



EURLO & UNICA Research Webinar
Promoted by Sapienza University of Rome

**HUMAN RESOURCES STRATEGY FOR RESEARCHERS
(HRS4R) AT UNICA MEMBER UNIVERSITIES**

Thursday, 6 May 2021
10:00 AM –12:15 (CEST)

Biographies of speakers and abstracts

Welcome addresses and introduction:

Luciano Saso, President of UNICA



Professor Luciano Saso (Faculty of Pharmacy and Medicine, Sapienza University of Rome, Italy) received his PhD in Pharmaceutical Sciences from Sapienza University in 1992. He is author of more than 220 scientific articles published in peer reviewed international journals with impact factor (SASO-L in www.pubmed.com, total impact factor > 500, H-index Google Scholar 45, Scopus 37). He coordinated several research projects in the field of pharmacology and has been referee for many national and international funding agencies and international scientific journals in the last 30 years. Prof. Saso has extensive experience in international relations, and he is currently Vice-Rector for European University Networks at Sapienza University of Rome. In the last 15 years, he participated in several projects including IMS2020, EGRACONS, IMOTION, BUCUM, UZDOC, TRAIN and has been speaker and chair at many international conferences organised by UNICA and other university networks. He coordinates the Sapienza team in the European University CIVIS (www.civis.eu). Prof. Saso has been Member of the Steering Committee of UNICA for two mandates (2011-2015) and in November 2019 he has been re-elected President of UNICA for the second mandate (2019-2023).



Diana Pustuła, Head, Office for International Research and Liaison, University of Warsaw, and Chair of the EURLO & UNICA Research Working Group



Diana Pustuła_LL.M. Head of Office for International Research and Liaison at the University of Warsaw (since July 2018); She is responsible for general coordination of the tasks entrusted to UW within the 4EU+ Alliance (European Universities initiative) supporting the VR for Cooperation and HR. In 2019 she contributed to the preparation of the successful application under Excellence Initiative – Research University call (UW won the 1st place in the competition organised by the Ministry of Science and Higher Education). Previously she served as a deputy head of the Research Services Office at UW (2007-2018). She teaches courses on research management. Since 2007 she heads the Regional Contact Point for the EU Framework Programmes); Hubert H. Humphrey Fellow (US) 2011-2012 – training for mid-career

professionals in educational research, administration, policy and leadership at Pennsylvania State University, US with professional affiliation at the Office of Sponsored Programmes at the University of Washington, US; She worked as an EU legal acts translator at the Council of the European Union in Brussels (2004-2005). Active member in European networks and organisations. Since 2016, she chairs the UNICA EU Liaison Officers Working Group. She is also a member of the European University Association (EUA) Committee on simplification. Between 2014-2017, she led the “Legal” Working Group, was a Core Group member and a Management Committee member in the COST (European Cooperation in the field of Scientific and Technical Research) Targeted Network 1302 BESTPRAC (Building Network of Administrative Excellence).

Antonella Cammisa, Director of the Area for the Support to Research and Technology Transfer, SAPIENZA University of Rome

Antonella Cammisa is currently Director of the Area for the Support to Research and Technology Transfer, at SAPIENZA University of Rome, from the year 2017. She coordinates 3 different Offices, with 7 sub-units, carrying out activities related to: Bilateral and multilateral research agreements; Internal calls and funding for research; Information and Support to the participation to Regional, National, European and International research programmes; University Patents; University Spin Off and Start up, research networks; Evaluation and Impact of Research; Research Tenders, Research Catalogue. Her past experience has always been in International Affairs, both at the University level, as Director of the Area for Internationalisation, from 2001 to 2017, and at the Ministerial Level, having been an Officer at the Ministry for Education and Research, until 2001, with responsibilities both in international research and international education. She has a past experience as national delegate in several EC committees, in policy and programmes related both to research and education and trainings



Céline Damon, Project Manager RIS4CIVIS project, Aix-Marseille Université



Céline Damon is graduate of the Grenoble Institute of Political Studies and holder of a Master's Degree in European Studies from the Institute of European Studies in Brussels, Céline Damon has more than 15 years of expertise in European programmes. She is heading the Unit for EU R&I policies at the Research and Technology Transfer Department of Aix Marseille University (AMU), which provides support to any Horizon Europe-related topics for the university (teacher -) researcher and oversees the CIVIS Alliance* activities related to research and innovation. Concerning the CIVIS Alliance, she is involved in the RIS4CIVIS project, the H2020 project dedicated to the structuration and definition of the Research and innovation strategy for CIVIS (SWAFS-2020); as well as in the CIVIS3i COFUND Project (MSCA-2020), "The CIVIS Alliance Programme for International, Interdisciplinary, Intersectoral Research and Training for Experienced Researcherst, to

be launched on june, 1st, which will enable the establishment of an integrated CIVIS-wide post-doctoral attraction, mobility and training programme. She was involved in the preparatory phase of the HRS4R label at AMU (label under evaluation) and will be involved in its implementation.

* CIVIS is the European Alliance coordinated by Aix-Marseille University and grouping 8 other universities: the National and Capodistrian University of Athens (Greece), the University of Bucharest (Romania), the Free University of Brussels (Belgium), the Autonomous University of Madrid (Spain), the University of La Sapienza in Rome (Italy), the University of Stockholm (Sweden), the Eberhard Karls University of Tübingen (Germany) and as an associated partner, the University of Glasgow (UK).

The state of play of the HRS4R implementation at European level and the future perspectives of the process, Apostolia Karamali



Apostolia Karamali is the head of the Research and Innovation Actors and Research Careers unit at the Directorate-General for Research and Innovation of the European Commission. The unit designs and implements policy for the higher education sector, research organisations, researchers, research and technology infrastructures. The unit operates in the context of the new European Research Area (ERA) and in synergy with the European Education Area (EEA), employment, social and industrial policy. In particular, the unit supports the establishment of a European framework for research careers in the European labour market; offers services to researchers and institutions; promotes the development of a sustainable European ecosystem of



research and technology infrastructures; maintains an observatory and promotes knowledge creation, circulation and use.

ABSTRACT: The presentation will initially provide a brief background of the Human Resources Strategy for Researchers (HRS4R), a proven process of support to Institutions in their implementation of the Charter and Code. It will include a succinct update on the current state of HRS4R including statistics. It will provide the broader policy context with the new European Research Area for Research and Innovation, focusing on research careers and researcher flows. Following two decades of ERA implementation, the focus on researchers and on research careers is acquiring today an even richer momentum, addressing synergies in the broader policy context including employment, social and education aspects. The intervention will also provide some outlook on envisaged policy developments and perspectives as well as ongoing assessment activities.



Experiences in the implementation of Human Resources Strategy for Researchers (HRS4R)

HRS4R at University of Belgrade, Ivanka Popović



Ivanka Popović is the Rector of the University of Belgrade and Full Professor at the Faculty of Technology and Metallurgy, University of Belgrade. She obtained all of her academic degrees in chemical engineering at the FTM. She served as the first female Dean of the FTM (2006 - 2012). She has coordinated the R&D strategy of the University since 2012 and previously to assuming the office of Rector, she was for many years Vice-Rector for International Relations. Her research interests are polymer science and sustainable development. She has headed several national projects and has been involved in several TEMPUS and ERASMUS, two FP7 projects and currently in one H2020 project. Ivanka Popović has

authored or co-authored more than 70 papers in international scientific journals with a total citation of more than 2200 and h-index of 17. She was the first female President of the Serbian Chemical Society (2009 – 2013) and is the President of the Association of Italian and Serbian Scientists and Scholars since 2012. (source: Text - UNICA | Photo: University of Belgrade).

Implementation of the HRS4R at Université Libre de Bruxelles, Leticia Martinez Garcia



Leticia Martinez Garcia holds a Master degree in International Relations specialised in European Union from University of Durham and she is currently the leader of Module 4: Strengthening Human Capital for RIS4CIVIS, a University Alliance R&I project. Her role consists on enabling a greater environment for researchers through the collection of good practises, obstacles and reinforcements on HR practises, mobility, training offer and working condition for researchers. Previously, she has worked at the Education and Culture EU Agency where she dealt with innovation projects in the field of Social Inclusion and Civil Society to later working as Project Officer for

the Marie-Sklodowska Curie program at the EU Research Executive Agency.

ABSTRACT: The achievement and, more importantly, the maintenance of the HR Excellence logo at ULB has rendered the university to a permanent quality process to improve its HR strategy



towards researchers. The actions taken and the plan established for the future HRS4R at ULB have prompted numerous projects from the improvement of the HR services to the extension of the training scheme dedicated to researchers. However, the process was not without its obstacles and barriers. National legislation, authorities priorities or large scale planning are some of the difficulties that hamper the continuous development of the strategy. For that reason, exchanging knowledge based on experience, specially addressing good practises, is key to smooth the process for other institutions interested in implementing an HRS4R.

HRS4R at the University of Tübingen, Elias-Jason Gütthlein



Elias Gütthlein studied general rhetoric and philosophy in Tübingen. Afterwards, he was part of the research training group "Ambiguity", where he wrote his doctoral thesis on riddle structures in advertising texts. For almost two years now, Elias Gütthlein has been working as a project coordinator for the Academic Human Resources Development at the University of Tübingen. His tasks include coordinating the HRS4R as well as the university's human resources development concept.

ABSTRACT: The University of Tübingen has been participating in HRS4R since 2017. In December 2019, an interim report was submitted, which provides insights into the status of the implementation of actions. The presentation will show how the interim report was prepared, what resistance was encountered, and how the feedback from the reviewers is being incorporated into the ongoing implementation process.

Human Resources Strategy for Researchers (HRS4R) at the UAM, Rafael Oliveros Alba



Rafael Oliveros Alba is a doctor in Agricultural Engineering. Experience as a researcher, he has participated and coordinated research projects of the European programmes, working as a research (new crops, agroindustry and environment) and as administrative manager of projects. Since 2004 he focused his activity on the management of research carried out in Spanish public universities: in September 2019, he joined the UAM as Head of the Office of European and International Projects. He is member of the Human Resources Strategy for Researchers (HRS4R) Monitoring Committee at the UAM.



ABSTRACT: The HRS4R label was awarded to the UAM in December 2016.

Short after the endorsement of the C&C, UAM decided to implement the Human Resources Strategy for Researchers (HRS4R). UAM started to work on the HRS4R performing an internal analysis and proposing an action plan. Four main objectives were identified: 1. To improve the university's policies and practices concerning the recruitment. 2. To guarantee that UAM's policies and practices meet the standards of the best institutions in Europe. 3. To distinguish UAM as an institution whose vision and mission assigns a prominent place to best practices in recruitment and working conditions for its researchers. 4. To situate UAM in an optimal position to compete in European funding calls where a commitment to European standards and practices in HR is a factor in evaluation. This internal analysis was performed by a multidisciplinary team composed by members of the following units: - Research Management - European and International Research Projects - Academic Personnel - Human Resources - Economic Area. The draft gap analysis that resulted from this process was presented to and discussed with the supervisory commission composed by: - Vice-Chancellor for Research and Innovation - Human Resources Director - Rector's Delegate for International Research Projects - Representation of the Research Community The Action Plan includes: 1) Intranet and dissemination: Repository of related documentation; HRS4R logo diffusion campaign. 2) Update and English version of all relevant documents. 3) Guide and document of good practices for recruitment and selection. 4) Professional career development plan. 5) Institutional program of professional skills and competencies. 6) Permanent self-evaluation through working groups and follow-up In 2021 we are in the logo renewal phase, so we are internally evaluating compliance with the Plan's objectives, before going through the year-end audit.

*The path of Sapienza to achieve the "Human Resources Excellence in Research"
acknowledgement, **Ciro Franco***



Ciro Franco is currently Head of Research Support Office at Sapienza University of Rome, which provides research and training services to researchers on European R&I projects. Since 2016 he has been member of the Board of Directors of APRE, the Agency for the Promotion of European Research. Since 2007 he has been expert and vice chair, on behalf of the European Commission, in evaluation panels of R&I projects (in particular in the various sub-programs of Horizon 2020, such as MSCA, Science With and For Society, etc.). 2012-2014: Head of the Technology Transfer Office at the Politecnico di Milano. 2014-2016: Head of the Directorate "Promotion and enhancement of research" at OGS (National Institute of Oceanography and Experimental Geophysics). 2015-2017: member of the Commission for the evaluation of the Third Mission of Italian universities and public research centers, on behalf of National Agency for the Evaluation of the University System and Research.



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ABSTRACT: The presentation is aimed at sharing the process which recently led Sapienza Università di Roma to achieve the “Human Resources Excellence in Research” acknowledgement issued by the European Commission. The process for the implementation of the HRS4R is now starting and will be strongly focused on the enhancement of early stage researchers skills and competencies.