



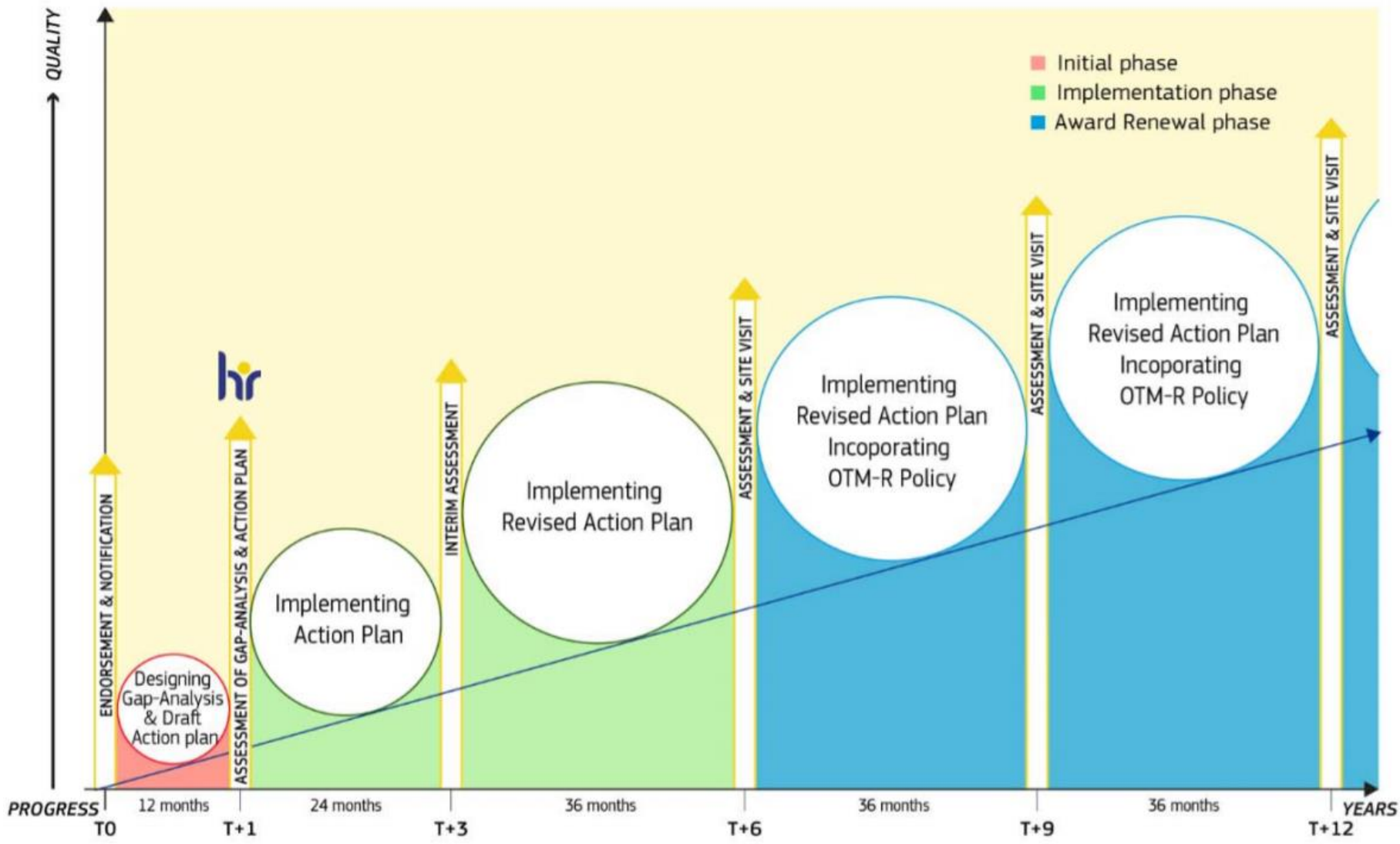
HR EXCELLENCE IN RESEARCH



How to make “good” HRS4R strategy

In a nutshell

Milan Zdravković



Gap Analysis, OTMR & Action Plan

- GAP Analysis
 - Process Description
 - Steering Committee and Working Group + how it was appointed, how it worked
 - How researchers were involved in gap analysis (group, format, contributions)
 - GAP Analysis (Charter and Code Checklist)
 - For each of 40 principles:
 - implementation (fully, almost, partially insufficiently implemented),
 - gap description (if not fully) + legislation or regulation impeding implementation,
 - initiative undertaken + new proposals
 - OTM-R Checklist
 - Self-assessment tool/form
- Action Plan
 - Organizational information
 - Strengths and weaknesses of current practices (4 main topics from CC)
 - For each of the actions:
 - Description of action
 - Addressed CC principles
 - Timing
 - Responsible unit
 - Indicators/targets

Typical issues - Highlights

(Separate) steering committee and working group

- Management, Administrative staff, Researchers at all stages, including R1
- WG does the actual implementation, SC oversees the process

Gap analysis MUST be based on the feedback from researchers, not desk research

- Survey, workshops, interviews – must demonstrate that sample of respondents is representative (gender, career stage)
- Doing survey is not sufficient; gaps must correspond to the identified issues
- Clearly and shortly highlight gaps for each of the principle

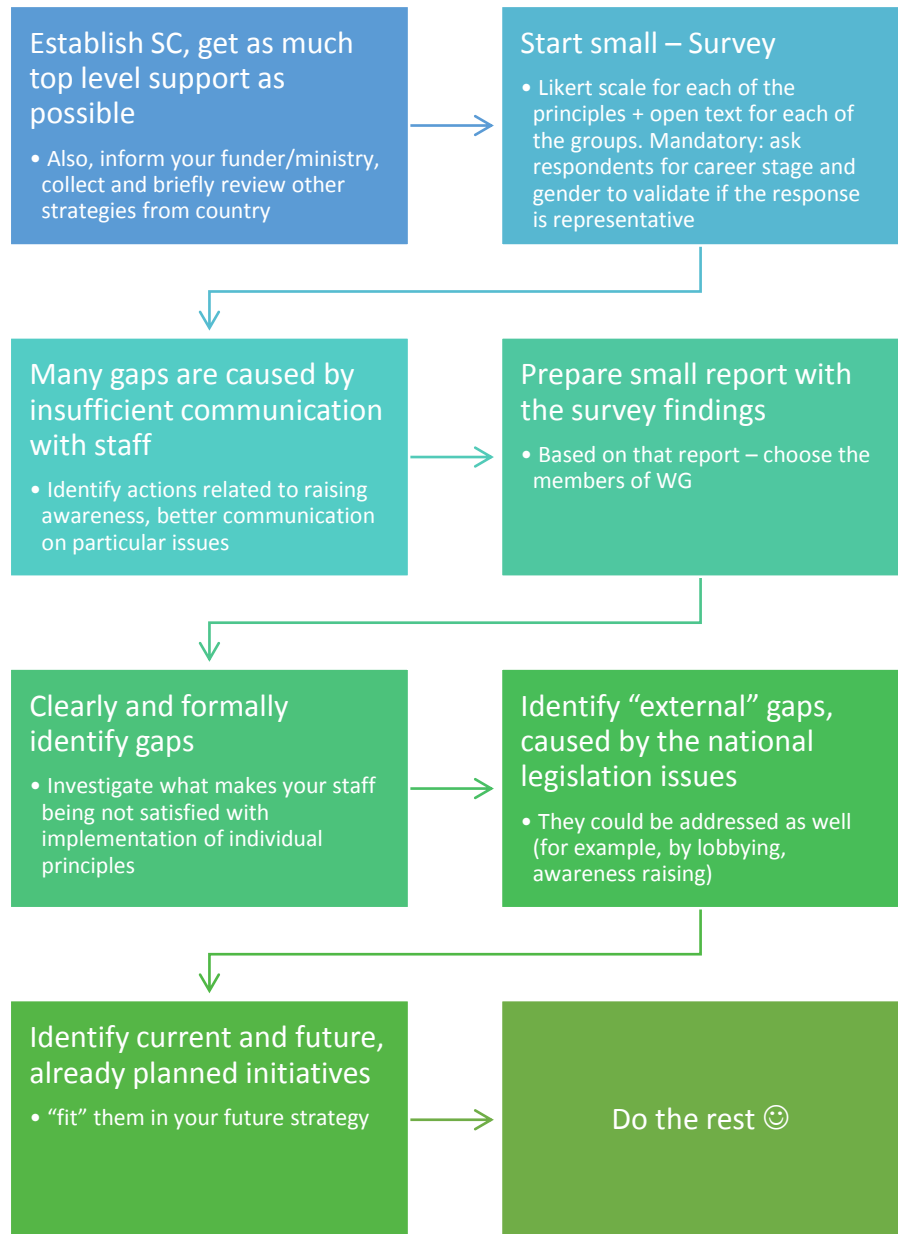
Actions must address the identified gaps

- Traceability (not by default supported by the template)
- Show commitment but don't be too ambitious
- Balanced distribution in time

Indicators/targets

- Features that you can measure, realistic quantitatively described (wherever possible) goals

Process proposal





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Questions?

Feel free to contact me with questions at
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