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How do you know?

Important message to institutions:

Site Visits: All HRS4R in-house audits planned for 2021 will be conducted remotely with the consent of the host institution. Should your institution be at renewal stage, once you submit your self-assessment online via the e-tool, the EC will be in contact with you to set a date for the remote visit together with a panel of independent experts. Should the institution prefer a classic on-site visit, the audit will be postponed. Meanwhile, institutions involved in the process can continue using the HR Excellence in research award.

Implementation Phase Interim Assessment - EC Consensus Report

Case number: 2019ES412953**Name Organisation under assessment:** Universidad de Granada**Submission date of the Interim Assessment Internal Review:** 28/11/2019**Submission date:** 23/03/2020

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?	Yes	

<input type="checkbox"/> An official EU website	YES / NO / PARTLY	Recommendations	How do you know?
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?	Yes	Be more specific with the timeline where needed. Please see observations below.	

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)

Several strengths of Universidad de Granada must be mentioned:

- Induction Sessions, which are annually organised, in order to increase awareness of research services;
- The creation of an Action Plan for Gender Equality and mention of the UGR's Action Plan for Gender Equality in all offers of employment;
- Establishing an International Welcome Centre that informs researchers about working conditions;
- The Guide for International Researchers developed by UGR to help researchers with practical matters related to working conditions.

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

<input type="checkbox"/>	An official EU website	How do you know?
<p>Please add a more precise timeline in your Action Plan (at least by year's quarter/semester). There is mentioned only the year for all the actions.</p> <p>You have several actions that should have been completed in 2017 or in 2018 but you marked as in progress. Action 7 could be considered complete, action 9, 10,13 (please provide details on the manner intended for improvement) as extended, action 14 as completed, action 15 as completed or extended.</p> <p>Please provide a precise timeline for the extended actions.</p> <p>Please provide details regarding the persons in charge/departments for the implementation of the new actions.</p> <p>In the OTM-R Checklist you mentioned that an internal guide setting out clear OTM-R procedures and practices for all types of positions will be developed in the near future- be more precise with the timeline.</p> <p>Also, you mentioned that you don't have a quality control system for OTM-R in place and that you will develop one in the future - be more precise with the timeline.</p>		

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.

As official EU website**HRS4R embedded**

How do you know?

HRS4R embedded, corrective actions needed**HRS4R embedded, strong corrective actions needed****Additional comments ***

On a general basis I can see a strong commitment from Universidad de Granada for the implementation of HRS4R.

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 some 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.**