

EURAXESS

Implementation Phase Interim Assessment - EC Consensus Report

Case number

2020SE526196

Name Organisation under assessment

University of Skövde

Organisation's contact details

Högskolevägen, Skövde, Västra Götaland, SE - 541 28, Sweden

Submission date of the Interim Assessment Internal Review

24/10/2023

Submission date to the European Commission

28/11/2023

Quality assessment

The quality assessment evaluates the level of ambition and the quality of progress intended by the organisation.
If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations
Has the organisational information been sufficiently updated to understand the context in which the HR Strategy is implemented?	Partly	Regarding the HRS4R page of the organization's website no matter the comment in the previous assessment to be placed in a more visible place, it still remains 4 levels deep in the website structure: Home > About us > Job opportunities > HR Strategy for Researchers at the University of Skövde. It is challenging to find the HRS4R page if you don't know the direct link or via the search engine. The reason to have the page in a more visible place is to be visible also to people who visit the university website but they are not aware that the university has the HR Excellence in Research and is involved in the HRS4R process. A suggestion is to move the HRS4R page under the main menu Research e.g. Home > Research > HR Strategy for Researchers at the University of Skövde.
Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	Partly	Indicators are included in all the actions but in some actions are general. The indicators should also be quantitative in order to be easier to evaluate the progress of each action. E.g. on the new actions 20 and 21 there is no clear indicator.
Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or modifications?	Yes	Out of the 19 Actions of the initial action plan, 7 are completed, 8 are extended and 4 are in progress. The amount of extended actions is significant. Clarifications are needed for the following actions: In Action 13 which is marked as completed it is mentioned that the Research Portal is complete and the Training activities are planned for 2023, it seems that this is not accurate because based on the description the trainings are planned for 2024. Please, clarify. In Action 17 the new document with salary guidelines is updated but the document in the link provided is only in Swedish. In Action 24, from the description of the action is not clear if this action is mandatory for the university anyway. Please, clarify.
Is the implementation of the HR strategy and Action Plan sufficiently embedded within the organisation's management structure (e.g. steering committee, operational responsibilities) so as to guarantee a solid implementation?	Partly	The working group has only 4 members and only from the administration departments. For the implementation phase, there will be an implementation group with members from the administration and a reference group with representation from R1 to R4 researchers. It seems a good practice and it might prove useful. There are focus groups established with all career levels of researchers R1 - R4 but it is not enough in order to say that the research community is sufficiently involved in the process. The research community should be actively involved in the implementation of the process something that will be in favour of the researchers and the university.
Has the organisation developed an OTM-R policy?	Partly	The policy is available at the following link: https://www.his.se/globalassets/styrdokument/anstallning/appointment-procedure.pdf , as it is mentioned in the Internal Review report. The OTM-R policy should be also available on the HRS4R page.

Strengths and weaknesses

On the basis of the information submitted and taking into account the organisation's national research context, how would you as an assessor judge the HR Strategy's **strengths and weaknesses?** (maximum 1000 words)

From the Internal Review report are evident the efforts of the university. Almost half of the actions planned for the implementation period are completed on time and the amount of extended actions is significant. Some new actions were added, maybe the plan of the university for the next 3 years could be more ambitious.

If relevant, please provide suggestions for modifications or revisions to the (updated) HR strategy: (maximum 2000 words)

During the transition period special conditions apply:

Institutions having started the HRS4R implementation prior to the publication of the OTM-R toolkit and recommendations by the European Commission (2015) may not have prioritised actions implementing the OTM-R principles yet. In this case, they should not be penalised but strong recommendations should be made to address these principles appropriately.

At this point of the INTERIM assessment, the institution does not jeopardise maintaining the HR award. Nevertheless, the institution is advised to take into account the comments and recommendations of the assessors to meet all assessment criteria at the next assessment (in 36 months).

Recommendations

Which of the below situations describes the organisation's progress most accurately? Tick the right situation and add comments/general recommendations accordingly.

HRS4R embedded

HRS4R embedded, corrective actions needed

HRS4R embedded, strong corrective actions needed

Additional comments *

- Revise the action plan based on the comments and keep in mind the level of ambition for a period of 3 years of implementation
- Monitoring of the implementation - Working Group expansion with representatives of all departments involved and researchers
- Active involvement of researcher at all career stages R1-R4
- Find a more visible place on the website for the HRS4R page
- Upload OTM-R on the HRS4R page

Explanation

- **HRS4R embedded:** The organisation is progressing with appropriate and quality actions as described in its Action Plan. **There is evidence that the HRS4R is further embedded.**
- **HRS4R embedded, corrective actions needed:** The organisation is, for the most part, progressing with appropriate and quality actions as described in its Action Plan, but could benefit from alterations as advised through the Assessment process. **There is some evidence that the HRS4R is further embedded.**
- **HRS4R embedded, strong corrective actions needed:** The organisation is not deemed to be implementing appropriate and quality actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. **There is a lack of evidence that the HRS4R is further embedded.**