HR Excellence in Research

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Wageningen UR (University & Research centre)

- University and 9 research Institutions
- Turnover 2011 € 730 mln
- 6,500 employees
- 12,000 stud. (> 100 countries)
- International top
The Wageningen UR domain

healthy food and living environment

food and food production

living environment
Global Challenges

- Food Security
- Climate change
- Agri-Food System
- Food & Health
- Stewardship
- Biobased
...To explore the potential of nature, to improve the quality of life...
Charter & Code; EU goals

- **Lisbon Strategy**: EU aims to be the most competitive and dynamic knowledge economy in the world;

- **Promoting scientific talent development** (young and senior), regardless of gender, nationality and origin;

- **Open, transparent and attractive European research market**, through transparent and internationally comparable selection and recruitment procedures.
Why we wanted to ‘join the logo’

- Part of our strategic plan to be an attractive employer for international scientific talent

- Logo helps Employer Branding

- Process helps to identify gaps, and is a ‘call for action’

- Recognition of HR quality
“Better careers and more mobility: a European partnership for researchers”

The Charter & Code:

- **Transparency of recruitment process and recognition of the value of mobility** (public/private, inter- and transdisciplinary, geographical etc)
- **Meeting the social security and supplementary pension needs of mobile researchers**
- **Providing attractive employment and working conditions**
- **Enhancing the training, skills and experience of researchers**

All the above in accordance with national legislation and collective labour agreement
Roadmap

1. Internal Analysis
   - Action Plan by Quarters
     | Action                                                                 | 2016 | 2017 | 2018 | 2019 |
     |------------------------------------------------------------------------|------|------|------|------|
     | 1. Write proposal for staff                                             |      |      |      |      |
     | 2. Skills analysis on survey                                           |      |      |      |      |
     | 3. Program on human resources management                              |      |      |      |      |
     | 4. Design new curriculums                                              |      |      |      |      |
     | 5. Web education program                                               |      |      |      |      |
     | 6. Distribute new curriculums                                          |      |      |      |      |
     | 7. School education program, New and Old, Comen for Ed.               |      |      |      |      |
     | 8. School curriculum development                                      |      |      |      |      |
     | 9. New curriculum in schools                                           |      |      |      |      |
     | 10. New system operation                                               |      |      |      |      |
     | 11. Monitoring                                                         |      |      |      |      |
     | 12. Maintaining system                                                |      |      |      |      |

2. Action Plan

3. ✔️

HR EXCELLENCE IN RESEARCH

WAGENINGEN UR
For quality of life
Approach Wageningen UR

- Commitment Board!
- Set up small interdisciplinary, hands on project team (researcher, HR policy expert, international expert, recruitment expert)
- Desk Research
- Workshop with 20 different researchers
- Gap-analysis
- Made up action plan
Conclusions Analysis

- Wageningen UR meets almost all the requirements
- Most gaps are as expected; not new
- Some actions were already developed or are part of other plans
- Some gaps need extra/renewed action
Our required actions

C:\Users\tromp001\Desktop\1d12ee0e-ee0c-4ad4-9ead-d7870a40ad54_actionstimetable.pdf

1. Appraisal system tenure track
2. Postdoctoral appointments
3. Gender balance
What’s next

HR in Excellence (Circle of Deming)

● Selfassessment after 2 years

● External evaluation at least every 4 years
Keys for succes

- Commitment of the board
- Projectgroup action oriented
- It is not complex, keep it simple
- Integrate actions in other strategic plans
Result - Proud!