

## Implementation Phase Interim Assessment - EC Consensus Report

**Case number:** 2018ES346754

**Name Organisation under assessment:** Universidad Carlos III de Madrid

**Submission date of the Interim Assessment Internal Review:** 12/04/2019

This report was drafted by the Lead-Assessor in consensus with the members of the assessment team

**Submission date:** 30/07/2019

### 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	
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?	Partly	OTM-R in this phase is not compulsory. There is a clear plan for the future.

## 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)

Successful implementation of HRS4R with high commitment to C&C with good documentation of the completed actions. More attendance and clarification for future actions is needed to cover all principles of C&C.

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

1. Clarification of further implementation process, addition of more detailed actions.
2. Easier access to HRS4R

### **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.

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**HRS4R embedded**



**HRS4R embedded, corrective actions needed**



**HRS4R embedded, strong corrective actions needed**



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**Additional comments \***

Update of HRS4R strategy.

**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.**