

European Commission
The EURAXESS Rights Team

HR Strategy for Researchers Notification to Commission regarding the self-assessment (Step 4)

Aalto University has declared to commit to the Principles of the European Commission's Recommendation *The European Charter for Researchers* and *The Code of Conduct for the Recruitment of Researchers*. The European Commission awarded "HR Excellence in Research" - logo to Aalto University as the first university in Finland in November 2012.

As per HR strategy for researchers' five steps, Aalto University conducted a self-assessment during autumn 2014. The self-assessment was monitored by the Steering Group nominated for the HRS4R self-assessment project, as well as with the Aalto HR Management Team. In connection with the self-assessment, the Action plan of 2012 was updated and a self-evaluation workshop was arranged in November 2014.

The topics discussed in the self-evaluation workshop included recruitment, orientation and integration, academic careers and competence development. The workshop was well attended and positively received by doctoral students and postdoctoral researchers, who were selected as the target group. The workshop discussions concluded that a lot of positive development has taken place in the past two years: This confirms that the focus of our work has been on the essentials.

As per the positive results, one of our main action points for the coming two years is **to continue the good work in progress**. These action points, which have become part of the daily routines, are highlighted in blue in the updated action plan. Additionally, as per the feedback, special attention is to be paid to the further **development of career systems and academic leadership**, as well as to the **customer-oriented orientation processes** and to the **development of doctoral programmes**. In general, the **communication** and the **uniformity of processes** throughout Aalto are also to be focused on at all points.

The principles of Charter and Code as well as self-assessment process have been communicated in the Aalto community in our Intranet as well as internally in our HR organization.

We hope that this letter and the attached updated action plan verify the positive development and concrete actions taken in Aalto University since the acknowledgement of "HR Excellence in Research" -logo. Aalto University is dedicated to offering its employees an inspiring working environment, challenging tasks, good working conditions and encouraging career systems – the HRS4R-project is an excellent tool in our work!

Espoo, 19th December, 2014



Tiia Tuomi
HR Director
Aalto University