

Implementation Phase Interim Assessment - EC Consensus Report

Case number: 2018ES359514

Name Organisation under assessment: University of Córdoba

Submission date of the Interim Assessment Internal Review: 29/08/2019

Submission date: 14/10/2019

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?	Yes	
Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	Yes	
Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or modifications?	Yes	
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?	Yes	
Has the organisation developed an OTM-R policy?	Yes	The organisation has developed an OTM-R policy but it is not fully implemented. Recommend that UCO fully implement the OTM-R policy at the earliest opportunity which should include the advertisement of all research jobs on the Euraxess website.

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)

Strengths

- Commitment of the Senior Management Team
- HRS4R logo on the UCO homepage and links to the HRS4R page. HRS4R documents are available in English and Spanish
- The Institution has set up a new Rector's Committee for International exposure
- A steering Committee and a Working Group are in place
- A good percentage of the the actions have been completed

Weaknesses

- The importance of internationalisation is recognised and prioritised but the number of international researchers at 21 is low.
- It does not appear that representatives of the research community (R1 - R4) are represented on the Steering Committee or the Working Group
- OTM-R is not fully implemented
- Not all research positions are advertised on the Euraxess website
- There does not appear to be many new actions.

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

UCO should examine strategies to increase the number of international researchers at the institution. Perhaps the new Committee for International Exposure should examine ways of increasing the number of international researchers.

It is important to continuously engage with the Research Community (R1 - R4) at all levels so they have a voice. It is also important that representatives of the research community are represented on committees and working groups focused on HRS4R matters.

Fully implement the OTM-R policy and ensure all research positions/vacancies are advertised on Euraxess and as widely as possible.

HRS4R is a continuous improvement process and it is expected that new actions are developed based on this continuous improvement process. Consider new actions based on feedback and the needs of the research community and management teams.

Consider incorporating OTM-R actions into the main action plan.

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 *

No additional comments

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.**