

## Revised UoC Third Action Plan (2022-2025), August 2024

Based on the tenets that all reasonably practicable measures should be taken to promote awareness of the Charter & Code across the University and to involve the research community in the HRS4R process, with particular reference to:

- the mechanism and procedures in place to ensure observance of ethical and professional principles
- the policies and university-wide services needed to improve the position of researchers and the research environment
- research training and continuous professional development as central elements of the University's educational mission that need to be promoted and monitored

Charter & Code Principles*		Applicable to Researchers		Applicable to Employers & Funders	
<b>Ethical &amp; Professional aspects</b>					
1. Research freedom	2. Ethical principles	3. Professional responsibility	4. Professional attitude	5. Contractual and legal obligations	
6. Accountability	7. Good practice in research	8. Dissemination, exploitation of results	9. Public engagement	10. Non discrimination	
11. Evaluation/ appraisal systems					
<b>Recruitment</b>					
12. Recruitment	13. Recruitment ( <i>Code</i> )	14. Selection ( <i>Code</i> )	15. Transparency ( <i>Code</i> )	16. Judging merit ( <i>Code</i> )	
17. Variations in the chronological order of CVs ( <i>Code</i> )	18. Recognition of mobility experience ( <i>Code</i> )	19. Recognition of qualifications ( <i>Code</i> )	20. Seniority ( <i>Code</i> )	21. Postdoctoral appointments ( <i>Code</i> )	
<b>Working Conditions &amp; Social Security</b>					
22. Recognition of the profession	23. Research environment	24. Working conditions	25. Stability and permanence of employment	26. Funding and salaries	
27. Gender balance	28. Career development	29. Value of mobility	30. Access to career advice	31. Intellectual Property Rights	
32. Co-authorship	33. Teaching	34. Complains/ appeals	35. Participation in decision-making bodies		
<b>Training</b>					
36. Relation with supervisors	37. Supervision and managerial duties	38. Continuing Professional Development	39. Access to research training and continuous development	40. Supervision	

\*see <https://euraxess.ec.europa.eu/jobs/charter/european-charter>

**NEW/EXTENDED ACTIONS 2022-2025** (3 years: Q3 2022 to end Q2 2025)

	Action	GAP Principle(s)	Timing (Q/Year)	Responsible Unit (s)	Indicators/Targets	Current Status	Remarks
1	Inform and raise awareness among researchers of (a) the Code of Ethics and Good Conduct and (b) the Code of Ethics and Integrity for Scientific Research c) the Code of Conduct for Gender Equality	#1-4, #6, #7, #10, #27	S2 2022 S1 2023 S2 2023 S1 2024 S2 2024 S1 2025	Rectorate Education & Research Directorate (E&RD) HRS4R Steering Committee Ethics Committee Research Ethics Committee (REC) Gender Equality and Anti-Discrimination Committee (GEADC)	Awareness event: Presentation of the C&C and HRS4R/ Round table discussion: 1/year [attendance>50]  Awareness/info events (seminars, workshops, webinars): 3/year [attendance>25 ea]  R1 – R4 Focus/Discussion group meetings: 2/year [attendance>8 ea]	In Progress	The Gender Equality and Anti-Discrimination Committee (GEADC) of the University of Crete was established at the 358/12-09-2023 Rector's Council meeting, replacing the Gender Equality Committee (GEC)
2	Review research environment	#1-4, #7, #10, #23, #34	Q2 2023 Q4 2023 S2 2024 S1 2025	Education & Research Directorate (E&RD) Special Account for Research Funds (SARF) - Research Committee HRS4R Steering Committee Research Ethics Committee (REC) Gender Equality and Anti-Discrimination Committee (GEADC) Students' Counselling Centre	Orientation session presenting the services offered to researchers (including family and other benefits): 2/year [attendance>25 ea]  Focus group meeting (R1-R4) on researchers needs and well-being: 2/year [attendance>8 ea]  Survey on research environment quality addressed to R1-R4: 1/year (S1, 2025)  Annual Report of GEADC on complaints submitted/examined and % resolved: 1/year	New	Students' Counselling Centre at the UoC, established since 2002, provides services to students, including young researchers. In 2024 it has been upgraded to the Center for psychological and counselling support.
3	Post doctoral researcher advisory framework	#1-8, #21-24, #30, #35,	S2 2024 S1 2025	Deans UoC Graduate Studies Committee Education & Research Directorate (E&RD) Special Account for Research Funds (SARF) - Research Committee	Revision of the Post Doc Research UoC regulatory framework to comply with new legislature (Law 4957/2022) (launched y/n)  Awareness/info events addressed to post-doctoral researchers (R2): 1 /School/year [attendance> 15 ea]  Establishing mentoring scheme for R1- R2 researchers (launched y/n)	New	Current framework: UoC Postdoctoral Research regulatory framework (Nat. Gazette, <a href="#">B 4128, 28/11/2017</a> )

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4	Establishing an Institutional regulatory framework for Doctoral Studies to ensure uniform procedures and high-quality academic standards across the UoC	#1-8, #24, #36, #37, #40	S1 2024 S2 2024 S1 2025	Rectorate and Senate Education & Research Directorate (E&RD) UoC Graduate Studies Committee Departmental Graduate Studies Committees	PhD studies regulatory framework (launched y/n) Definition of indicators for assessing quality of PhD Programs (Set of indicators, y/n)	In Progress	Rules and Regulations for Doctoral Study Programmes at the UoC was approved by the Senate (520/27.05.2024) (2024)
5	Familiarize young researchers (R1, R2) with rights & responsibilities: including safe working practices, data management, GDPR	#1-9; #24-26; #36-40	S1 2024 S2 2024 S1 2025	Education & Research Directorate (E&RD) UoC Graduate Studies Committee Special Account for Research Funds (SARF) - Research Committee Campus Safety and Protection Unit Department Safety Committees	PhD studies regulatory framework (launched y/n) Revision of the Post Doc Research UoC regulatory framework to comply with new legislature (Law 4957/2022) (launched y/n) Awareness/info events addressed to R1 - R2 researchers: 1 /School/year [attendance> 25 ea] R1 – R2 Focus/Discussion group meetings: 2/year [attendance> 8 ea] Intro-Welcome and Orientation package informing PhD students and post-doctoral researchers on rights & responsibilities: including safe working practices, data management, GDPR issues (launched y/n)	Extended	Rules and Regulations for Doctoral Study Programmes at the UoC was approved by the Senate (520/27.05.2024) (2024) UoC Postdoctoral Research regulatory framework ( <a href="#">Nat. Gazette, B 4128, 28/11/2017</a> )
6	Map existing provision and determine priorities for transferrable skills training (eg communication skills; report writing, data analysis; project management; other)	#28, #38, #39	S2 2024 S1 2025	HRS4R Steering Committee Education & Research Directorate (E&RD) Career Office	Report on UoC activities (courses, modules, seminars, workshops etc) on transferrable skills training (launched y/n) R1 - R2 Focus groups to determine needs and priorities: 1/year [attendance> 10]	New	

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7	Organize training activities for researchers, for soft and management skills	#28, #38, #39	Q2 2023 Q2 2024 Q3 2024 Q4 2024 Q1 2025 Q2 2025	Education & Research Directorate (E&RD) Career Office Innovation and Knowledge Transfer Unit	Seminar series on various thematic including: <ul style="list-style-type: none"> <li>- research management and good practices</li> <li>- resilience in research</li> <li>- how to write and publish a paper and good practices</li> <li>- science communication</li> <li>- funding opportunities and proposal-writing</li> <li>- project management and financial management</li> <li>- research methodology</li> <li>- how to expand your research network and promote your research results through open data or open access publications</li> </ul> 3/year [attendance>15 ea]	New	Since 2023 the newly established Innovation and Knowledge Transfer Unit has been providing support to researchers for setting up and submitting proposals, intellectual as well as on IPR and legal issues
8	University-wide research training; follow-on delivery of actions 6 -7	#28, #38, #39	S1 2025	Education & Research Directorate (E&RD) Career Office Innovation and Knowledge Transfer Unit	Courses/seminar series/orientation events for doctoral candidates /for post-doctoral researchers	Extended	To be revised, Mostly covered by 7

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9	Enhance and Promote the University's Research Awards	#9, #22, #33	Q2 2022 Q2 2023 Q2 2024 Q2 2025	Rectorate Education & Research Directorate (E&RD) Special Account for Research Funds (SARF)- Research Committee Property Development and Management Company (PDMC)	Regular Calls for Researcher Awards: - Young Researcher Award - Excellent PhD thesis award - 3 Minute PhD Thesis Award - Research Award - Social Contribution Award 1/year/award [candidacies, nominations] «S. Pehorides» award for excellence in teaching: 1/year [nominations]	In Progress	Several awards, particularly for PhD students (R1) are administered annually by Schools or Departments of the UoC, funded by eternal sources or bequests
10	Support researchers on IPR issues	#5, #10, #31	S2 2022 S2 2023 S2 2024 S1 2025	Knowledge Transfer Office (KTO) Innovation and Knowledge Transfer Unit	Open events on IPR: - Seminar on IPR management and filing patents: 1/year [attendees] - Seminar on how to establish a spin-off company 1/year [attendees > 30] Individual Researchers advised on IPR and relevant issues: 10/year	In Progress	KTO has, since 2023, been included in the new Innovation and Knowledge Transfer Unit
11	Improve and support services for researchers' mobility	#28, #29	S2 2023 S1 2024 S1 2025	HRS4R Steering Committee International Relations Dept Welcome Office	Welcome office established with HR & space dedicated (launched y/n) Fully operational website of Welcome Office: (launched y/n) Intro-Welcome and Orientation package informing PhD students and post-doctoral researchers on rights & responsibilities: including safe working practices, data management, GDPR issues (launched y/n) Incoming researchers serviced: 25/year Outgoing researchers serviced (mainly Erasmus): 35/year	Extended	<a href="#">International Relations Dept</a> <a href="#">Welcome office</a> (has been established since 2023)

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12	Review recruitment & selection procedures to incorporate specific reference to OTM-R in simplified guides	#12-21	Q3 2024	Rectorate HR Directorate Special Account for Research Funds (SARF)-Research Committee HRS4R Steering Committee	Revised & simplified guide for concluding staff contracts (launched y/n) Researcher job openings advertised through EURAXESS: Number of positions: 50-100/year, Percent (%) over total openings > 50%	New	Recruitment and selection procedures for faculty and staff (public servants) are subject to detailed state regulations  <a href="#">Guide</a> for concluding staff contracts (in English 2024)
13	Update documents posted by SARF on the web as well as other relevant information in English following the requirements of HSR4R	#5, #6, #23, #28	Q4 2022 Q4 2023 Q4 2024 S1 2025	Special Account for Research Funds (SARF) - Research Committee	<a href="#">SARF</a> website in English (launched y/n) Essential administrative forms in English (launched y/n) Simplified <a href="#">guide</a> in English (launched y/n) Guide of administrative Project Management and Implementation (in Greek)	In progress  Completed Completed, Translation in English pending	
14	Equitable access to career development opportunities	#10, #22, #25, #28, #30, # 38, #39	Q2 2023 Q2 2024	Career Office Gender Equality and Anti-Discrimination Committee (GEADC) HRS4R Steering Committee	Gender distribution map by GEADC (launched y/n) Career development events addressed to R1 - R2 researchers: 4/year [attendance>25 ea]	In Progress	

HRS4R Steering Committee with *Quality Assurance (QA) committee* will monitor progress in implementation of HRS4R Action Plan supported administratively by the Directorate of Planning & Development in consultation with all relevant stakeholders and services.