



'Sharing experience to better implement
the Human Resources Strategy for Researchers'

Jönköping University

2018-11-12

2016/535-12

Consensus Report
(to be filled by the lead assessor)



INITIAL PHASE¹ - assessment

Name Organisation under assessment: **Jönköping University Sweden**

This assessment is composed in **CONSENSUS** by the assessors on: 10/12/2018

DETAILED ASSESSMENT

1. ELIGIBILITY ASSESSMENT

| | YES | NO (or no evidence) |
|---|-----------------------|---------------------|
| Has the organisation formally endorsed the Charter and Code² ? | X | |
| Have the Strategy and Action Plan been published on the organisation's website? | X | |
| Have the following elements of the templates for the Gap Analysis and the HR Strategy and Action Plan been completed? A. Gap Analysis B. HR Strategy and Action plan: B1. Organisational information B2. Narrative B3. Actions B4. Implementation | X X X X X | |
| Have the Strategy and Action Plan been formally endorsed by the organisation's highest authority ² ? | X | |

2. QUALITY ASSESSMENT

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

| | YES | NO |
|--|-----|----|
| Is the organisational information provided sufficient to understand the context in which the HR Strategy is designed? | X | |
| Is the Action Plan coherent with the Gap Analysis ? | X | |
| Have a steering committee and working group been established to guarantee the implementation of the HRS4R-process? | X | |

¹ Last update 2.2.2018

² Check out: <https://euraxess.ec.europa.eu/jobs/charter/declaration-endorsement>

| | | |
|--|---|--|
| Has the research community been sufficiently involved in the process, with a representation of all levels of a research career? | X | |
| Are the relevant management departments sufficiently involved in the process so as to guarantee a solid implementation? | X | |
| Have adequate targets and indicators been provided in order to demonstrate when/how an action will be/has been completed? | X | |
| Is the organisation establishing an OTM-R policy ? | X | |
| Are the goals and ambitions sufficiently ambitious considering the context of the organization? | X | |

RECOMMENDATIONS

If any of the above statements have **prompted a 'no' in the evaluation**, please provide **suggestions for (minor) alterations or (major) revisions**, in order to end up qualifying for the HRS4R award.

One of the reviewers felt that the use of quantitative indicators is weak. In place of an indicator the University uses vague statements in several cases, for example they are going to 'formulate on common ethics policy for JU' and they don't describe concrete actions to achieve this policy.

If the organisation deserves to be commented on their ambition, their actions, evidence of good practice and/or their implementation process, please **provide a comment** supporting this.

In general, this was an excellent proposal. The documents and the information are very easy to find, read and they all follow the indications given by the European Commission. It is obvious that a lot of work has gone into this process at the University. All the documentation has been put together very well – it is clear and concise and indicates the direction the University wishes to take in the coming years with regards to HR Excellence in Research. It was wonderful to read "10% of our researchers' working hours are dedicated to training and personnel development activities." Please keep up this good work.

Although it seems that a survey has not been conducted among their researchers, the "one-to-one" approach is also valid and, in some cases, it guarantees a proper collection of opinions and suggestions for the University's HR strategy. Having said that, though, there is a risk that the Deans "chosen" R1-R4 might not be fully representative of the overall organisation. As noted the University had "one to one" interviews with researchers from R1 to R4. It would have been good to see a survey. ***This should be done before the self-assessment is submitted in 2 years' time.***

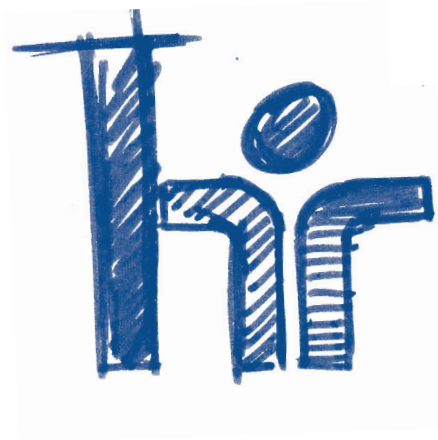
GENERAL ASSESSMENT

| | |
|---|---|
| X | <p>ACCEPTED</p> <p>This application meets the criteria and the HR award is granted.</p> <p>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.</p> |
| | <p>ACCEPTED pending 'minor' alteration</p> <p>This application broadly meets the criteria, but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feed-back given above and update your file before re-submitting within 1-2 months.</p> |
| | <p>DECLINED pending 'major' revisions</p> <p>This application does not meet the criteria , please make the appropriate changes taking into account the comments of the assessors before re-submitting after 12 months³.</p> |

³ unless stipulated otherwise by the assessors



HR EXCELLENCE IN RESEARCH



The “HR Strategy for Researchers” (HRS4R) is a mechanism to support the implementation of “The European Charter for Researchers” and “The Code of Conduct for the Recruitment of Researchers” by research institutions and other employers. This would help increase these institutions’ attractiveness to researchers which would in turn identify them as a stimulating and favourable working environment. By creating a visual sign for HRS4R the European Commission aims to acknowledge the efforts carried out by the institutions which implemented the Charter and the Code. The visual identity presented can help researchers to identify these organisations.

| | |
|------------------------------|-----|
| THE VISUAL | P4 |
| THE LOGOTYPE | P5 |
| SPACE SPECIFICATIONS | P6 |
| THE COLOUR PALETTE | P7 |
| THE DECLINATIONS | P8 |
| THE SIZE | P9 |
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| THE TYPOGRAPHY | P11 |
| THE USAGE WITH EURAXESS LOGO | P12 |





HR EXCELLENCE IN RESEARCH

Logotype. The letters 'HR' directly indicate the core objective of the project. The spelling gives it a professional, dynamic and fresh feel. The yellow circle located between part of the 'h' and the 'r' symbolises a person which adds a human element to the visual sign. The 'body language' of the person suggest a positive and open feeling. The colours of the visual are the same as the colours of the EU flag which indicates the connection to the European Union.

Tagline. The tagline addresses the primary target group - the research community. The tagline incorporates the key message for the audience of the Charter and the Code. The tagline is written with the same font as the Euraxess tagline which indicates the link between the two initiatives. In addition to the professional aspect of the logo the tagline provides a dimension of security, which is often desired by job seekers.

A.



HR EXCELLENCE IN RESEARCH

B.



HR EXCELLENCE IN RESEARCH

The logotype will be used on different off - and on-line materials in a number of ways.
In order to fit perfectly into any support, there are two different variations that can be used.

The preferred version is the blue-and-yellow visual (A).

The black-and-white logo should be used for documents that can only be seen in black and white such as faxes and photocopies. (B)



The visual should always be isolated on the background.
The minimum open space between the visual and any other element is indicated above.
The minimum space surrounding the visual is defined by the size of the yellow circle. No framing is allowed.

BLUE



PANTONE REFLEX BLUE
C: 100 - M: 91 - Y: 6 - K: 1
R: 0 - G: 51 - B: 153
L: 25 - a: 21 - b: -61
H: 220 - S: 100 - B: 60
#003399

YELLOW



PANTONE 108C
C: 0 - M: 25 - Y: 100 - K: 0
R: 234 - G: 210 - B: 7
L: 85 - a: 1 - b: 93
H: 54 - S: 97 - B: 92
#ead207

The different graphical elements have their own specific colour.
The colours are described for all off- and on-line use. No other colours are allowed.

A.



HR EXCELLENCE IN RESEARCH

B.



HR EXCELLENCE IN RESEARCH

When the number of printing colours is limited, one can also use a black and white version of the logotype or a specific blue one.

A. A BLACK AND WHITE VERSION WHEN THE NUMBER OF COLOURS IS LIMITED

B. A COLOR PANTONE 7462C VERSION WHEN THE NUMBER OF COLOURS IS LIMITED



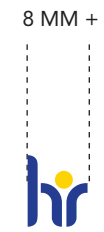
NORMAL USAGE



MINIMUM SIZE PERMITTED



IF SIZE SMALLER THAN 14,5 MM, USE THE VISUAL WITHOUT THE TAGLINE



The minimum width of the visual is 14,5 millimetres with the tagline.
Bear in mind that the minimum open space surrounding the logotype also has to be respected.

yes



yes



The visual is preferably placed on a white background. On a black or dark background the logotype can be used in negative. In that case the visual should always be white, never coloured.

Caviar Dreams Regular
ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

Caviar Dreams Bold
ABCDEFGHIJKLMNOPQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz
1234567890

The typeface for the stationery is Caviar. The font has a good readability, also in a small format.
This modern typeface has a scientific feel.



The logo of Euraxess and the HR visual can be used together as demonstrated above. The minimum distance between the two visuals is measured by the double size of the yellow circle above the 'HR' letters. No framing is allowed. The two visuals could be placed horizontally (A) or vertically (B). The order of the two visuals depends on the context and the materials that the visuals are placed on.