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How do you know?

Important message to institutions:

Site Visits: All HRS4R in-house audits planned for 2021 will be conducted remotely with the consent of the host institution. Should your institution be at renewal stage, once you submit your self-assessment online via the e-tool, the EC will be in contact with you to set a date for the remote visit together with a panel of independent experts. Should the institution prefer a classic on-site visit, the audit will be postponed. Meanwhile, institutions involved in the process can continue using the HR Excellence in research award.

Implementation Phase Interim Assessment - EC Consensus Report**Case number:** 2018CZ327383**Name Organisation under assessment:** J. E. Purkyne University in Ústí nad Labem**Submission date of the Interim Assessment Internal Review:** 11/06/2021**Submission date:** 31/07/2021**Quality assessment**

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

If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

YES / NO / PARTLY Recommendations

<input type="checkbox"/> An official EU website	YES / NO / PARTLY	Recommendations	How do you know?
Has the organisational information been sufficiently updated to understand the context in which the HR Strategy is implemented?	Yes		
Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	Yes		
Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or modifications?	Yes		
Is the implementation of the HR strategy and Action Plan sufficiently embedded within the organisation's management structure (e.g. steering committee, operational responsibilities) so as to guarantee a solid implementation?	Yes		
Has the organisation developed an OTM-R policy?	Yes		

Strengths and weaknesses

On the basis of the information submitted and taking into account the organisation's national research context, how would you as an assessor judge the HR Strategy's **strengths and weaknesses?** (maximum 1000 words)

Assessor can appreciate the efforts of the institution in implementing the HRS4R action plan and, more in general, in embedding the principles in its development plans and everyday activities.

The institution still has no researchers externally funded (i.e. for whom the organisation is host organisation). More energy should be put in activities of brain circulation and talent attraction, since this may be a effective driver of istitutional change.

If relevant, please provide suggestions for modifications or revisions to the (updated) HR strategy: (maximum 2000 words)

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During the transition period special conditions apply:

Institutions having started the HRS4R implementation prior to the publication of the OTM-R toolkit and recommendations by the European Commission (2015) may not have prioritised actions implementing the OTM-R principles yet. In this case, they should not be penalised but strong recommendations should be made to address these principles appropriately.

At this point of the INTERIM assessment, the institution does not jeopardise maintaining the HR award. Nevertheless, the institution is advised to take into account the comments and recommendations of the assessors to meet all assessment criteria at the next assessment (in 36 months).

Recommendations

Which of the below situations describes the organisation's progress most accurately? Tick the right situation and add comments/general recommendations accordingly.

HRS4R embedded



HRS4R embedded, corrective actions needed



HRS4R embedded, strong corrective actions needed



Additional comments *

The institution is running several EU funded projects: focussing on Horizon Europe - Marie Skłodowska-Curie Actions may give the right boost to develop effective programmes for doctoral education and postdoctoral training.

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Explanation

- **HRS4R embedded:** The organisation is progressing with appropriate and quality actions as described in its Action Plan. **There is evidence that the HRS4R is further embedded.**
- **HRS4R embedded, corrective actions needed:** The organisation is, for the most part, progressing with appropriate and quality actions as described in its Action Plan, but could benefit from alterations as advised through the Assessment process. **There is some evidence that the HRS4R is further embedded.**
- **HRS4R embedded, strong corrective actions needed:** The organisation is not deemed to be implementing appropriate and quality actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. **There is a lack of evidence that the HRS4R is further embedded.**