



# IMPLEMENTING THE HR STRATEGY FOR RESEARCH (HRS4R)



HR EXCELLENCE IN RESEARCH

## THE *UNIVERSITÉ DE MONTPELLIER* EXPERIENCE



UNIVERSITÉ DE MONTPELLIER

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# 1. OVERVIEW OF UNIVERSITÉ DE MONTPELLIER (1/2)

## Université de Montpellier

- **Young**: created 1 January 2015 (merge of **UM1-UM2**)
- **Old**: oldest School of Medicine in activity in the Western world (1289)
- **Extensive community of knowledge**: sciences, techniques, medicine, environmental & educational science, law, economics & political science



- *15 min from Mediterranean sea*
- *1h30 to Spain*
- *3h to Italy*
- *3h30 to Paris by TGV*



UNIVERSITÉ DE MONTPELLIER

# 1. OVERVIEW OF UNIVERSITÉ DE MONTPELLIER (2/2)

## Key figures

- **6<sup>th</sup> largest French university**
- **17 schools**
- **41,000 students** (1,700 PhD students with 50% coming from abroad)
- **76 research units** (mostly Joint Research Units)
- **4,300 researchers** (of whom 2,400 are hosted)
- Budget **385 M €**



## 2. MOTIVATIONS

- **Coherent with UM's general strategy plan**
  - ↳ Part of institution's research strategy
  - ↳ Desire to increase national and international visibility
  - ↳ Means to acknowledge UM's prominent position as research intensive university
  - ↳ Process initiated in 2007 but not completed
- **Opportunity**
  - ↳ Volunteer-based, risk-free, no-added cost process
  - ↳ Curious to measure the gap yet to fill....
  - ↳ No university and only 1 institution with award in France



## 3. CHALLENGES

- **Merging context**
  - ↳ Very critical and busy time
  - ↳ Hesitant to add more work or change
- **Turned into perfect opportunity to**
  - ↳ Build a common identity
  - ↳ Set improved standardized practices in the newly created institution
  - ↳ Stand out as innovative and attractive employer for research in France and internationally
  - ↳ Extend HRS4R to all UM employees from the beginning (not just researchers)



## 4. KEY CONTRIBUTORS

### A STEERING COMMITTEE

- Vice-presidents of:
  - International Relations
  - Research
  - Education and Academic Life
  - University's Social Responsibility
  - Property Management strategy & Information Services
- Project Manager

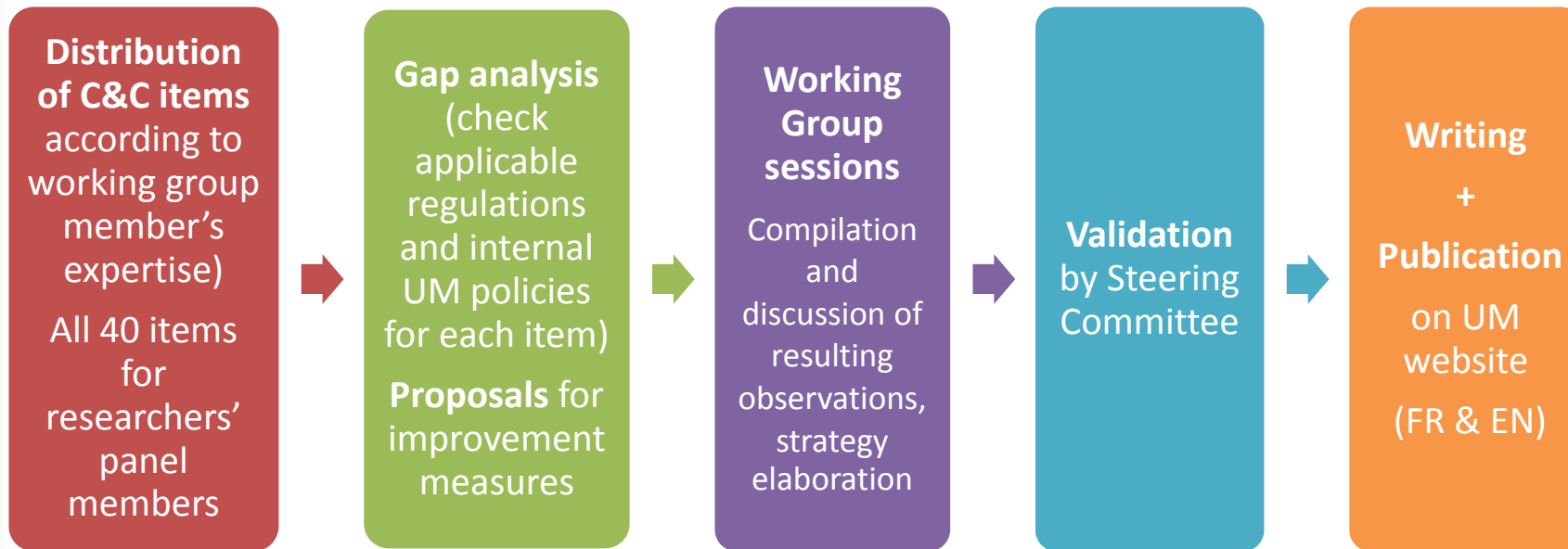
### A WORKING GROUP

- Project manager
- Representatives from:
  - Human Resources
  - Research & Doctoral Studies
  - Innovation and Partnerships
  - General and Institutional Affairs
  - International Relations
  - Campus Life
  - Steering
- Panel of researchers



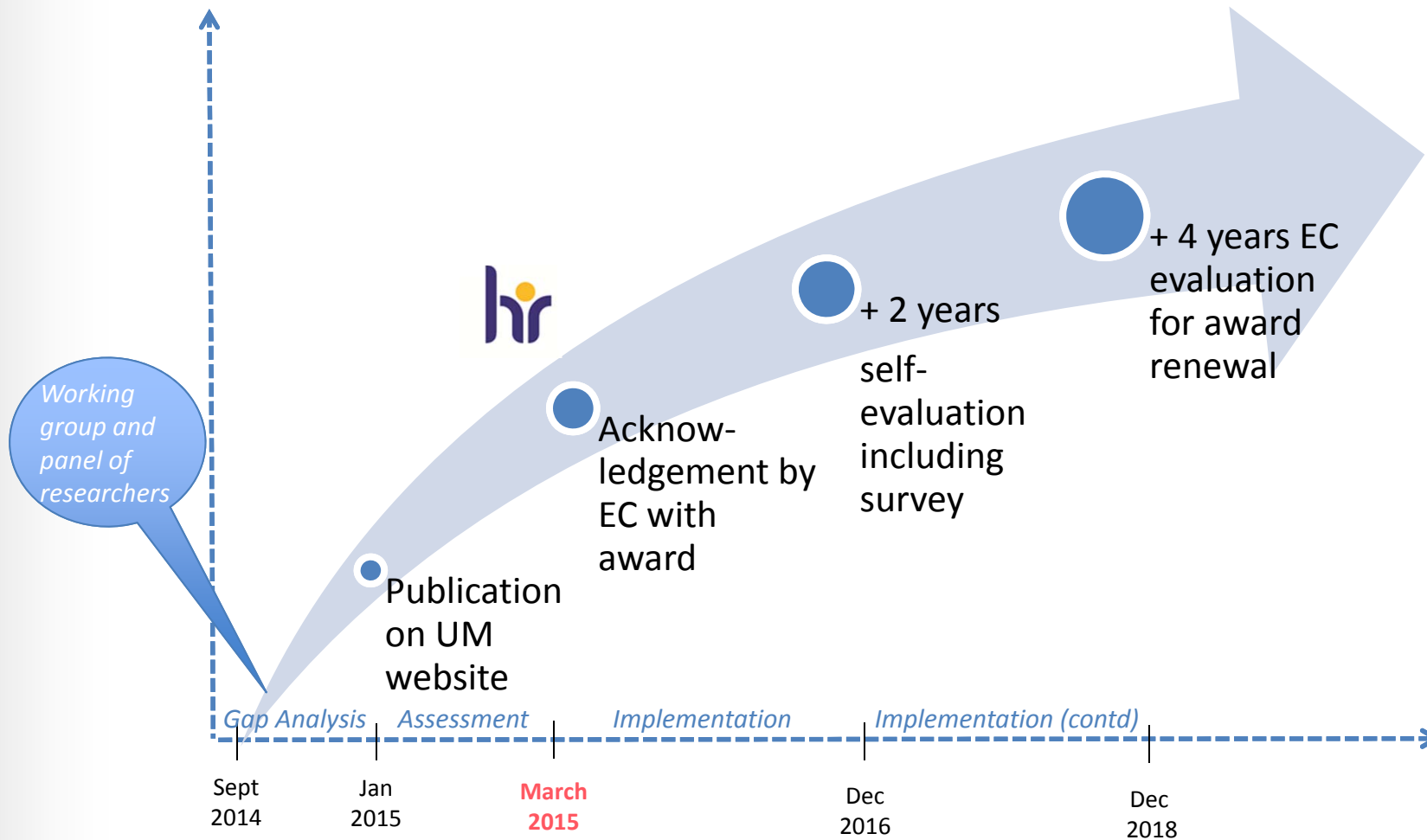
# 5. METHODOLOGY

## ❖ Top-down and bottom-up approach





## 6. TIMELINE



## 7. IMPACT AND BENEFITS (1/3)

*From a global point of view*

→ **Increased** national and international **visibility** and **attractiveness** (First and only French university with award)

→ **Wider recruitment base:**

- job openings published on Euraxess Jobs portal
- flagged with 'HR Excellence Research' logo
- relayed on 'Nature' and 'Science' websites



→ **Alignment with EC funding requirements: Article 32 of Annotated Model Grant Agreement on mandatory implementation of the Charter & Code principles in H2020**

→ **Priority for EC grant attribution** in case of ex-aequo ranking for calls-for-tender



## 7. IMPACT AND BENEFITS (2/3)

*From an institutional point of view*

### ❖ **Implementing HRS4R supports “Mobility of the mind”**

- ➔ Presentations on HRS4R to both administrative and research staff
- ➔ Raise awareness of international context to all staff (including ‘non-mobile’ staff)
- ➔ HR award and acknowledgement of UM’s HRS4R by EC help accept this mindset
- ➔ Supports open-mindedness: have to **think outside the box**
- ➔ Use of HR Excellence logo in signatures and letterhead is a daily reminder



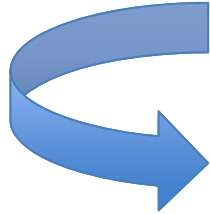
## 7. IMPACT AND BENEFITS (3/3)

From an institutional point of view

### ❖ **Examples of achieved actions with impact on Mobility of the mind**

- ➔ *Continue efforts undertaken to secure the financial management of fundings for research (Action I-6.2)*
  - HRS4R facilitates procedure adaptation for international situations
  - Induced the implementation of software-based solution for tracking Time Sheets
- ➔ *Publish job announcements on Euraxess (Action II-13.2)*
  - Adversiting for 11 Post-doc positions via a call-for-tender on Euraxess
  - Generated greater outcome compared to previous editions
  - Prompted an enhanced recruitment procedure
- ➔ *Offer an English-language version of administrative documents and forms (Action I-10.1)*
  - HRS4R helps overcome this sensitive issue (national language requirement hard to disregard for official documents)





Download **UM's HRS4R** on <http://www.umontpellier.fr/recherche/>  
for more details

Thank you for your attention!



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