



JÖNKÖPING UNIVERSITY

## MINUTES President's decision

Dnr JU 2024/1012-113

2024-03-04

Present:

Agneta Marell, President

Elin Ravenhill, Rapporteur

Lucia Naldi, Rapporteur

Niklas Sjöstrand, Secretary

### **§ 1081 Implementation of the Action Plan for Human Resources Strategy for Researchers (HRS4R) (2024-2026), which represents a continuation of the strategic work to implement the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

#### **Background**

The EU issued a recommendation in 2005 for the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers to be implemented within European research organisations (e.g. higher education institutes) with a view to establishing a strong European area for research activities and also supporting and structuring European research policy. The Charter means that the research organisations shall:

- meet national and regional legislation requirements
- take measures to create a stimulating research environment and a positive working climate
- prioritise good working and development conditions in the early stages of researchers' careers to promote the attractiveness of a career in R&D.

The Code of Conduct for the Recruitment of Researchers supplements the Charter for Researchers and requires compliance with principles and requirements for open and transparent recruitment based on qualifications.

Through Jönköping University following the HRS4R process to implement the Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, JU was awarded 'HR Excellence in Research' award from the European Commission in December 2018. JU has now conducted its second evaluation of the work carried out (a self evaluation) in accordance with the HRS4R process, and a new action plan has been produced. The Strategic Committee for Research was involved and continually followed up the process. The prioritised activities in the action plan have also been approved by the Executive Team during the meeting on November 28, 2023.

#### **Decision**

The President decides

**to** implement the Action Plan for Human Resources Strategy for Researchers (HRS4R) for 2024 to 2026 and forward the self-evaluation to the European Commission.

**to** authorize the Vice President for Research to continue working on implementing the Charter and Code of Conduct by continuing to follow the HRS4R process.

This decision was made following a presentation by Elin Ravenhill and Lucia Naldi. The Strategic Committee for Research have participated in the preparation and drafting of this matter.

Minutes prepared by

Checked by

Niklas Sjöstrand

Agneta Marell

For information: Registrar, JU Executive Team, the Student Union, the Board of Education and Research Education at Jönköping University (NUF), the Strategic Committee for Research

Dispatched: \_\_\_\_\_



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The HR Strategy for Researchers (HRS4R) is a tool in the implementation of the European Charter for Researchers that describes the requirements and expectations that exist for researchers, employers, and research funders within the EU. The work with HRS4R will be part of the continued organizational development and the attractiveness of research work. */HR- strategi för forskare (HRS4R) är ett verktyg i implementeringen av den europeiska stadgan för forskare som beskriver vilka krav och förväntningar som finns på forskare, arbetsgivare och forskningsfinansiärer inom EU. Arbetet med HRS4R blir en del i den fortsatta verksamhetsutvecklingen och attraktiviteten för forskningsarbete.*

This is the action plan that has been developed within HRS4R based on in-depth interviews with researcher representatives throughout JU in 2023. The measures have been discussed, mainly in collaboration with SRF. Each Dean of Research involves and anchors this further in their school and within HS. */Detta är handlingsplanen som har arbetats fram inom HRS4R utifrån fördjupningsintervjuer med forskarrepresentanter inom hela JU under 2023. Åtgärderna har därefter diskuterats, främst i samarbete med SRF. Respektive forskningschef involverar och förankrar detta vidare i den egna fackhögskolan samt inom HS.*

- Proposed actions describe the action needs that have emerged from the GAP analysis. */Proposed actions beskriver de åtgärdsbehov som har framkommit i GAP-analysen.*
- Indicator/Targets describe what is intended to be carried out to achieve Proposed actions. */Indicator/Targets beskriver vad som avses att utföras för att uppnå Proposed actions.*
- GAP Principles are based on the "The charter and code" stage, which describes the 40 different principles on which to work as an HRS4R certified organisation. */GAP Principles utgår från stadgan "The charter and code" som beskriver de 40 olika principerna som man ska arbeta utifrån som HRS4R-certifiserad organisation.*
- The responsible unit means the person(s) responsible for initiating and following up on the development activity measure. It is not necessarily the person(s) listed as the responsible unit that is the performer of the activity. */Med responsible unit menas att den/de ansvarar för att initiera och följa upp utvecklingsaktiviteten åtgärden. Det är inte nödvändigtvis den/de som anges som ansvarig enhet som är utförare av aktiviteten.*

## HRS4R - ACTION PLAN 2024-2026

Proposed actions	GAP Principle (s)	Timing	Responsible Unit	Indicator(s)/Target
1. Develop the work with good research practice. <i>/Utveckla arbetet för god forskningssed.</i>	2. Ethical principles 4. Professional attitude 7. Good practice in research	2024-2026	Every school + SRF + Research Ethics Committee	Review and, if necessary, update and revise existing documents related to good research practice. <i>/Se över och vid behov uppdatera och revidera befintliga dokument som rör god forskningssed.</i>  JU-common training on research ethics. <i>/JU-gemensam utbildning i forskningsetik.</i>  Discussions and JU-common training on good research practice. <i>/Diskussioner och JU-gemensam utbildning om god forskningspraxis.</i>
			Every school + HS	Activities to further incorporate the Code of Conduct in the organisation. <i>/Aktiviteter för att fortsatt integrera uppförandekoden i organisationen.</i>
			HS	Development and implementation of a JU-common employee policy. <i>/Utveckling och implementering av en JU-gemensam medarbetarpolicy.</i>
2. Increase researchers' awareness of the Research Ethics Committee work. <i>/Öka forskares medvetenhet om Forskningsetiska kommitténs arbete.</i>	2. Ethical principles 4. Professional attitude 7. Good practice in research	2024	the Research Ethics Committee	Visibility and outreach of research ethics committee – update information and make information more accessible (on the intranet). <i>/Synliggörande och uppmärksammande insatser av Forskningsetiska kommittén – uppdatering av info samt att göra info mer tillgänglig (på intrat).</i>

<p>3. Develop research data management /<i>Utveckla hanteringen av forskningsdata.</i></p>	<p>2. Professional responsibility 4. Professional attitude 5. Contractual and legal obligations 6. Accountability 7. Good practice in research 31. Intellectual Property Rights</p>	<p>2024-2026</p>	<p>Responsibilities to be decided</p>	<p>Completion of the ongoing pilot related to the FAIR principles will be followed by activities with designated responsibilities and in line with the STINT recommendation regarding responsible internationalisation. /<i>Slutförande av pågående pilot kopplat till FAIR-principerna kommer att efterföljas av aktiviteter med utpekat ansvar och i linje med STINT:s rekommendation om ansvarsfull internationalisering.</i></p>
<p>4. A clearer access of research support at different stages of the research process. /<i>Tydliggörande av tillgången till forskningsstöd i olika skeden av forskningsprocessen.</i></p>	<p>2. Ethical principles 3. Professional responsibility 4. Professional attitude 5. Contractual and legal obligations 6. Accountability 7. Good practice in research 23. Research environment 31. Intellectual Property Rights</p>	<p>2024-2025</p>	<p>HS with guidance from SFR</p>	<p>Visualizing available support for researchers throughout the research process. /<i>Synliggörande av tillgängligt stöd genom forskningsprocessen.</i></p>

<p>5. Improved process for fulfilling contractual and legal obligations. <i>/Förbättrad process för att uppfylla avtalsenliga och legala skyldigheter.</i></p>	<p>3. Professional responsibility 5. Contractual and legal obligations 31. Intellectual Property Rights</p>	<p>2024-2026</p>	<p>HS in collaboration with the schools</p>	<p>Evaluating the need for contractual assistance in research. <i>/Utvärdera behovet av stöd i avtalsfrågor vid forskning.</i></p>
<p>6. Develop the research communication. <i>/Utveckla forskningskommunikationen</i></p>	<p>8. Dissemination, exploitation of results 9. Public engagement</p>	<p>2024-2025</p>	<p>Every school + HS</p>	<p>JU-common training in research communication. <i>/JU-gemensam utbildning i forskningskommunikation.</i></p> <p>Review the incentives for researchers to actively communicate the research results outside academia. <i>/Se över incitamenten för forskare att aktivt kommunicera forskningsresultat utanför den akademiska världen.</i></p>
<p>7. Clarifying the roles and expectations of supervisors and PhD candidates. <i>/Förtydliga roller och förväntningar på handledare och doktorander.</i></p>	<p>36. Relation with supervisors 37. Supervision and managerial duties 40. Supervision</p>	<p>2024-2025</p>	<p>SRF + every school</p>	<p>Review and if necessary, revise the documentation that clarifies the roles and expectations of supervisors and PhD candidates. <i>/Se över och vid behov revidera den dokumentation som klargör handledarnas och doktorandernas roller och förväntningar.</i></p>
<p>8. A portfolio structure aimed at clarifying expectations for junior researchers and applicants in the recruitment process. <i>/En meritportföljstruktur som syftar till att tydliggöra förväntningarna på juniora forskare och sökande i rekryteringsprocessen.</i></p>	<p>28. Career development 29. Value of mobility 30. Access to career advice 13. Recruitment (Code)</p>	<p>2025-2026</p>	<p>Every school</p>	<p>A template, accompanied by guidelines, delineating the format and composition of an academic qualification portfolio. <i>/En mall med tillhörande riktlinjer som anger format och sammansättning av en akademisk meritportfölj.</i></p>

<p>9. Encourage more senior researchers to take on leadership/managerial roles. <i>/Uppmuntra fler seniora forskare att anta ledarskaps-/chefsroller.</i></p>	<p>37. Supervision and managerial duties</p>	<p>2024</p>	<p>JU Ext + HS + SRF</p>	<p>Suggest a strategy and measures to increase the attractiveness of taking up leadership/managerial roles. <i>/Föreslå en strategi och åtgärder för att göra det mer attraktivt att ta på sig ledarskaps-/chefspositioner.</i></p>
<p>10. Improve the balance between research and teaching. <i>/Förbättra balansen mellan forskning och utbildning.</i></p>	<p>23. Research environment 24. Working conditions 33. Teaching</p>	<p>2024-2026</p>	<p>Each manager</p>	<p>Ensuring that the balancing between research and education activities is part of the follow-up of time planning in the yearly development talks. The planned time for research activities, (eg. to write research applications) and variations in workload must be part of the talk. The dialogue should continue throughout the year. <i>/Säkerställa att balansen mellan forsknings- och utbildningsaktiviteter är en del av uppföljningen avseende tidsplaneringen i de årliga utvecklingssamtalen. Den planerade tiden för forskningsaktiviteter (till exempel att skriva forskningsansökningar) och variationer i arbetsbelastning ska vara en del av samtalet. Dialogen bör fortsätta under hela året.</i></p>
<p>11. Improve the relocation process. <i>/Förbättra relocationprocessen.</i></p>	<p>26. Funding and salaries 29. Value of mobility 18. Recognition of mobility experience (Code)</p>	<p>June 2024</p>	<p>HS</p>	<p>Evaluate the experience of the existing relocation services in order to improve the internationally newly recruited employees' experiences of relocation. <i>/Utvärdera upplevelsen av befintliga relocationtjänster i syfte om att utveckla upplevelsen för internationellt nyanställda medarbetare.</i></p>

<p>12. Increased mobility <i>/Ökad rörlighet</i></p>	<p>29. Value of mobility</p>	<p>2024-2026</p>	<p>Every school</p>	<p>Continued efforts to create conditions for increased mobility, with a particular focus on the mobility within the EU-list collaboration. <i>/Fortsatt arbete för att skapa förutsättningar för ökad rörlighet, med särskilt fokus på rörlighet inom EU-list.</i></p>
<p>13. Equal opportunities and gender equality will be integrated into research-related activities. <i>/Lika villkor och jämställdhet ska integreras i forskningsrelaterade verksamhetsfrågor</i></p>	<p>10. Non-discrimination 24. Working conditions 27. Gender balance</p>	<p>2024–2026</p>	<p>All responsible units.</p>	<p>Equal opportunities and gender equality perspective shall be considered and, where relevant, included in all the above-mentioned measures. The actions taken should be part of systematic work with equal opportunity and follow up in the quality assessments. <i>/Likavillkor och jämställdhetsperspektiv ska beaktas, och när det är relevant, inkluderas i samtliga ovan angivna åtgärder. De åtgärder som vidtas ska vara en del av det systematiska likavillkorsarbetet och följs upp i kvalitetsutvärderingarna.</i></p>