



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ  
ΠΑΝΕΠΙΣΤΗΜΙΟ ΚΡΗΤΗΣ

HELLENIC REPUBLIC  
UNIVERSITY OF CRETE

### **2021-22 Internal Evaluation for Renewal of HRS4R Certification**

An *ad hoc* HRS4R Review Committee was established by decision of the Rector's Council (288/02/06/2021) with the remit to evaluate progress made in implementing the University's existing HRS4R Action Plan (2014-16) and to update it accordingly, with particular reference to the University's Strategic Plan (2018-25). The Review Committee was composed of senior academic staff and policy support staff as follows:

#### Faculty members

Demetrios Anglos, Dept. Of Chemistry (coordinator)  
Eleni Tamiolaki, Dept. of Philology (deputy coordinator)  
Giota Dimitropoulou, Dept. of Psychology  
Panagiotis Moschou, Dept. of Biology  
Paraskevi Xekouki, School of Medicine

#### Administrative Services staff

Maria Giannouli, Education & Research Directorate  
Anna Doxastaki, Research Account Secretariat  
Harria Papadaki, Planning & Development Directorate  
Eviyenia Skoundaki, International & Public Relations

The Committee's final report (in Greek) was duly released on 18.03.2022 [["Σχέδιο δράσεων και αξιοποίησης του logo HRS4R στο Πανεπιστήμιο Κρήτης: Προτάσεις ad hoc επιτροπής"](#)][pdf]. The summary given here presents the conclusions concerning developments consistent with implementation of the University's 2014-16 Action Plan and the status of actions listed. Ongoing and new actions based on the Review Committee's proposals, and informed by the results of a subsequent survey of the University research community, are outlined in the [2022-25 HRS4R Action Plan](#) [pdf]

## Assessment of the UoC HRS4R Action Plan (2014-2016)

C&C principles	ACTIONS		Developments	Status	Remarks
	I. Ethical & Professional				
#2, #3	1	Professional Ethics: new University-wide organizational structure & procedures to be established	University Ethics Committee established (Senate 445/19-11-2020) and Code of Ethics & Good Practice endorsed (Senate 464/15-07-2021)	Completed	Scope for dissemination actions; for English version of Ethics Code; for review of complaints procedures
#4, #5, #6	2	Research Ethics : promote application procedures & research ethics support services	Research and Ethics Committee (REC) reconstituted (s.21-27 N.4521/2018). REC & relevant services continue to evolve. <a href="https://www.ehde.uoc.gr/">https://www.ehde.uoc.gr/</a>	In Progress	Scope for awareness-raising actions
#7, #23	3	Health and Safety (H&S):  <i>Monitor adoption &amp; implementation of internal regulations on University H&amp;S organization, guidance, procedures and training.</i>	H&S committees appointed annually for each academic department by each Department Assembly. Remit covers information and education of the students and all the research staff.  New regulations for (Campus) Security and Protection Unit (ΦΕΚ 5310Β/17.11.2021)	Completed	Scope for a central UoC committee/advisory group focusing on occupational H&S
	II. Researchers Rights and Responsibilities				
#1-9 & #36-38	4	Preparation of 'rule book', information and guides documenting rights and responsibilities of researchers (with dedicated webpage)	Research Ethics Committee codifies principles of research ethics and professional integrity & collates laws and regulations on conduct of research <a href="https://honos.admin.uoc.gr/ehde/index.php/en">https://honos.admin.uoc.gr/ehde/index.php/en</a>	Extended	Ongoing process – to be developed in new action
#3	5	Specific guidance package on plagiarism	Guides on Departmental websites; Library services seminars including use of 'turnitin' software; QA working group set up to formulate a framework for the prevention and treatment of plagiarism (MODIP 33/ 24-9-21).	Completed	Scope for information/dissemination actions (to avoid unintentional plagiarism)
#1-9 &	6	Examine feasibility of University-wide	Variations in Departmental C&P regarding form and	Extended	To be developed as new



36, #38		research training induction course	content of induction courses. Standard central guidelines lacking.		<i>action</i>
<b>III. Intellectual Property Rights</b>					
#8, #9, #31	7	Clarification of 'third mission' with specific reference to IPR and development thereof	University of Crete Strategic Plan 2018-2025 ( <i>Senate endorsement 391/19-07-2018</i> )	Completed	
#5	8	IPR: researchers to be directly informed of contractual and legal rights and obligations	Utilization of Intellectual Property and associated rights and responsibilities embodied in project management regulations <a href="https://www.elke.uoc.gr/management/rules/guide">https://www.elke.uoc.gr/management/rules/guide</a>	In Progress	<i>Scope for awareness-raising actions. Merged with action 9</i>
#5, #31	9	IPR: development of guidance and support services	Knowledge Transfer Office (KTO) established (ΦΕΚ 4862.Β/29.12.2017) & fully operational from 2020. <a href="http://kto.uoc.gr/">http://kto.uoc.gr/</a>	In Progress	<i>KTO offers on-line guides, seminar series, and consultations. Ongoing process.</i>
<b>IV. Researchers' Position &amp; the Research Environment</b>					
#23	10	Policy statement on research and strategic objectives	University of Crete Strategic Plan 2018-2025 & associated QA Strategy <a href="https://modip.uoc.gr/en/content/adip/strategicplanning">https://modip.uoc.gr/en/content/adip/strategicplanning</a>	Completed	<i>Embedded: QA Committee monitors progress in implementing targets of QA Strategy &amp; Action Plan(s)</i>
#22	11	Development of on-line Research Directory	On-line directory including all researcher categories (descriptors R1-R4) <a href="https://research-directory.uoc.gr/">https://research-directory.uoc.gr/</a>	Completed	<i>Updating and IT interfacing issues to be resolved</i>
#22	12	Simplify fixed-term contract descriptors and reconcile these with EC descriptors for researchers	Researcher contract classification [Ref Σ6 Table 1 <a href="https://www.elke.uoc.gr/management/form">https://www.elke.uoc.gr/management/form</a> ]	Completed	<i>Scope for English version with annotated with EC descriptors</i>
#23	13	Provide systematic and targeted dissemination of information on research funding, opportunities and calls, including scholarship & other funding options available to young researchers	Remit of Project Support Office, Research Secretariat <a href="https://www.elke.uoc.gr/">https://www.elke.uoc.gr/</a> . On-line programme-specific guides + calls announced on Research Secretariat site &/or via UoC central 'News' mailing. Initiatives targeting AHSS by UoC Research Centre for the Humanities, the Social & Education Sciences (UCRC/KEME) <a href="https://keme.uoc.gr/index.php/el/">https://keme.uoc.gr/index.php/el/</a>	In Progress	<i>Scope for development. Merged with action 14.</i>

#23,#38	14	Improve support services in proposal preparation and project management (ELKE Help-Desk)	Project Support Office: project/proposal & project management advice on request.	In Progress	<i>To be developed in new action. Scope for producing core of reference texts (eg on ethics, gender policy, open access policy) and for skills training</i>
#29	15	Establish a specific service to assist mobile researchers (EURAXESS Help-Desk)	Euraxess Contact Point- advice on request; fragmented provision through <i>ad hoc</i> C&P by PIs.	Extended	<i>Requires dedicated space &amp; HR</i>
#22	16	Promote the University's Young Researchers' Award	4 consecutive calls & awards 2013-2017. Series resumed in 2022. <a href="https://en.uoc.gr/research-at-uni/commitee-research/award-research-2013">https://en.uoc.gr/research-at-uni/commitee-research/award-research-2013</a>	In Progress	
#22	17	Promote research & teaching achievements (all levels)	Announced through the University website &/or via UoC central 'News' mailing <a href="https://www.uoc.gr/university/distinctions">https://www.uoc.gr/university/distinctions</a>	Completed	<i>Embedded process</i>
#25, #26	18	Review existing contract laws and assess options for full and transferrable social security and pension rights.	Partial, prompted by new provisions for Hellenic Foundation for Research & Innovation (HFRI/ΕΛΙΔΕΚ) for PhD scholars and autonomous grants for post docs. Periodic revisions as regulations change.	Extended	<i>Merged with action 22. Scope to review RESAVER insurance options for mobile researchers <a href="https://www.resaver.eu/">https://www.resaver.eu/</a></i>
	19	Publication of a guide book based on the results of 18	Not reasonably practicable to date given frequency of changes in contract law + competing demands on legal services.	/	
<b>V. Research Training &amp; Professional Development</b>					
#36-40	20	Promote quality of doctoral training (policy development)	All UoC Departments have adopted a Doctoral Studies Code (Senate endorsements 382/18-01-2018; 383/15-02-2018; 384/08-03-2018; 386/19-04-2018)	In Progress	<i>Ongoing – to be developed in new action</i>
#36-40	21	Internal QA analysis to highlight strengths and weaknesses in doctoral training and existing departmental provisions	Time to degree & completion rate analyses used as KPIs in feedback to Department Graduate Studies Committees and Department Internal Evaluation Groups.	Completed	<i>Embedded process</i>
#25,#26	22	Review and where possible amend internal	Research Committee Code; scope for action	In Progress	<i>Merged with action 18.</i>



		regulations for fixed-term research positions to follow best practice	proscribed by contract law and by project funding life-cycles		<i>Ongoing – to be developed in new action</i>
#10, #30,#39	23	Promote equitable access to career development opportunities	Code of Conduct for Gender Equality in Research (Senate 472/18.11.2021) & actions by the Gender Equality Committee (GEC) to promote access/opportunities for young researchers particularly ( <a href="https://www.eif.uoc.gr/index.php/el">https://www.eif.uoc.gr/index.php/el</a> )	In Progress	<i>Ongoing – to be developed in new action with Gender Equality Committee (GEC)</i>
#11	24	Periodic evaluation of professional performance of established researchers	Annual Departmental progress reports	Completed	<i>Embedded process</i>