

# **The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

## **“A Human Resources Strategy for Researchers incorporating the Charter and Code”**

*Appendix: Gap analysis and action plan*

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The table provides a summary of the relevant improvement points, the stakeholders involved, the actions to be taken, the schedule and the party responsible for the action. The improvement points and actions arising from the TU Delft Roadmap 2020 were the subjects of intensive discussion during the 50 meetings held during the period from March to November 2011. The following groups were involved:

- Academic and support staff
- Students
- Works Council representatives
- Representatives of companies and government organisations that are important to TU Delft

Number	Improvement point	Description of actions	Completed	Responsible
1	Promoting transparency	Online publication of ancillary activities	Q3 2013	EB/HR
		Establish a confidential advisor for academic integrity and a contact for whistle-blowers.	Q2 2013	EB (Supported by Legal Services and Strategic Development)
		Revise the TU Delft Regulations on Academic Integrity. The regulations should be brought into line with the national model regulations for complaints about academic integrity.	Q2 2013	EB (Supported by Legal Services and Strategic Development)
2	Improve ability to assess scientific research according to indicators	Establish guidelines (assessment indicators) to allow international comparisons of Master's thesis research. This is happening in collaboration with ETH Zurich and RWTH Aachen (three partners in the IDEA league).	Q2 2013	Legal Services
		Share guidelines in the CESAER network.	Q2 2014	Legal Services
		Develop workshops for tenure-track staff to help them provide good supervision to their PhD students throughout their doctoral programmes.	Q2 2013	Graduate School
		First tenure-track staff members attend workshops on supervising doctoral programmes.	Q1 2014	
3	Evaluate current working time regulations according to the needs of staff member	In consultation with broad representation from TU Delft, develop a new vision in the area of working time, adjusting the working time regulations as necessary.	Q2 2013	HR

Number	Improvement point	Description of actions	Completed	Responsible
4	Develop the valorisation profile further	Develop a form of annual reporting in the area of knowledge valorisation.	Q4 2013	Valorisation Centre
		Develop a 2013-2020 valorisation agenda for the supervision of supporting activities in the area of valorisation.	Q4 2013	Valorisation Centre
		Select indicators in order to improve the visibility of performance in terms of valorisation and to use them for national and international comparisons.	Q3 2013	Valorisation Centre
		Further strengthen regional networks in the area of public-private partnerships. In concrete terms, the objective is to establish a regional development in the Zuid-Holland region.	Q1 2014	Valorisation Centre (in collaboration with the cities of Delft, The Hague, Leiden and Rotterdam, as well as with the universities in Delft, Rotterdam and Leiden)
		The formulation of an innovation strategy by all faculties, as an integral part of the strategic planning of the faculty.	Q2 2014	Deans
		Investigate the possibility of establishing a multi-talent transitional building on campus for start-ups.	Q4 2014	Facility Management & Real Estate with Valorisation Centre
5	Improve R&D cycle	Include a 360-degree feedback instrument in the Result and Development (R&D) interview.	Q4 2014	HR
6	Increase the percentage of women scientists to 20% by 2020	Investigate the options for childcare on or in the direct vicinity of the campus.	Q4 2013	HR
		Start 2 <sup>nd</sup> round of the TU Delft Fellowship: Create and fill ten new vacancies especially for women scientists.	Q4 2014	HR
		Establish a dual-career programme: This programme helps the partners of new employees to find suitable employment in the Netherlands.	Q4 2013	HR and Education & Student Affairs
7	Improve the quality of intellectual property	Establish regulations for intellectual property.	Q3 2013	Legal Services
		Develop a training programme on intellectual property for academic staff.	Q3 2014	Legal Services

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