

HRS4R, a Process of Quality by Human Resources and the Research Division



HR EXCELLENCE IN RESEARCH

CY Cergy Paris University commits to obtaining the HR Excellence in Research label provided by the European Commission to institutions which undertake an improvement plan for their Human Resources (HR) strategy for researchers: Human Resources Strategy for Researchers for HRS4R. Obtaining this label will make it possible for us to increase our appeal and our international visibility, to be eligible for European calls for proposals, and particularly to improve the conditions for recruiting and supporting our researchers. This process involves an auto-evaluation and a plan of action based on 40 detailed points in two documents: the European charter for researchers and the code of conduct for recruiting researchers. These two documents can be consulted on the HRS4R page or our webpage: <https://www.u-cergy.fr/fr/universite/actualites/demarche-qualite-pour-obtention-label-rs4r.html>

These points, which detail the objectives we must set, are divided into four thematic:

- Recruitment
- Working Conditions
- Ethical Aspects
- Training and Professional Development.

In March 2020 CY submitted an official request to the European Commission for the label. We had a year to prepare a dossier which would present our plan of action for welcoming and assisting all CY researchers in the years to come.

An Ambitious Methodology

CY Cergy Paris University chose an ambitious methodology to deploy the HRS4R process, based on different proceedings and tools

➔ A STEERING COMMITTEE AND A PROJECT TEAM IN ADDITION TO THE GOVERNING BODY

The Steering Committee ensures the proper function of the process, as well as its consistency with our strategy. It combines those responsible for the policies of the institution linked to the project, including the President of the university, the Vice President for Research, his assistant, the Vice President for International Development, the representatives of the divisions of CY Cergy Paris University, the Director of the Doctoral College, etc., in addition to representatives of the laboratories and the different researcher profiles. On the administrative side this includes the Director of General Services, personnel representatives, and the administrators responsible for the divisions. This large panel guarantees that the project will be completed properly in all respects.

The Project Team is responsible for implementing the HRS4R process. It includes the operational profiles directly linked with the researchers for recruitment and assistance: the representatives of the directors of HR and Research, CY Advanced Studies (formerly IEA), the EURAXESS network and a representative of the teaching

personnel specialized in consultation methods. The Steering Committee and the Project Team are in regular communication and work together to ensure that the political commitment is consistent with the implementation. Throughout the process information about the advancement of the HRS4R project is publicized and validated, and, if not approved, the traditional governing body of the institution (technical committee, institution council, and site council) ensures consistency between the project and the strategic goals of the life and the organization of the institution.

➔ 1 QUESTIONNAIRE + 4 CONSULTATION GROUPS + 1 ANALYSIS OF THE DIFFERENCES BETWEEN ADMINISTRATIVE PRACTICES = 1 ACTION PLAN

The Steering Committee chose to undertake a large analysis by the university researchers of the four domains assigned by HRS4R. Thus, a large-scale questionnaire will furnish quantitative data which will then be completed by a qualitative analysis completed by the work of four consultation groups and by an analysis of the differences between administrative practices linked to the subject. Ambitious but chronological! This methodology will be deployed throughout 2020 and will lead to the creation of an action plan which will be submitted to the European Commission at the end.

➔ YOUR RESPONSES REQUESTED BEFORE 11 MAY

After obtaining the label, the institution engaged in a process to improve our daily practices, and which would benefit the community. The Steering Committee met in September 2019 and approved a methodology to enable as large a consultation as possible amongst all the research faculty, researchers, engineers, doctoral and post-doctoral students. The Committee thus indicated its desire to construct together an action plan corresponding to the concerns of each person, and at the level of the ambitions of our institution. In December 2019 consultation groups were organized. These groups will work on the self-evaluation and will propose an action plan which will be submitted to the governing council of the institution. On April 3rd, 2020 the Vice President of Research, Frédéric Vidal, also launched a large consultation on our HR practices through a questionnaire in four parts, based on the thematics of the action plan. Each person can share his/her experiences and resentments anonymously. This will make it possible for the consultation groups and the institution to map out the goals to be prioritized and to be improved.

It is important that everyone can express themselves and participate in the process. All researchers are invited to respond to these questionnaires before 11 May 2020!

A word from François Germinet, President of CY Cergy Paris University

The European Commission invites European research institutions to improve their practices relating to recruitment, working conditions and support for researchers. HRS4R is a qualitative process based on **five priorities**:

- Improve the efficiency of national research systems,
- Reinforce cooperation and transnational competition,
- Further open the job market for researchers,
- Reinforce equality amongst men and women,
- Optimize the circulation and transfer of scientific information.

The HR label Excellence in Research has been established in France for the past several years (notably at the University of Lorraine, the University of Montpellier, the UTC, the CNRS, the INRA, the INSERM...).

The HRS4R process aligns with our European strategy, the label having already been used and recognized by the University of Warwick, the VUB, the University of Ljubljana, and the University of Pompeu Fabra with whom we are constructing the EUTOPIA project.

It is equally important to underline that the European Commission wants institutions which apply to European projects to be engaged in the HRS4R project.



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