Template B</td>
</tr>
<tr>
<td>T+6</td>
<td>Renewal Assessment incl. site visit</td>
<td>Template C</td>
</tr>
<tr>
<td>T+9</td>
<td>Renewal Assessment without site visit</td>
<td>Template D</td>
</tr>
</tbody>
</table>
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