

ACTION PLAN 2 HRS4R STRATEGY

FEBRUARY 2023

HOCHSCHULE FULDA UNIVERSITY OF APPLIED SCIENCES

| <i>Proposed ACTIONS</i> | <i>GAP Principle(s)</i> | <i>Timing (at least by year's quarter/semester)</i> | <i>Responsible Unit</i> | <i>Indicator(s) / Target(s)</i> |
|---|--|---|---|---|
| 1.5 Good scientific practice, part of further education programmes for researchers; creation of a curriculum | C&C Principle 3 Professional responsibility | Q3 – Q4 2023 | Research and Transfer | <ul style="list-style-type: none"> • Events that are positively rated by researchers (including multimedia formats) and curricula |
| 1.7 Research funding, part of further education programmes for doctoral students; creation of a curriculum | C&C Principle 4 Professional attitude | Q3 – Q4 2024 | Research and Transfer | <ul style="list-style-type: none"> • Successfully completed doctoral degrees • Understanding of the reasons for unsuccessful doctorates • Positively rated curricula measures |
| 1.13 Introduction of a current research information system (CRIS) | C&C Principle 8 Dissemination and exploitation of results | Beginn Q4 2018 final Q2 2023 | Research and Transfer, library | <ul style="list-style-type: none"> • Professional collection and structuring of research information and dissemination with the help of reports |
| 2.3 Greater use of job advertisement portal EURAXESS | C&C Principle 13 Recruitment | From Q4 2020 Continuous | Human Resources Management | <ul style="list-style-type: none"> • Increase number of job advertisements on EURAXESS website • Make job offers at Fulda University more accessible for international researchers |
| 2.6 Evaluation/adjustment of postdoc concept | C&C Principle 21 Postdoctoral appointments | Q4 2024 | Vice-President for Personnel and Finance, Human Resources Management | <ul style="list-style-type: none"> • Goal: to offer academic staff good employment conditions and training opportunities • Ensure a responsible approach to limiting the term of employment contracts • Consistent expansion of human resources development measures to improve qualifications and consolidate the employability of academic staff in the next few years |
| 3.10 Information event, benchmarking and advice on career development, creation of an advisory service | C&C Principle 30 Access to career advice | Q3 2024 – Q2 2025 | Research and Transfer | <ul style="list-style-type: none"> • Coverage ratio of demand for these services • On a broader perspective: proportion of successful careers in all career paths |
| 3.11 Review of equal opportunities for researchers in terms of career opportunities and, if appropriate, promotion of equal opportunities | C&C Principle 30 Access to career advice | Q1 – Q4 2023 | Presidential Board, Research and Transfer, PhD Coordinating Office, officer | <ul style="list-style-type: none"> • Drafting a final report on measures • Degree of equal opportunities at Fulda University dependent on personal attributes on the basis of which nobody may be discriminated |
| 3.13 Advice on the protection of intellectual property in the form of information events and personal consultations | C&C Principle 31 Intellectual property rights | Q4 2024 – Q2 2025 | Research and Transfer, Legal Department | <ul style="list-style-type: none"> • Level of awareness and security among researchers in the area of intellectual property • Number of violations |

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| 4.1 Supervision agreements should be extended or adapted in order to comply with certain standards. This applies only to students of cooperative doctoral programmes and, if applicable, researchers not taking a doctoral degree. To encourage the above to implement these adjustments, supervision agreements should be a prerequisite for obtaining certain benefits at Fulda University | C&C Principle 36 Relation with supervisors | Q2 2023 – Q4 2023 | Decision by Presidential Board after participation of the Extended Presidential Board, doctoral research centres and academic departments and implementation, supported by Vice-President for R and D of the Research and Development department | <ul style="list-style-type: none"> • Increase the number of supervision relationships with contractually agreed, written supervision |
| 4.6 Development of concept for the establishment of junior researcher groups with regular reports in the Departments and throughout the university | C&C Principle 37 Supervision and managerial duties | Q3 2023 – Q2 2024 | Doctoral research centres and academic departments and implementation, supported by the Vice-President for R and D, Research and Transfer, if applicable decision by Presidential Board | <ul style="list-style-type: none"> • Prepared successful concept |
| 4.10 Preparation of a selection of career development and continuing education plans for junior researchers (doctoral candidates, research associates, postdocs) with specific measures, schedules, and regular reports on their implementation for deans. | C&C Principle 38 Career development, C&C Principle 36 Relation with supervisors | Q2 – Q4 2025 | Research and Transfer, doctoral research centres, academic departments | <ul style="list-style-type: none"> • Proportion of successful careers in all career paths |
| 4.11 Creation of central offers for the career and development plans of researchers; if applicable, this task could be taken on by representative of junior researchers in the departments | C&C Principle 38 Career development | Q2 – Q4 2025 | Research and Transfer, Human Resources Management | <ul style="list-style-type: none"> • Level of professional success |

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| 4.14 The focus of a central graduate support programme is on preparing graduates for a successful career by means of information days, contact forums and individual counselling | C&C Principle 39 Access to research training and continuous development | Q1 - Q4 2024 | Research and Transfer, PhD Coordinating Office | <ul style="list-style-type: none"> • High proportion of successful careers in all career paths |
| 4.16 Review of various options to ensure that all researchers can benefit from supervisory services, possibly in the form of the pro-dean | C&C Principle 40 Supervision | Q2 - Q4 2024 | Academic departments, advice from Research and Transfer | <ul style="list-style-type: none"> • Success of doctoral candidates and postdocs |
| 39. Short-format continuing education programmes with advice on the subject of science communication for all researchers at Fulda University | C&C Principle 39 Access to research training and continuous development | Q2 2023 – Q4 2023 | Science communication | <ul style="list-style-type: none"> • At least 2 continuing education programmes on science communication • Subject areas: "Cooperating with the media" • "Social media activities" |
| 40. Introduction of an applicant tracking tool at Fulda University | C&C Principle 13 Recruitment | Q1 2023 – Q4 2024 | Human Resources Management | <ul style="list-style-type: none"> • Successful implementation of an applicant tracking tool |
| 41. Implementation of a website on continuing education programmes at Fulda University (HK) (overview and subpages) | C&C Principle 39 Access to research training and continuous development | Q1 2023 – Q4 2023 | Research and Transfer | <ul style="list-style-type: none"> • Implementation of Fulda University website, overview of continuing education programmes |
| 42. Participation in the Female Professor Programme IV | C&C Principle 10 Non-discrimination, C&C Principle 27 Gender balance | Q1 2023 – Q4 2025 | Equality and Diversity Office | <ul style="list-style-type: none"> • Application and eligibility for funding for the next round of the Female Professor Programme (IV) in 2023 • Submission of applications for funding for regular and/or "anticipatory professorships" by select departments |
| 43. Mentoring Hesse: Actively targeting outstanding young female researchers | C&C Principle 28 Career development | Q1 2023 – Q4 2025 | Equality and Diversity Office | <ul style="list-style-type: none"> • Achievement of application numbers that at least equal the benchmark per funding line |
| 44. Individual opportunities and career counselling for junior researchers in all their diversity (ProGEPP) | C&C Principle 30 Access to career advice | Q1 2023 – Q4 2025 | Equality and Diversity Office | <ul style="list-style-type: none"> • Invitation of all doctoral students and postdocs at Fulda University to an initial interview • At least 60% of the target group regularly take advantage of the opportunities and career counselling sessions (i.e. twice a year) • 80% of counselees rated the opportunities and career counselling services as helpful (12/2024) |

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| 45. Support Programme for Junior Researchers in All Their Diversity (ProGEPP) | C&C Principle 39 Access to research training and continuous development | Q1 2023 – Q4 2025 | Equality and Diversity Office | <ul style="list-style-type: none"> Well-attended events with positive ratings 4 events offered per semester |
| 46. Offers for junior researchers with caring responsibilities (ProGEPP) | C&C Principle 39 Access to research training and continuous development | Q1 2023 – Q4 2025 | Equality and Diversity Office | <ul style="list-style-type: none"> At least 1 event on the reconcilability of family and career every six months Implementation of measures set forth in the action plan for the family-friendly university audit from the remit of the Equality and Diversity Office |
| 47. Training series "Awareness of Discrimination and Bullying in Teaching" | C&C Principle 10 Non-discrimination | Q1 2023 | Equality and Diversity Office | <ul style="list-style-type: none"> Approx. 12 participants Overall evaluation at the end of the event |
| 48. Further training on interculturality/cultural reflexivity in academic careers | C&C Principle 39 Access to research training and continuous development | Q4 2023 | Equality and Diversity Office | <ul style="list-style-type: none"> Well-attended event with mainly positive ratings |
| 49. Smart workflow/checklist for the appointment of international researchers incl. all required documents | C&C Principle 13 Recruitment | Q1 2023 – Q2 2023 | International Office | <ul style="list-style-type: none"> Smart workflow/checklist has been produced |
| 50. Active recruitment of researchers through participation in international fairs | C&C Principle 13 Recruitment | Q3 2023 – Q1 2024 | International Office | <ul style="list-style-type: none"> Participation in at least 2 fairs a year |
| 51. Onboarding process for international researchers | C&C Principle 13 Recruitment | Q2 2024 – Q3 2024 | International Office | <ul style="list-style-type: none"> Onboarding process for international researchers has been developed. |
| 52. Targeted advertising of job offers through international channels/networks | C&C Principle 13 Recruitment | Q4 2024 – Q4 2025 | International Office | <ul style="list-style-type: none"> x job vacancies have been advertised on international channels |