

EURAXESS

Initial Assessment - EC Consensus Report

Case number
2018ES360970

Name Organisation under assessment
Universidad de Jaén

Organisation's contact details
Campus Las Lagunillas, Edif. Rectorado (OFIPI, B1-025), Jaén, 23071, Spain

Submission date of initial GAP-Analysis, HR Strategy and Action Plan
31/07/2019

Submission date to the European Commission
28/11/2019

Eligibility assessment

Please rate the state of achievement ("yes", "no" or "partly"). If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations
Have the Strategy and Action Plan been published on the organisation's website?	Yes	
Have the Strategy and Action Plan been published in English?	Yes	
Have the Strategy and Action Plan been published in a visible place?	Yes	
Have the following elements of the templates for the Gap Analysis and the HR Strategy and Action Plan been completed with sufficient details and quality? - Gap Analysis - HR Strategy and Action plan - Organisational information - Strengths and weaknesses of the current practice - Actions - Implementation	Partly	Could not find responsible units for the actions on action plan.

Quality assessment

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

	YES / NO / PARTLY	Recommendations
Is the organisational information provided sufficient to understand the context in which the HR Strategy is designed?	Yes	
Is the Action Plan coherent with the Gap Analysis?	Yes	
Have a steering committee and working group been established to guarantee the implementation of the HRS4R-process?	Yes	
Has the research community been sufficiently involved in the process, with a representation of all levels of a research career?	Yes	It was not evident to all assessors that the research community was involved. However, one of the assessors found survey results so please highlight the results within the gap analysis and action plan to a greater extent.
Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation?	Yes	
Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed?	No	Responsible Units have not been indicated.
Is the organisation establishing an OTM-R policy?	Yes	The OTMR policy has not been written yet however it is apparent that the University uses these practices.
Are the goals and ambitions sufficiently ambitious considering the context of the organization?	Yes	

General Assessment

Accepted	☐
Pending minor modifications	☒
Pending major revisions	☐
Explanation	
- Accepted: This application meets the criteria and the HR award is granted. The assessors might have commented on your file asking for future focus on a particular aspect/criterion, so please refer to the comments given above. - Pending minor modifications: This application broadly meets the criteria, but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feedback given above and update your file before re-submitting within 2 months.	

- Pending **major revisions**: This application does not meet the criteria; please make the appropriate changes taking into account the comments of the assessors before **re-submitting within 12 months**.

General Recommendations

If any of the above statements have prompted a "no" in the evaluation, please provide suggestions of modifications in the form below.

If the general assessment is:

- "pending minor modifications" the recommendations are split into:
 - Immediate mandatory modifications (to be implemented in order to obtain the award, resubmission within 2 months)
 - Other modifications (to be carried out during the implementation phase).
- "pending major revisions" the recommendations are split into:
 - Mandatory modifications (in order to obtain the award, resubmission within 12 months)
 - Other modifications.

Immediate mandatory modifications *

Only one action:

Please put responsible unit indicators on all actions in the action plan.

Other modifications *

Prepare the OTM-R Policy for the self assessment phase.

If the organisation deserves to be commended on their ambition, their actions, evidence of good practice and/or their implementation process, please provide a commentary supporting this. (max. 2000 words)

The actions span a period of years. It will be interesting to see progress particularly around recruitment and selection and OTMR Policy Development.

In general, the implementation plan has a very well structured and coherent basis, that provides evidence of ambition.

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Submission date of initial GAP-Analysis, HR Strategy and Action Plan
25/02/2020

Submission date to the European Commission
15/06/2020

Eligibility assessment

Please rate the state of achievement ("yes", "no" or "partly"). If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations
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Have the Strategy and Action Plan been published in English?	Yes	
Have the Strategy and Action Plan been published in a visible place?	Yes	
Have the following elements of the templates for the Gap Analysis and the HR Strategy and Action Plan been completed with sufficient details and quality?		
- Gap Analysis - HR Strategy and Action plan - Organisational information - Strengths and weaknesses of the current practice - Actions - Implementation	Yes	

Quality assessment

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Rate the state of achievement ("yes", "no" or "partly"). If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations
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Is the Action Plan coherent with the Gap Analysis?	Yes	
Have a steering committee and working group been established to guarantee the implementation of the HRS4R-process?	Yes	
Has the research community been sufficiently involved in the process, with a representation of all levels of a research career?	Yes	
Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation?	Yes	
Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed?	Yes	
Is the organisation establishing an OTM-R policy?	Yes	
Are the goals and ambitions sufficiently ambitious considering the context of the organization?	Yes	

General Assessment

Accepted
Pending **minor** modifications
Pending **major** revisions



Explanation

- Accepted: This application meets the criteria and the HR award is granted.
The assessors might have commented on your file asking for future focus on a particular aspect/criterion, so please refer to the comments given above.
- Pending **minor** modifications: This application **broadly meets the criteria**, but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feedback given above and update your file before **re-submitting within 2 months**.

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 - Other modifications.

Recommendations *

Best wishes for your continued success in the HR Excellence in Research journey.

Other modifications

Prepare the OTM-R Policy for the self assessment phase.

If the organisation deserves to be commended on their ambition, their actions, evidence of good practice and/or their implementation process, please provide a commentary supporting this. (max. 2000 words)