

Implementation Phase Interim Assessment - EC Consensus Report

Case number: 2019ES379642

Name Organisation under assessment: Universidade de Vigo

Submission date of the Interim Assessment Internal Review: 21/06/2019

Submission date: 16/09/2019

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?	Partly	The HR strategy is hosted but hard to find without links, and the university website does not have the visibility of HR excellence in research.
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?	Partly	So far the only published OTM-R checklist, but one of the actions envisaged is linked to the OTM-R policy preparation for one of the researchers groups.

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)

The key strength is the commitment to the HR strategy and the pursuit of quality results. The University pays a lot of attention to the preparation, communication and development of realistic policies and processes.

One of the major drawbacks is that although there are more than 50 foreigners working at the University, most of the documents produced are available in Spanish only. A key recommendation is therefore to ensure that internal procedures are accessible internationally.

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

A key recommendation is therefore to ensure that internal procedures are internationally accessible via the use of the English language. Also increase the visibility of the HRS4R on the University website (currently the website does not clearly reference to the 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

Additional comments *

The institution's HRS4R sets a good example to other organizations for the commitment shown in this interim review. Training and disseminating C&C principles to the University community is also a welcomed initiative.

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 serious 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.**