



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
ΠΑΝΕΠΙΣΤΗΜΙΟ ΚΡΗΤΗΣ

HELLENIC REPUBLIC
UNIVERSITY OF CRETE

2014-2022 Indications of implemented actions (August 2024)

The Coordination Committee for the renewal and the implementation of the HRS4R logo, was established by decision of the Rector's Council (351/16-05-2023). The Committee was composed by senior academic staff and policy support staff as follows:

Faculty members

Michail Pavlidis, Vice Rector for Research & Development
Demetrios Anglos, Dept. of Chemistry
Eleni Tamiolaki, Dept. of Philology

Administrative Services staff

Maria Gialytaki, Directorate of Planning & Programming
Sofia Gialadaki, Directorate of Education & Research
Sore Shadman, Innovation & Knowledge Transfer Unit
Evyenia Skoundaki, International & Public Relations

This report has been prepared following the recommendations of the Renewal Assessment: EC Consensus Report (14/06/2024). The aim of this report is to present in as much detail as possible the activity developed by the University of Crete during the period 2014-2022, when the Charter and the Researcher's Code were implemented.

The following table presents decisions of the University's governing bodies, regulations, actions such as seminars, webinars, discussions, open events, which demonstrate the intense activity that the University has developed for the benefit of the University's researchers at all levels (R1, R2, R3 and R4). The award of the HRS4R logo is a strategic choice of the University of Crete. By complying with the guidelines and methodology for using the logo, the University effectively supports and assists researchers in carrying out their important work to produce innovative and significant scientific achievements that will be applicable to solving various social and scientific issues.

UoC Implemented Actions (2014-2022)

GAP principles	Actions		Developments / Activities	Status	Remarks
	I. Ethical & Professional				
#2, #3	1	Professional Ethics: new University-wide organizational structure & procedures	<ul style="list-style-type: none"> - University Ethics Committee was established (Senate 445/19-11-2020) - Code of Ethics & Good Practice endorsed (Senate 464/15-07-2021) 	In progress	English translation pending
#4, #5, #6	2	Research Ethics: improve support procedures in research services	<p>1. Research Ethics Committee (REC)</p> <ul style="list-style-type: none"> - Reconstituted by Rector's decision (27/7/2018) (in compliance with Art.21-27 Law.4521/2018). REC - Code of Research Ethics and Integrity revised 2018 (29/11/2018) (Nat. Gazette, B 5722, 19/12/2018) - REC Information meetings: <ol style="list-style-type: none"> 1. 16/04/2019 informational meeting 2. 5/6/2019 informational meeting in School of Science and Engineering 3. 6/4/2022 informational meeting (the role of REC) - Evaluation of Research Proposals by REC: 2018 (83 proposals), 2019 (120), 2020(132), 2021 (76), 2022 (104) <p>2. Gender Equality Committee (GEC)</p> <ul style="list-style-type: none"> - Information material and guides <ol style="list-style-type: none"> 1. Guide to promote the use of non-sexist language (finalized 2023). The action addresses the goal of implementing policies on the use of gender-neutral language (Action Plan for Gender Equality, UoC). 2. Guide on Prevention of Sexual Harassment on Campus (2022). The action addresses the goal of combating gender and other discrimination and harassment, including sexual harassment (CEGP, UoC). 3. Poster to inform and assist University members in addressing harassment issues (2022). The action addresses the goal of combating gender and other discrimination and harassment, including sexual harassment (CEGP, UoC). - Seminars, Webinars <ol style="list-style-type: none"> 1. Seminar to promote the use of non-sexist language (duration: 2 months) (November-December 2022). The action addresses the goal of implementing policies on the use of gender-neutral language (Action Plan for Gender Equality, UoC). 2. Round table: Sustainability, care, and gender equality: challenges for transforming the public university (2022). The action addresses the goal of combating gender and other discrimination and harassment, including sexual harassment (CEGP, UoC). 3. Seminars, talks, and workshops on prevention of discrimination (duration: 2 months) (2022). the action addresses the goal of combating gender and other discrimination and harassment, including sexual harassment (CEGP, UoC). 4. 4th Summit on Gender Equality in Computing https://www.csd.uoc.gr/CSD/index.jsp?content=announcements&tag=Events&lang=en&ann=437 (16-17/06/2022) 5. Interactive Discussion "Violence within us: Invisible representations and performances of gender discrimination and gender violence in our lives" (10/12/2022) - Complaints <p>The GEC has received ten (10) official complaints regarding incidents of harassment since it was founded in mid-2020, of which 5 were filed in the academic year 2023-24. Cases were managed in accordance to the articles 7 and 8 of the Commission's Internal Regulation. The action addresses the goal of combating gender and other discrimination and harassment, including sexual harassment (CEGP, UoC)</p> <p>3. Events/activities from other UoC Depts or Units</p> <ul style="list-style-type: none"> - Webinar: Research Ethics in Biography Research Department of Sociology (03/07/2021) 	Completed	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)

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			<ul style="list-style-type: none"> - Seminar: Issues of Ethics and Ethics of Research in Social Sciences/Humanities/Educational Sciences (29/11/2022) http://news.uoc.gr/news/2022/24-11/KEME-EHDE_29-11.pdf - Horizon Project: Determine the global and financial impact of research misconduct (DEFORM), 2016 - 2018 https://cordis.europa.eu/project/id/710246/factsheet 		
#7, #23	3	Health and Safety (H&S): Monitor adoption & implementation of internal regulations on University H&S organization, guidance, procedures and training.	<ul style="list-style-type: none"> - Committees: <ol style="list-style-type: none"> 1. Students' Counselling Centre at the UoC. Established since 2002, provides services to students, including young researchers. 2. Health and Safety Committees established at each UoC Department (Rector's Council 21/3-9-2013) 3. Students' Counselling Centre and Medical School form team for anxiety management for the UoC community (researchers, teachers, students) (6/3/2018) 4. New regulatory framework establishes new Campus Safety and Protection Unit (Nat. Gazette 5310B/17.11.2021) - Events: <ol style="list-style-type: none"> 1. Regular (annual) Safety seminars for researchers held at Departments with experimental facilities (e.g. Chemistry, Physics, Biology). 2. Three (3) webinars on COVID-19. (11, 17 & 25/6/2020) 3. Web event by Medical School «Vaccines against Covid19» (29/12/2020) 4. Campus Safety and Protection Unit has initiated a Campus wide review on building safety issues (2022) 	In progress	
II. Researchers Rights and Responsibilities					
#1-9, #36-38	4	Regulations, information and guides documenting rights and responsibilities of researchers	<ul style="list-style-type: none"> - UoC Postdoctoral Research regulatory framework (Nat. Gazette, B 4128, 28/11/2017) https://www.uoc.gr/regulation/post/dock/framework.pdf - Code of Research Ethics and Integrity revised 2018 (29/11/2018) (Nat. Gazette, B 5722, 19/12/2018) - Postdoctoral researchers' registry (Rector's Council 29/07/2019, Regular meeting 234) https://www.uoc.gr/post/dock/registry.pdf - Approval and revisions of Doctoral Studies Regulations at departmental level (2018, 2019 and 2020) 	Completed	
#3	5	Specific guidance package on plagiarism	<ul style="list-style-type: none"> - The issue of plagiarism has been formally included in the new Code of Research Ethics and Integrity - UoC Library provides guidance on the use of plagiarism detection software ('turnitin') - QAC working group set up to formulate a framework for mitigation and prevention of plagiarism (QAC 33/24-9-2021). 	Completed	
III. Intellectual Property Rights					
#8, #9, #31	7	Clarification of collaboration with third parties with specific reference to IPR and development thereof	Utilization of Intellectual Property and associated rights and responsibilities embodied in project management regulations https://www.elke.uoc.gr/rules/management/guide (annex VI)	In progress	Translation in English Pending
#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 https://www.elke.uoc.gr/rules/management/guide (annex VI)	In progress	Translation in English Pending

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#5, #31	9	IPR: development of guidance and support services	Knowledge Transfer Office (KTO) Established (Nat. Gazette B 4862/29.12.2017). Fully operational since 2020. http://kto.uoc.gr/ Events <ol style="list-style-type: none"> 1. Webinar "Intellectual Property Regimes and Firm Structure" (12/06/2018) 2. Webinar "(e)Valuating Patents: Patent valuation and appraisal" (15/04/2021) 3. 5-day Seminar "Intellectual Property Protection Strategy for Startups and Techno-Blasts". (16-22/02/2022) 4. Seminar "Intellectual property duties and innovation". (10/05/2022) 	In progress	Since 2023 the newly established Innovation and Knowledge Transfer Unit has undertaken the tasks of KTO
IV. Researchers' Position & the Research Environment					
#23	10	Policy statement on research and strategic objectives	- Self-assessment report UoC (August 2015) https://www.modip.uoc.gr/sites/self assessment report 2015.pdf (in Greek) - Supplementary self-assessment report UoC (May 2016) https://www.modip.uoc.gr/sites/supplementary self assessment 2016.pdf (in Greek) - The UoC Quality Assurance Policy (2018) https://modip.uoc.gr/en/content/qualitypolicy also here (in Greek) - UoC Strategic Plan 2018-2025 & associated QA Strategy, also here (in English)	In progress	
#22	11	Development of on-line Research Directory	On-line directory including all researcher categories (descriptors R1-R4) https://research-directory.uoc.gr/en (2018)	In progress	
#22	12	Simplify fixed-term contract descriptors and reconcile these with EC descriptors for researchers	Essential Administrative Forms by Special Account for Research Funds (S.A.R.F.) <ol style="list-style-type: none"> 1. Formal Declaration for work assignment for non-self-employed personnel (Σ6) https://elke.uoc.gr/management/forms 2. Personal data processing information form (accompanies contracts with individuals) https://www.elke.uoc.gr/docs/forms/GDPR_eng 3. Amendment / Cancellation / Waiver for contracts and scholarships form (Σ12α) https://elke.uoc.gr/management/forms 4. Task Report form (Σ8) https://elke.uoc.gr/management/forms 5. Certificate of Good Performance of Employment Contract, etc (Σ4α) https://elke.uoc.gr/management/forms - UoC Postdoctoral Research regulatory framework (Nat. Gazette, B 4128, 28/11/2017) https://www.uoc.gr/regulation/post/dock/framework.pdf - Postdoctoral researchers' registry (Rector's Council 29/07/2019, Regular meeting 234) https://www.uoc.gr/post/dock/registry.pdf - Approval and revisions of Doctoral Studies Regulations at departmental level (2018, 2019 and 2020) - Project management app (Rescom) by S.A.R.F. https://rescom.elke.uoc.gr/login (2018)	In progress	
#23	13	Provide systematic and targeted dissemination of information on research funding, opportunities and calls, including scholarship & other funding options available to young researchers	- Project Support Office, Research Secretariat https://www.elke.uoc.gr/ . On-line program-specific guides + calls announced on Research Secretariat site &/or via UoC central 'News' mailing. - Initiatives targeting Arts Humanities and Social Sciences by UoC Research Centre for the Humanities, the Social & Education Sciences (UCRC/KEME) https://keme.uoc.gr/index.php/el/ Relevant events <ol style="list-style-type: none"> 1. Workshop by Knowledge Transfer Office (24/11/2020) "Financing a Spin-off Company (Venture Capital Funds)". 2. Seminar: How to write a research proposal for young researchers at the School of Medicine (2022). The action addresses the goal of strengthening women's resilience and participation in funded research. 	In progress	

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			3. Workshop: Training and practice in writing research proposals and creating a network of collaborations aimed at female post-doctoral, doctoral, and post-graduate students of UoC (duration: 2 months) (2022). The action addresses the goal of strengthening women's resilience and participation in funded research.		
#23, #38	14	Improve support services in proposal preparation and project management	<p>Project Support Office:</p> <p>Events</p> <ul style="list-style-type: none"> - Two full-day events. The aim was to inform the University Community about S.A.R.F. role and its support in research and development. One day in Heraklion, (5/10/2022) October 5 and the second day in Rethymno, (11/10/2022). https://www.uoc.gr/files/SARF <p>Gender Equality Committee:</p> <p>Workshops</p> <ul style="list-style-type: none"> - Two-month workshops about "Training and exercise in writing research proposals and creating a network of collaborations" (eight networking workshops) 30/9, 7/10, 14/10, 21/10, 31/10, 4/11, 11/11 & 23/11/2022) <p>Knowledge Transfer Office:</p> <p>Event</p> <ul style="list-style-type: none"> - Informative – educational event on the topic: Innovative Entrepreneurship Practices: Startupper talk about their experiences (27/05/2022). http://kto.uoc.gr/en/events/information-events/2022/05/24/934/ 	In progress	Since 2023 the newly established Innovation and Knowledge Transfer Unit has been providing support to researchers for setting up and submitting proposals
#29	15	Establish a specific service to assist researchers' mobility	Rector's Council decision (37/06-02-2014) "Establishment of support and assistance (helpdesk) for mobile researchers and teachers at the University of Crete".	In progress	Welcome office (has been established since 2023)
#22	16	Promote the University's Young Researchers' Award	<p>Three consecutive calls & awards 2013-2016 for young researchers. Series resumed in 2022. https://en.uoc.gr/research-at-uni/committee-research/award-research-2013.html</p> <p>Senate decision for Reactivation and reinforcement of the "New Researcher Award" (454th Senate, 18/02/2021, Nat. Gazette 3295/26-7-2021)</p> <p>University's Young Researchers' Awards</p> <p>2013-2014: 24 applications, 2 awards 2014-2015: 18 applications, 2 awards 2015-2016: 15 applications, 2 awards</p> <p>Award for excellence in doctoral thesis 1st award 2022</p> <p>Several UoC Departments provide awards to young researchers (typically PhD candidates, R1) Indicatively:</p> <ul style="list-style-type: none"> - Excellence Award for PhD Candidates – UCRC - Humanities, Social & Education Sciences - History and Archaeology Dept – Prize awards and scholarships - M. Hatzimarinaki Award for MSc and PhD researchers in Chemistry (2 – annually) - D. Xydias and I. Tamiolakis PhD candidate awards, Dept of Materials Sci & Eng 	In progress	
#22	17	Promote research & teaching achievements (all levels)	<ul style="list-style-type: none"> - Distinctions and achievements are systematically announced through the University website, https://en.uoc.gr/ - UoC's position in International HEI Rankings is regularly announced https://en.uoc.gr/research-at-uni/rankings.html 	In progress	

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			- UoC e-Newsletter in English (first issue October 2022, 6 issues per year) show cases distinctions and academic achievements of faculty, researchers and students https://en.uoc.gr/announce/newsuoc.html		
#25, #26	18	Review existing contract laws and assess options for full and transferrable social security and pension rights	Salaries and social security benefits are regulated by the Greek legislature	In progress	The UoC favors regular fixed-term work contracts for young researchers (R1, R2)
	19	Publication of a guidebook based on the results of 18	SARF has issued the "Guide for Concluding Staff Contracts", a comprehensive information package covering issues of researchers' recruitment, contracts, salaries and social security, etc in compliance with the OTM-R principles (2022)	Completed	English translation (2024)
V. Research Training & Professional Development					
#36-40	20	Promote quality of research on doctoral and postdoctoral training (policy development)	- All UoC Departments have adopted a Doctoral Studies Regulatory framework (Senate endorsements 382/18-01-2018) - UoC Postdoctoral Research regulatory framework (Nat. Gazette, B 4128, 28/11/2017) https://www.uoc.gr/regulation/post_dock/research.pdf	In progress	Rules and Regulations for Doctoral Study Programs at the UoC was approved by the Senate (520/27.05.2024) (2024)
#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. - Self-assessment report UoC (August 2015) https://www.modip.uoc.gr/self_assessment_report_2015.pdf (in Greek) - Supplementary self-assessment report UoC (May 2016) https://www.modip.uoc.gr/files/supplementary_self_assessment_2016.pdf (in Greek) - External Evaluation Report (2016) from the HELLENIC QUALITY ASSURANCE AND ACCREDITATION AGENCY https://www.modip.uoc.gr/external_evaluation_report.pdf	In progress	
#25, #26	22	Review and where possible amend internal regulations for fixed-term research positions to follow best practice	SARF has issued the <i>Guide for Concluding Staff Contracts</i> , a comprehensive information package covering issues of researchers' recruitment, contracts, salaries and social security etc in compliance with the OTM-R principles (2022)	Completed	The UoC favors regular fixed-term work contracts for young researchers (R1, R2)
#10, #30, #39	23	Promote equitable access to career development opportunities	1. Gender Equality Committee (GEC): - The GEC was established by the Senate (434 th /18-06-2020) - Internal rules procedure of the Committee for Gender Equality was established by Senate (462 nd /17-6-2021) https://www.eif.uoc.gr/images/Εσωτερικός_Κανονισμός_ΕΙΦ_Π.Κ.pdf (in Greek) - Code of Conduct for Gender Equality in Research (Senate 472/18.11.2021) https://www.eif.uoc.gr/images/Code_of_Conduct_Gender_Equal-Research.pdf & actions by the Gender Equality - GEC plan for the organization, design and implementation of its tasks and activities was established by Senate (476 th /20-01-2022). - Committee (GEC) to promote access/opportunities for young researchers particularly (https://www.eif.uoc.gr/index.php/en) - Guide on dealing with sexual harassment at University https://eif.uoc.gr/images/Dealing_with_sexual_harassment_at_University.pdf - GEC formed an electronic report form for submitting complaints, in accordance with the General Regulation on Data Protection (EC 95/46) https://www.eif.uoc.gr/Report_Form	In progress	The Gender Equality and Anti-Discrimination Committee of the University of Crete was established at the 358/12-09-2023 of the Rector's Council (acting as the Administrative Council). The Committee was reconstituted by decision of the Rector's Council meeting No 368/19-12-2023.

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			<p>- Actions in the direction of female empowerment and gender equality in academia and research:</p> <ul style="list-style-type: none"> Awareness Action: Gender and Advertising. Gender theme week. (08/05/2018). 1st WiSE (We celebrate women in Science and Engineering) in CSD - Building Bridges: International Mentors & Alumni in CSD (Spring 2021) Discussion with female alumni of the Department of Computer Science Department of Computer Science: 2nd WiSE in CSD - Building Bridges: International Mentors and Alumni (Spring 2022), (https://www.youtube.com/2nd WiSE CSD) Talk by distinguished researcher Dr A. Pantazi (IBM Research, Zurich), 2nd WiSE in CSD - Building Bridges: International Mentors and Alumni (Spring 2022) (https://www.youtube.com/Dr Pantazi) Participation of UoC in the WOMENTORS-Empowerment of young women program (2022-23). Seminar: Gender Equality in Research and Innovation The action addresses the goal of strengthening women's resilience and participation in funded research (5/10/2022). Two (2) Radio interviews on topics: (a) "Gendered Violence" and (b) "Gender Equality Committees in Universities & Women's History Issues" <p>- Seminar on "Defending the Human Rights of Women in a Life Without Violence: The Holistic Approach to the Istanbul Contract", as part of the Brown bag seminar series of research papers (23/11/2020)</p> <p>2. Department of Sociology:</p> <p>- Lecture on: " Sex and gender in research design and reporting " in collaboration with DEFORM 2nd International Workshop Governance of Science and Research Integrity: Agencies, Researchers, Case Studies. (8/09/2017) https://sociology.soc.uoc.gr/sex-and-gender-in-research</p> <p>- Conference on gender-based violence, its occurrences and ways to combat it (25/11/2020)</p> <p>3. UCRC Events</p> <p>- " Workshop on the Social Impact of Research " (1/11/2019)</p>		
#11	24	Periodic evaluation of professional performance of established researchers	Annual Departmental progress reports	In progress	
#22, #38	25	Improving connection between research and professional development	<p>1. Knowledge Transfer Office:</p> <p>Web meetings</p> <ul style="list-style-type: none"> " Bridging the gap from research to application - The Sci-Fy experience" (12/11/2020) https://scify.org/en/ "The Apivita case – Companies with R&D in Greece" (20/11/2020) <p>Discussions & interviews</p> <ul style="list-style-type: none"> A series of eight discussions and interviews between people who are involved with research commercialization and young researchers, on how to become from research to the market. The aim for these eight SciTech Talks was to reinforce young researchers by consulting and workshops for achieving their goals in business and entrepreneurship (10/06/2021), (22/06/2021), (14/07/2021), (22/09/2021), (20/10/2021), (02/11/2021), (23/11/2021), (10/12/2021) <p>Seminars – Webinars</p> <ul style="list-style-type: none"> " Spinout creation and the survival of high-tech firms how far from the tree does the (good) apple fall? " (23/11/2021) " Decision Making for Innovative Ventures " (5, 6, 8, 12, 13 και 15 April 2022) for business skills http://news.uoc.gr/seminar decision making.png " Use of Innovation and Knowledge in R&D Intensive Firms " (21, 22, 29, 30 March and 1 April 2022) for business skills https://www.uoc.gr/announce/seminar kto <p>2. Graduate Student's Association of the Computer Science Department:</p>	In progress	New action

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		<p>Events</p> <ul style="list-style-type: none"> - " Career Fair (2021): Prepare for the Interview " (12/02/2021) https://csdcareerday.com/ - " Career Fair: Meet the companies " (15/10/2021) https://www.uoc.gr/files/meet_the_companies <p>3. Career Office:</p> <p>online event "<i>How to launch a business idea</i>" (10/12/2020). https://www.uoc.gr/announce/dastabizrupt.html</p>		