



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

Consensus Report

(to be filled by the lead assessor)



INTERNAL ASSESSMENT of UPDATED HR-STRATEGY

Name Organisation under assessment: Politecnico di Milano

Organisation's contact details: Servizio Ricerca, ricerca@polimi.it

Submission date initial GAP-analysis, HR Strategy and Action Plan: 2014

DETAILED ASSESSMENT

1. QUALITY ASSESSMENT

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

| | YES | NO |
|--|-----|----|
| Has the organisational information been sufficiently updated to understand the context in which the HR Strategy is implemented? | X | |
| Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers? | X | |
| Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or alterations? | X | |
| 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? | X | |
| Has the organisation developed an OTM-R policy? | X | |

2. STRENGTHS, WEAKNESSES AND RECOMMENDATIONS

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**?

Strong points:

- Monitoring work group
- Extended use of indicators for action plan implementation
- Coherence between gap-analysis and action plan
- Evidence that OTM-R was completed
- Goals for the next period are clear

- HRS4R is fully recognised and adopted by university authorities
- Ethical committee established in 2016

Weaknesses:

- It is not indicated to which principles (C&C) corresponds each task
- There is not clear evidence how main stakeholders are involved

If relevant, please provide suggestions for alterations or revisions to the (updated) HR strategy:

RECOMMENDATIONS

| Which describes the organisation's progress most accurately? | Additional comments |
|--|---|
| 1. The organisation is progressing with appropriate and quality actions as described in its Action Plan. There is evidence that the HRS4R is further embedded. | Yes, the university is progressing according to the action plan with the assistance of Monitoring group and use of indicators |
| 2. 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. | |
| 3. 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. | |