



'Sharing experience to better implement  
the Human Resources Strategy for Researchers'

**CONSENSUS** report form

*(to be filled by the lead assessor)*



## **APPLICATION**

for the 'HR excellence in research' award submitted by:

University of Vigo (Spain)

Based on the assessment of the gap analysis and action plan your institution submitted, the 3 independent assessors came to the following conclusions (including strengths and weaknesses of your application):

### **Gap Analysis:**

The University of Vigo provided a thorough analysis of strengths and weaknesses. With the help of consultants who coordinated the gap analysis, a wide range of insights were collected in a short space of time.

Initially, the assessors were not fully convinced that the outsourcing of this task ensured sufficient involvement from the institution's research community. The revised submission as well as the institution's response to these comments, send a clear message of embedding this process within the overall institutional activities, of involving a wide range of academic and administrative staff members in its implementation and of working towards a cultural change.

### **Institutional HR Strategy for Researchers / Action Plan**

The action plan is closely linked with the gap analysis and covers a wide range of activities. The SWOT analysis is insightful and comprehensive. In addition, the institution has taken stock of new developments within the European Commission's policies and has also incorporated the principles of Open, Transparent and Merit-Based recruitment.

The implementation process describes a broad range of actors responsible for particular actions, for overseeing the process and for leadership intervention. The prompt response to the reviewers' comments in the earlier review phase and an appropriate revision of the action plan illustrate the institution's commitment to make this action plan work.

Indicators and clear deliverables have been provided in order to monitor success and progress. Also the specific units and individuals responsible for particular actions are clear. All of this will facilitate the implementation process as well as the future reflection on institutional progress being made.

In addition to short-term actions, the institution has set the course for longer-term implementation as well, and has taken on board the recommendation to proactively communicate the Charter and Code principles within the institution, to invest in awareness

activities and to ensure implementation of these principles into everyday practice.

The reviewers wish to congratulate the University of Vigo on their commitment to this process and wish them good luck in the further implementation.

### **Publication**

The revised action plan is published on the institution's website and is easy to find through the institutional website's navigation system.

Your application has been filed as (please indicate):

**ACCEPTED**

Your application meets the criteria and the 'HR award' is granted. The assessors might have commented on the application asking for future focus on a particular aspect/criterion if appropriate, so please refer to the comments given above.

**ACCEPTED pending minor alterations**

Your application broadly meets the criteria but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feed-back given above update the documentation before resubmitting; till then the 'HR award' is put on hold.

**DECLINED pending (major) revision**

Your application does not meet the criteria and the 'HR award' is put on hold until the next submission deadline so your organisation can make the appropriate changes and resubmit an application taking into account the comments of the 3 assessors (as above).