

Initial Assessment - EC Consensus Report

Case number: 2019SE474125

Name Organisation under assessment: University of Borås

Submission date of initial GAP-Analysis, HR Strategy and Action Plan: 08/01/2021

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

Submission date: 12/05/2021

Eligibility assessment

Please rate the state of achievement ("yes", "no" or "partly"). If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations
Have the Strategy and Action Plan been published on the organisation's website?		
Have the Strategy and Action Plan been published in English?		
Have the Strategy and Action Plan been published in a visible place?		It was difficult to find. If I did not have the link provided I would not have found it.
Have the following elements of the templates for the Gap Analysis and the HR Strategy and Action Plan been completed with sufficient details and quality?		
Gap Analysis		The Gap Analysis as well as the HR Strategy and Action Plan are sufficiently detailed and of a good quality. They present a well-designed and implemented analytical process. The preamble and clarifications regarding researchers working in Sweden was very helpful
HR Strategy and Action plan		
Organisational information		
Strengths and weaknesses of the current practice		
Actions		
Implementation		

Quality assessment

The quality assessment evaluates the level of ambition and the quality of progress intended by the organisation.

Rate the state of achievement ("yes", "no" or "partly"). If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations

YES / NO / PARTLY	Recommendations
Is the organisational information provided sufficient to understand the context in which the HR Strategy is designed?	Organisational information and strengths and weaknesses of the current practice are clear.
Is the Action Plan coherent with the Gap Analysis?	The University is encouraged to make sure that the working group (called an Implementation Group) is composed of representatives of all staff groups (administration - as described, and academic and research staff), including at least one representative of each career stage R1-R4.
Have a steering committee and working group been established to guarantee the implementation of the HRS4R-process?	We would like to see more research staff/post docs on the overarching committee
Has the research community been sufficiently involved in the process, with a representation of all levels of a research career?	Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation?
Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation?	Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed?
Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed?	The action plan is an excellent reflection of the gap analysis and very coherent.
Is the organisation establishing an OTM-R policy?	The University does not have an overarching OTM-R policy as such, although key elements of the policy have been already implemented and well-rooted in the recruitment documents and practice. Please put the policy in place prior to the 2 year self assessment.
Are the goals and ambitions sufficiently ambitious considering the context of the organization?	

General Assessment

Accepted



Pending **minor** modifications



Pending **major** revisions



Explanation

Accepted: This application meets the criteria and the HR award is granted.

The assessors might have commented on your file asking for future focus on a particular aspect/criterion, so please refer to the comments given above.

Pending **minor** modifications: This application **broadly meets the criteria**, but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feedback given above and update your file before **re-submitting within 2 months**.

Pending **major revisions**: This application does not meet the criteria; please make the appropriate changes taking into account the comments of the assessors before **re-submitting within 12 months**.

General Recommendations

If any of the above statements have prompted a "no" in the evaluation, please provide suggestions of modifications in the form below.

If the general assessment is:

"pending minor modifications" the recommendations are split into:

Immediate mandatory modifications (to be implemented in order to obtain the award, resubmission within 2 months)

Other modifications (to be carried out during the implementation phase).

"pending major revisions" the recommendations are split into:

Mandatory modifications (in order to obtain the award, resubmission within 12 months)

Other modifications.

Recommendations *

Very well presented application, clearly stated and all the information publically available if a bit hard to find! The gap analysis was absolutely outstanding!

The University is encouraged to make sure that the working group (called an Implementation Group) is composed of representatives of all staff groups (administration - as described, and academic and research staff), including at least one representative of each career stage R1-R4. From the submitted documents it is not clear whether R1 representative(s) will be included in the group composition.

If the organisation deserves to be commented on their ambition, their actions, evidence of good practice and/or their implementation process, please provide a commentary supporting this. (max. 2000 words)

Very well put together application. The gap analysis was an exhaustive assessment based on Swedish law and regulations. The organisation is already on a good track to make visible progress in C&C principles implementation. The Strategy and the Action Plan form a solid basis for it. Easy to follow. Well done.

Welcome to the HR Excellence in Research Family.