

TEMPLATE 1 – GAP ANALYSIS - PROCESS

Case number: 2022SE491924

Name Organisation under review: University of Gothenburg, UGOT

Organisation's contact details: Box 100, 405 30 Göteborg, Sweden

SUBMISSION DATE: 2022-10-12

DATE ENDORSEMENT CHARTER AND CODE: 2022-02-08

PROCESS

The HRS4R process must engage all management departments directly or indirectly responsible for researchers' HR-issues. ¹ These will typically include the Vice-Rector for Research, the Head of Personnel, and other administrative staff members. In addition, the HRS4R strategy must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4², as well as appoint a Committee overseeing the process and a Working Group responsible for implementing the process.

Please provide the name, the position and the management line/ department of the persons who are directly or indirectly engaged in the HRS4R process in your organisation:

Name	Position	Management line/ Department
<i>Steering Group</i>		
Mattias Goksör, until 2021-08	Pro-Vice-chancellor	University Management
Mette Sandoff, from 2021-09 until 2022-09	Acting Pro-Vice-chancellor	University Management
Ludde Edgren, until 2018-12	Head of Unit	Grants and Innovation Office
Sigridur Beck, from 2019-01	Head of Unit	Grants and Innovation Office
	HR Director	HR Unit

Jennie Knutsson, until 2021-10	Head of Section	HR Unit
Mathias Hassnert, from 2021-11	Deputy Vice-Chancellor responsible for issues regarding research	University Management
Carina Mallard, From 2022-09		
<i>Working Group</i>		
Anders Ideskog, until 2020-09	Project manager	University Administration
Ylva Berggren, from 2020-12	Project manager	HR Unit
Maria Enge	Research advisor	Grants and Innovation Office
Karin Hellqvist	Head of Section	Welcome Services
Kristina Durgé	HR specialist	HR Unit
<i>Co-opted to the Working Group for specific expertise</i>		
Staffan Edén	Professor Emeritus	Former Deputy Vice- Chancellor responsible for issues regarding research
Ralph Heiefort	Development manager, employer issues	HR Unit
Jessica Nyberg Petterson	Coordinator of student and educational support	Educational Affairs
Charlotta Fransén	Consultant	SUHF, the Association of Swedish Higher Education Institutions

Your organisation must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4³, as well as appoint a Committee overseeing the process and a Working Group responsible for the implementation of the HRS4R process.

The term 'Human Resources' is used in the largest possible sense, to include all researchers (Frascati definition: Proposed Standard Practice for Surveys on Research and Experimental Development, Frascati Manual, OECD, 2002) disregarding the profile, career ,level', type of contract etc. etc.

For a description of R1-R4, see

<https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>

Provide information on how the above groups were involved in the GAP-analysis:

*Stakeholder group	*Consultation format	Outcomes
R1 - R4	<p>Two workshops have been conducted with representatives from all faculties representing a mix of all communities of researchers, i.e., R1 - R4, and led by a professor emeritus and former deputy vice-chancellor responsible for issues regarding research.</p> <p>The workshops were based on the four areas and 40 principles in the Charter and Code.</p>	<p>National law, collective agreements and local collective agreements, policies, rules and regulations were presented. The working group had identified and presented some gaps. The participants were divided into groups to discuss the principles, the identified gaps as well as possible other gaps. They were also encouraged to express ideas about actions to be included in the action plan.</p> <p>The participants generally agreed on the identified gaps and gave input to both the writings in the analysis as well as future actions.</p>
Management Council	<p>Meetings HRS4R on the agenda</p>	Approval of the continuing process.
The Research Board	<p>Meetings HRS4R on the agenda</p>	Approval of the continuing process.
University Board of Education	<p>Meetings HRS4R on the agenda</p>	Approval of the continuing process.

The Faculties' Committees for Research and Research Infrastructure	Meetings HRS4R on the agenda	Several of the committees gave comments on how UGOT relates to the 40 principles in the Charter and Code to be included in the GAP-analysis.
Research Advisors, Innovation Advisors, Career Counsellors, Science Editors, Project Managers, Alumni Coordinators, et al.	Workshop, led by HRS4R experts from Norwegian University of Science and Technology (NTNU), Norway and Lund University, Sweden	Mapping of current career development activities (tool REFLEX) and discussion about how a central career development support services could be arranged, referring to the GAP analysis.
The Committee for PhD (Third-Cycle/Doctoral) Education	Meeting HRS4R on the agenda	Discussion about how a central career development support services could be arranged.

Please describe how was appointed the Working Group responsible for the implementation of the HRS4R process:

The Vice-Chancellor appointed a steering group consisting of the Pro-Vice-Chancellor, the Head of the Grants and Innovation Office and the Head of the HR Unit. The Pro-Vice-Chancellor was appointed by the Vice-Chancellor to lead the steering group's work.

Please describe how was appointed the Committee overseeing the process:

The Vice-Chancellor requested the University Director to set up a working group. The working group consisted of representatives from the HR Unit, the Grants and Innovation office and the Welcome Services. The University Director appointed a project manager to lead the working group.