

HR AWARD  
=  
Human Resources Strategy for Researcher  
(HRS4R)

Certification Process at FI MU

01/2020



# HR AWARD – what and why?

HR EXCELLENCE IN RESEARCH

HRS4R (Human Resources Strategy for Researchers), an activity of the European Commission, supports academic workspaces which have high level personnel and maintains policy with accordance to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

HRS4R certification means that an institution has set personnel policies and is open to researchers from around the world who can expect the same requirements, conditions, and support.

The Faculty aims to achieve HRS4R certification (= logo) is supported with interest to be part of certified institutes and universities, and get an advantage in grant calls (f. e. Horizon 2020 and further EU grant calls).

# HR AWARD – procedure

## Initial Phase (1 year)

- Endorsement Letter (accepted in December 2019)
- Submission of the Gap Analysis and the Action Plan (deadline December 2020)

## Implementation Phase (5 years)

- Implementation of the Gap Analysis and the Action Plan (next 24 months)
- Initial Assessment
- Implementation of the revised Action Plan (next 36 months)

## Award Renewal Phase (6 years)

- Renewal with site visit
- Implementation of the Improved Action Plan“ (36 months)
- Self-Assessment
- Implementation of the further Improved Action Plan (36 months)
- Renewal with site visit



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# 40 principles of the Charter and the Code

## **Ethical and Professional Aspects**

1. Research freedom
2. Ethical principles
3. Professional responsibility
4. Professional attitude
5. Contractual and legal obligations
6. Accountability
7. Good practise in research
8. Dissemination, exploitation of results
9. Public engagement
10. Non discrimination
11. Evaluation/appraisal systems

# 40 principles of the Charter and the Code

## **Recruitment and Selection (Code)**

- 12. Recruitment
- 13. Recruitment Code
- 14. Selection
- 15. Transparency
- 16. Judging merit
- 17. Variations in the chronological order of CVs
- 18. Recognition of mobility experience
- 19. Recognition of qualifications
- 20. Seniority
- 21. Postdoctoral appointments

# 40 principles of the Charter and the Code

## **Working Conditions and Social Security**

22. Recognition of the profession
23. Research environment
24. Working conditions
25. Stability and permanence of employment
26. Funding and salaries
27. Gender balance
28. Career development
29. Value of mobility
30. Access to career advice
31. Intellectual Property Rights
32. Co-authorship
33. Teaching
34. Complaints/appeals
35. Participation in decision-making bodies

# 40 principles of the Charter and the Code

## **Training and Development**

36. Relation with supervisors

37. Supervision and managerial duties

38. Continuing Professional Development

39. Access to research training and continuous development

40. Supervision

# HR AWARD – who, when, how?

## Who?

Steering Committee (Dean's Board).

Working Group (prof. Matyas - Vice-Dean, dr. Bartošková – Faculty Bursar, Ing. Rybníkářová, Ing. Vévodová) – work on documents.

Academic Staff, Researchers, PhD students – join in the HR Award Questionnaire.

## When, how?

Endorsement Letter – accepted by the European Commission in December, 2019.

**HR Award Survey** (focus groups held in January 2020, online HR AWARD Questionnaire set in Information system of MU (IS MU) during April 2020).

Working on the Gap Analysis and the Action Plan – summer 2020. Deadline to submit the documents is December, 2020.