

# The HR Excellence in Research Label

## Why ?

### For our university

- enhances the university' attractiveness and visibility to researchers from all over the world
- meets the requirements of European programmes : facilitates funding
- establishes a quality approach throughout our processes

### For research staff

- ensures transparency in recruiting research staff (teacher-researchers, researchers, doctoral students, ATERs (temporary teaching and research assistants), research engineers and technicians, permanent and contractual staff
- Improves research working conditions observing ethical principles
- Consolidates the training policy

## What is it?

The label, awarded on June 22, 2020, recognises the continuous improvement of procedures in four areas:

- Ethics
- Recruitment
- Working conditions
- Training



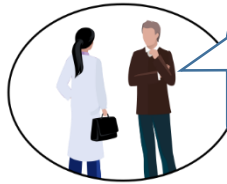
This approach is based on the recommendations of the EC, based on the 40 principles of the [European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#). An [action plan](#) which includes approximately 60 actions has been developed to bring our procedures into line with the Charter and the Code's principles.

## How does this concerns me?

The **Scientific Integrity and Research Ethics Committee (CIDR)** may be called upon for advice on matters of scientific integrity.



The recruitment procedure will be implemented at the university in accordance with the European Charter.



When recruiting researchers, a list of recommendations will be provided to the members of the selection committees.



Bespoke assistance will be made available to researchers who agree to take on managerial responsibilities.



### Requesting the label

2017

- 26/01/2017 Commitment to the process by the Supervisory Board

2018

- 26/01/2018 : **Commitment letter**
- **Endorsement of the principles of the Charter and the Code**
- Validation of the gap analysis by the Supervisory Board

2019

- 25/01/2019 : Validation of the initial action plan by the Supervisory Board
- 01/03/2019 : Submission of the award application to the EC
- 13/12/2019 : Submission of the final application

2020

- 22/06/2020 : 'HR Excellence in Research' Award gained

### Establishment of the action plan and renewing of the label

2020 - 2022

- Establishment of the initial action plan

2022

- March 2022 Validation of the revised action plan by the CA
- June 2022 Interim assessment form sent to the EC

2023 - 2024

- Implementation of the revised action plan

2025

- Site visit of the EC experts

2025 - ...

- Award Renewal in 3-year cycles

CA → Supervisory Board  
EC → European Commission

## Useful links

- [HRS4R | EURAXESS \(europa.eu\)](https://euraxess.eu)
- [HRS4R | Université d'Orléans \(univ-orleans.fr\)](https://univ-orleans.fr)

## Contact

[hrs4r@univ-orleans.fr](mailto:hrs4r@univ-orleans.fr)