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## Initial Assessment - EC Consensus Report

**Case number**

2019ES374812

**Name Organisation under assessment**

Universitat Jaume I

**Organisation's contact details**

Avda. Sos Baynat s/n, Castelló de la Plana, Castellón, 12071, Spain

**Submission date of initial GAP-Analysis, HR Strategy and Action Plan**

08/04/2020

**Submission date to the European Commission**

12/08/2020

### 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?	Yes	

	YES / NO / PARTLY	Recommendations
Have the Strategy and Action Plan been published in English?	Yes	
Have the Strategy and Action Plan been published in a visible place?	Yes	
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?		
<ul style="list-style-type: none"> <li>▪ Gap Analysis</li> <li>▪ HR Strategy and Action plan <ul style="list-style-type: none"> <li>▪ Organisational information</li> <li>▪ Strengths and weaknesses of the current practice</li> <li>▪ Actions</li> <li>▪ Implementation</li> </ul> </li> </ul>	Yes	

### 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
Is the organisational information provided sufficient to understand the context in which the HR Strategy is designed?	Yes	
Is the Action Plan coherent with the Gap Analysis?	Yes	
Have a steering committee and working group been established to guarantee the implementation of the HRS4R-process?	Yes	
Has the research community been sufficiently involved in the process, with a representation of all levels of a research career?	Yes	
Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation?	Yes	
Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed?	Yes	
Is the organisation establishing an OTM-R policy?	Yes	
Are the goals and ambitions sufficiently ambitious considering the context of the organization?	Yes	

## General Assessment

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**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.

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### Recommendations \*

Perhaps the indicators could be more precise but the University can work on that over the next two years.

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

This is a very well prepared proposal and inclusive of all level of the organisation. It is easy to read and follow. Great survey results. The gap analysis is coherent with the action plan.

High level of ambition, very well prepared various internal regulations and policies allowing the implementation of C&C principles. The actions planned are a direct consequence of the deficiencies identified in the analysis. Survey methodology is well described. Publication of the survey results is also a good thing, it is not only showing where the GAP Analysis came from, but also it is a great feedback to the employees who took the survey – that their voice has impact to the university policy. Transparency of the process is also very important.

Excellent work and best of luck with the implementation. Welcome to the EC HR Excellence in Research Family.