



HRS4R – ACTION PLAN



New ACTIONS

1

Action Title	Content	Time Frame and Responsible Unit
Further development of advanced training offers for researchers	• Due to the development of a new career model, the implementation of a compulsory certificate turned out to be neither expedient nor practicable. As the new career model has now been approved, following its introduction we will evaluate again whether a certificate makes sense for our institution, or which kind of certificate or programme would be useful to meet the needs. • E.g., one possibility would be to evaluate the existing further training offers in this regard, consolidate the results of this evaluation, and develop a programme on this basis instead of individual offers. • We are examining the possibility of systematically connecting the portfolio (if it is available/expedient) with the new career model.	UAS service unit Human Resources and Legal Affairs – Q4/2025
<u>Indicators/Targets:</u> • The number of further training offers is to be increased (both the number of offers carried out and the share of participating researchers per year). • Over a period of 2 years, we are planning to carry out 8 seminars for researchers. • Increase of the share of researchers who have participated in in-house training over a period of 2 years • Expansion of the evaluation of further training activities for researchers		



New ACTIONS

2

Action Title	Content	Time Frame and Responsible Unit
Further development of the mentoring model (action from interim assessment to be extended)	• Following implementation with a pilot group, we will consider expanding the mentoring to other areas. We will examine whether and to what extent this makes sense and where it is expedient (further levels, further departments). • To improve and adapt the mentoring, we will carry out an annual evaluation among researchers/mentors. • The mentoring trainings will be evaluated. • Various networking formats among young researchers (Research and Knowledge Transfer) that are offered will be assessed in order to find out how the different formats are useful, what the resonance among researchers is like, and what can be derived from that and implemented for and in the future (Research and Knowledge Transfer). • The participation of Human Resources and Legal Affairs in institute meetings will be evaluated and either continued or changed as needed.	UAS service unit Human Resources and Legal Affairs – Q1/2025
<u>Indicators/Targets:</u> • To be extended		



New ACTIONS

3

Action Title	Content	Time Frame and Responsible Unit
Further development of recruiting strategy and process for staff recruitment	• We will carry out evaluations of the recruiting process from the perspective of new staff members / applicants on a regular basis. • There will be trainings for anti-bias and interviewing skills in the REC and we will consider whether and in which way a continuation is expedient. • In view of the necessity to become more and more attractive and given that it is becoming increasingly difficult to find good staff, our recruiting strategies are continually checked and further developed. • Our processes for international recruitment are further developed on a regular basis.	UAS service unit Human Resources and Legal Affairs – Q3/2025
<u>Indicators/Targets:</u> • Recruiting activities are evaluated, measures are derived and implemented. • The first anti-bias trainings have been carried out and evaluated.		



New ACTIONS

4

Action Title	Content	Time Frame and Responsible Unit
Further development of OTM-R policy	The OTM-R policy will be examined and further developed after the newly approved career model has been introduced.	UAS service unit Human Resources and Legal Affairs – Q1/2026
<u>Indicators/Targets:</u> A new version has been published on the website.		



New ACTIONS

5

Action Title	Content	Time Frame and Responsible Unit
Introduction, implementation, and evaluation of the new career model	• The implementation of the newly approved career models is being planned/prepared (including support measures). An ongoing evaluation of the career model is intended. • Due to the implementation of a new career model, further development potentials (horizontal, vertical, or other) will be analysed and clarified. International recommendations for the careers of R1-R4 will be considered both in the detailed planning and in the implementation of the new model.	UAS service unit Human Resources and Legal Affairs
<u>Indicators/Targets:</u> • The reporting date for the implementation of all new roles has taken place. • Share of all new positions actually designed/advertised and filled according to the new model a year after its implementation • Share of all newly concluded qualification agreements according to the new career model 6 to 12 months after its introduction		



New ACTIONS

6

Action Title	Content	Time Frame and Responsible Unit
Audit higher education and family	The process of the audit “hochschuleundfamilie” (higher education and family) will be launched in 2023 (link to audit). We are planning the submission for certification for Q4/2023.	UAS service units Human Resources and Legal Affairs and Gender and Diversity – Q4/2023
<u>Indicators/Targets:</u> The submission for certification has been completed and the certificate will be awarded accordingly.		



New ACTIONS

7

Action Title	Content	Time Frame and Responsible Unit
Address and framework conditions for various diversity dimensions	• The Executive Board and the Academic Board have passed the Gender Equality Plan which forms an extensive set of objectives and measures until 2025. On its basis, a corresponding multi-year plan is gradually implemented: e.g., more awareness for greater accessibility, steps against sexual harassment, awareness-raising measures for diversity at the workplace / gender diversity, anti-racism • Future reviews and adaptation of the Gender Equality Plan and of its implementation plan are scheduled (for example, according to the institutional strategy cycle).	Gender and Diversity – ongoing
<u>Indicators/Targets:</u> • The indicators and targets conform to the Gender Equality Plan are published on the website.		



New ACTIONS

8

Action Title	Content	Time Frame and Responsible Unit
Review of the gap analysis	- In some areas of the institution, the framework conditions have changed so that another thorough analysis will be required for the preparation of the next HR Strategy and Action Plan during the academic year 2025/26. This is why parts of the gap analysis will be newly evaluated. (The gap analysis will, of course, cover the entire charter but the focus will be on those principles where we expect the greatest need for adjustment.) - In past surveys, the participation of researchers was comparably low -> In new surveys, we will consider how we can make them more appealing for researchers and motivate them to participate.	Project lead HRS4R (tbd) – Q3-Q4/2025
<u>Indicators/Targets:</u> An updated version of the gap analysis is communicated to all staff members.		



New ACTIONS

9

Action Title	Content	Time Frame and Responsible Unit
Entrepreneurship & innovation in research	• Entrepreneurship for researchers is to be strengthened by anchoring innovation in the institution. • The focus is on finding out what the research community needs in terms of sensitisation, skills, and framework conditions in order to implement potential formats and strengthening their “entrepreneurial skills”.	UAS service unit Research and Knowledge Transfer – (Q2/2025)
<u>Indicators/Targets:</u> • The requirement/needs of the researchers have been identified and are discussed with the working group. • First offers for the strengthening of entrepreneurial skills are introduced and adopted by the researchers.		



New ACTIONS

10

Action Title	Content	Time Frame and Responsible Unit
Support for research integrity and good scientific practice	Based on the existing ÖAWI (Austrian Agency for Research Integrity) offers for raising awareness for good scientific practice, an institutional membership is considered. The objective is to establish an exchange format to promote good scientific practice and anchor it in the various disciplines.	UAS service unit Research and Knowledge Transfer – (Q1–Q2/2024)
<u>Indicators/Targets:</u> - Awareness-raising measures concerning good scientific practice and research integrity have been initiated. - A well-founded decision regarding membership has been taken.		



New ACTIONS

11

Action Title	Content	Time Frame and Responsible Unit
Revise open access and data policy	The policies and guidelines of the St. Pölten UAS are checked for existing measures, further developed, and made available to all interest groups.	UAS service unit Research and Knowledge Transfer – (Q1–Q4/2024 or Q2/2025)
<u>Indicators/Targets:</u> An open access and data policy has been adopted and communicated to all staff members.		



New ACTIONS

12

Action Title	Content	Time Frame and Responsible Unit
Research assessment pilot	Within the scope of our own institutional possibilities, we are beginning to implement the principles of COARA and to engage in exchange on good practice with the community: A pilot version for UAS-internal assessment of research institutes / groups is launched within the framework of a learning agreement with critical friends (international partner universities that we wish to learn from).	UAS service unit Higher Education Development – Q4/2023
<u>Indicators/Targets:</u> We have gained first experiences with research assessment by critical friends and reflected on the results together with the concerned internal institutes (from the pilot).		



New ACTIONS

13

Action Title	Content	Time Frame and Responsible Unit
Process optimisation for research proposals	The processes for submitting and processing research and funding proposals are to be evaluated and further developed to increase customer orientation. The focus on customers is to be at the centre of future process design. The processing, mapping, and communication of processes are to correspond to customers' needs and help reduce project submission times.	UAS service unit Research and Knowledge Transfer – Q2/2024
<u>Indicators/Targets:</u> The new processes and their documentation are accessible for staff members.		