



Academic Senate

Meeting November 29th, 2022

Quality assurance policy: the Human Resources Strategy for Researchers (HRS4R) at the University of Cagliari: formal entry *application to the “HR Excellence in Research” label, process timing and future steps.*

The Rector informs the Academic Senate members that UniCa, on November 8th 2022, officially filed in the endorsement letter of the principles of the European Charter for Researchers and the Code of Conduct (C&C) to enter the HRS4R process for achieving the "Human Resources Excellence in Research Award" from the European Commission.

In November 10th 2022 the European Commission confirmed the acceptance of the letter to let UniCa entering the initial phase of the process.

Therefore, UniCa internal structure for the implementation of the Human Resources strategy for Researchers (HRS4R), specifically established by Rector's Decree 570/2022, must proceed, also with the technical and administrative support of the Research and Territory Division, with the draft of the application dossier consisting of the following documents:

- Process description: how the Institution is organized internally for the management of the whole process;
- Process overview: UniCa profile and SWAT analysis;
- Gap Analysis: current performance with regards to the 40 principles of the C&C, which gaps/deficiencies are identified, and if barriers are impeding implementation;
- Action Plan: a sequence of activities/implementation steps to be undertaken in order to improve the internal procedures (regulations, processes, etc.) and advance from the current to the target state with regards to the 40 principles of C&C, according to the needs identified with the gap analysis and OTM-R checklist;
- OTMR-Check list: a self-assessment checklist to report on the status and transparency of the researcher's recruitment processes with regards to the C&C principles.

The entire application will be managed through the Euraxess portal e-tool. UniCa must complete the application before the deadline of November 10th, 2023, otherwise UniCa will need to enter again the process with a new endorsement letter.

UniCa HRS4R internal structure so far has started the work on the Gap Analysis of the 40 principles of the C&C to evaluate the degree of their implementation in the Institution.



On November 7th, 2022 the Steering Committee approved the Gap Analysis formulated by the technical working groups on recruitment and selection procedures and on training and career development.

The Rector underlines that the implementation of the HRS4R strategy is a continuous improvement process of the Institution, which requires the maximum involvement of all researchers of the University (at different levels of experience in the field of competence development in research, starting from PhD candidates, considered "first-stage Researcher" by the European Commission), as well as of the Governance for the successful outcome of the application.

The main benefits of entering the HRS4R process may be summarized in:

- increased international visibility of UniCa;
- greater transparency of Institution recruitment processes, also towards international researchers;
- development of a welcoming and stimulating working environment for researchers, in order to be more attractive to the best national and international scholars;
- use of the HR Excellence in Research label in UniCa website and in Euraxess portal to advertise for academic and research positions availability.

The Rector also informs that, in order to give greater evidence of the strategy at the institutional level, on December 5th, 4:00 pm in the Rectorate Auditorium, the seminar "UniCa towards the achievement of the HR Excellence in Research Award" will be held, with the participation of two national experts of HRS4R and members of the working group for the revision of the principles of C&C ERAC 'Triangle Task Force' Working Groups on Open Science and Innovation (OSI), Human Resources and Mobility (HRM), and Gender in Research and Innovation (GRI), Prof. Fulvio Esposito, Professor Emeritus of the University of Camerino, and Chiara Biglia of the Politecnico di Torino. The seminar is open to internal and external stakeholders to inform all interested parties about the process. The Rector invites the Heads of the Departments to give highest visibility to the event. Finally, all the information related to HRS4R can be found in UniCa web portal at the <https://www.unica.it/unica/it/hrs4rstrategy.page>.

The Academic Senate acknowledges and welcomes the Rector's communication on the next steps of the HRS4R strategy at UniCa.