

ULYSSEUS

Workshop:

**Setting standards for
enhancing universities'
reputation and
attractiveness across
the Ulysseus alliance**

Hybrid Event, 24th October 2025, Košice

Online meeting link: [HERE](#)





BACKGROUND

Attracting and managing talents and human resources in general at universities is a key issue for a sustainable and thriving HEIs' community. Universities should adopt progressive HR policies that promote diversity and inclusion, encourage collaboration, and ensure fair working conditions. Introducing standards in this field, such as the one proposed by EU under the HRS4R and the HR Excellence Logo stimulate the institutional changes towards better working conditions for researchers and provide the institutions with a seal of recognition and international visibility.

Universities that prioritize strategic HR management often demonstrate stronger research performance, which in turn influences global rankings and academic impact. Increasingly, funding agencies and assessment frameworks are incorporating metrics related to talent attraction, career development, and staff support systems. These indicators now play a role in determining institutional competitiveness and research funding eligibility. In this context, alignment with evolving research assessment practices, such as those championed by CoARA (Coalition for Advancing Research Assessment), becomes critical. CoARA encourages the recognition of diverse research contributions and calls for reforms in evaluation systems, including attention to the quality of institutional HR policies and researcher support.

The event will combine the topics related to research assessment and human resources - talent attraction and retention.

AIMS

The purpose of this workshop is to foster knowledge exchange and strategic dialogue among Ulysseus partner institutions engaged in HR management, talent attraction, and research assessment reform. Discussions will focus on aligning recruitment, retention, mobility, and working condition policies across the alliance. Participants will explore EU-wide standards such as HRS4R and reflect on their compatibility with CoARA commitments—particularly the emphasis on recognizing diverse research careers and improving researcher working environments.

The workshop will provide a platform to share HR best practices, address implementation challenges, and explore strategies to expand the impact of the HRS4R framework. It will also outline how to engage institutional leadership in HR reforms and examine the growing role of HR metrics—such as career progression, mobility, and diversity—in research assessment and global rankings.

The main goals are:

- Share knowledge and insights on recruitment, retention, and mobility policies as key factors for institutional reputation and research impact.

- Promote the application and benefits of the HRS4R framework among Ulysseus partners.
- Explore evolving research assessment frameworks—including CoARA—with a focus on researcher well-being, working conditions, and institutional responsibility.
- Develop a leadership engagement strategy to advocate for broader adoption of HRS4R.

MEETING VENUE

TUKE, Košice
Online meeting link: [HERE](#)

PROGRAMME

Friday, 24th of October 2025

10:00 - 10:15 | Introduction and Framing the Challenge: Filip Petrovic and Chandan Atreya

- *Opening*
- *Overview of workshop goals*
- *Presenting Ulysseus as a competitive and cohesive European talent ecosystem*

10:15 - 12:00 | Research Assessment Session

- *Local and national research assessment, UNIGE Vice-Rector, prof. Laura Gaggero - 20 min*
- *Understanding CoARA: presentation of CoARA framework - Vincent Dusastre, Head of International Scientific Visibility, UniCA (25 min)*
Satu Koivisto, Research and Information Services Director, DSc, M. Soc.Sc, Professional Teacher, HH (25min)
- *Discussion - 15 min*

12:00 - 12:15 | Coffee Break

12:15 - 12:45 | Why HRS4R Matters? UoM, UCA & TUKE

- *Presentation of the HRS4R (HR Strategy for Researchers) label:*
 - *Benefits (attractiveness, EU credibility, researcher confidence)*
 - *Requirements and steps toward application*

Jean-Baptiste Nicolas, HRS4R Project Chief at UniCA (10min)

- *2 partner universities cases : successes and challenges*
 - *University case 1: Euraxess Service Centre at TUKE, Daniela Hadačova and Marek Pekarčík, TUKE*
 - *University case 2: A Good Practice Example Following the HR Excellence in Research Award, Branka Žižić, UoM*

12:45 - 13:15 | The Strategic Case for Talent Alignment (USE)

- *Attracting and promoting excellent talent at USE, Juan Antonio Caballero, Director of the Research Secretariat, Vice-Rectorate for Research, (20 min), USE*
- *Discussion (10 min)*

13:15 - 14.15 | Lunch Break

14:15 - 15.45 | Group Activity: Designing a Leadership Influence Strategy

Breakout Task:

- *How can we influence institutional leadership to adopt or align with HRS4R under the CoARA guidelines ?*
- *Small groups design:*
 - *A persuasive argument action plan*
 - *Key data points*
 - *Communication channels to use*
 - *A possible role for Innovation Hubs in supporting policy change or adoption*

Each group presents a short pitch aimed at a partner institution leadership team

15:45 - 16:00 | Next steps and commitments (Filip Petrovic, UoM)

- *Define immediate actions*
- *Identify volunteers or institutions for pilot activities*



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