



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
ΠΑΝΕΠΙΣΤΗΜΙΟ ΚΡΗΤΗΣ

HELLENIC REPUBLIC
UNIVERSITY OF CRETE

HRS4R: Internal Assessment of the University's First Action Plan

The Charter & Code and by extension HRS4R are broad-brush sets of principles touching by definition on most aspects of academic life. Being aware of the pitfalls of spreading limited resources too thinly in trying to cover all dimensions, the University of Crete (UoC) had nonetheless an ambitious First Action Plan.

Monitoring has been an on-going activity since the adoption of the First Action Plan in July 2012, primarily by means of meetings/discussions with the people /services responsible for actions. This has been an informal process of evaluation: refining, revising and updating in view of practice and progress as well as policy developments external and internal to UoC impacting on C&C principles and hence the targets of the first HRS4R Action Plan. The aim is continuous improvement but changes in framework conditions also present new challenges.

Context: continuing austerity policies are impacting heavily on HEIs and other RPOs. Operational budgets have been severely reduced, Ministerial directives have made certain categories of support staff redundant, frequently issued new regulations, directives and audits create a reactive administrative burden, and the management of research funding is increasingly regulated, restricting associated terms and conditions of employment.

These developments present obstacles out-with the University's control (lobbying at national level being the only course of action/reaction), seriously limit options, and have necessitated 'downsizing' in the University's HR goals. Even so, the HRS4R process has highlighted thematic areas where we can make a difference and provided an added stimulus to developments that were taking place concurrently (research ethics, health & safety, research support services).

Step 4 of the HRS4R process, internal assessment, was initiated in June 2014. This phase has provided an opportunity to draw together all these developments and systematically evaluate progress (successes and challenges) in achieving the targets of the of the University's first Action Plan. Apart from the work done within UoC, this phase of the HRS4R process has also benefited from the opportunity to compare and contrast UoC's approach with University College Dublin, also in the HRS4R 2nd cohort, through a staff training visit in early July 2014 (Erasmus STT). Perhaps most significantly the review process and revised Action Plan have provided the opportunity for formal re-commitment internally to improving on gains already achieved and realistically reappraising goals we have not yet managed to reach.

Process:

- Internal Assessment draft and revised Action Plan for 2014-16 circulated for discussion and reviewed by HRS4R ad hoc Committee comprising the Rector, Vice Rector for Academic Affairs & Chair of the QA Committee, leading faculty researchers as well as support staff.
- Assessment summary published on [the HRS4R pages of the University website](#).
- Reviewed, approved and adopted by the University Senate (Senate 338/18-9-2014)
- EC approval of the internal evaluation and 2014-16 Action Plan was granted on 20 November 2014.

The bottom line is that the HRS4R Action Plans indicate the University's efforts towards continuous improvement & the right to display the HRS4R logo is valued as recognition of the University's commitment to researchers at all stages in their careers.
