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The Impact of Open Science on Research Careers:
How to integrate Open Science into Higher Education Policy?

Tuesday, 5 September 2017, ETH Zurich

Venue: Room LFV E 41
ETH Gebäude Lebensmittelwissenschaften, Schmelzbergstrasse 7, 8092 Zürich

PART 1: POLICY

9.30-10.00	**Registration**
10.00-10.15	**Welcome and Introduction** Dr. Gabriela Obexer-Ruff, Programme Coordinator, "Equal Opportunities and University Development," and Ariane Studer, Head of EURAXESS, swissuniversities
10.15-11.15	**Rewards and Professional Development for Open Science and Open Education: Reflections and Recommendations of the Steering Group on Human Resources and Mobility (SGHRM)** Cecilia Cabello Valdés, Representative of Steering Group on Human Resources and Mobility (SGHRM), Department Director for Indicators and Monitoring S&T Policy, Spanish Foundation for S&T (FECYT)
11.15-11.45	**Research Evaluation in an Open Access World? The Swiss Open Access Action Plan** Prof. Dr. Yves Flückiger, President, swissuniversities Delegation for International Relations, Rector, University of Geneva
11.45-12.15	**Open Access at the ETH Zurich: Experiences and Challenges** Dr. Rafael Ball, Director of the ETH Library, ETH Zurich
12.15-13.15	**LUNCHEON**

PART 2: PRACTICE

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13.15-14.15	**Implementing Charter and Code via the Human Resources Strategy for Researchers (HRS4R)** Questions and answers *Dr. Anette Björnsson, Deputy Head, Unit Open Science and ERA Policy, Directorate General for Research and Innovation of the European Commission*
14.15-14.45	**What are the benefits and which impact can be expected? Tips and tricks to make your implementation a success** Questions and answers *Dr. Isabelle Halleux, Director of Administration R&D, University of Liège*
14.45-15.15	**Ambitious People Meet a Friendly Workspace – HRS4R as Part of PSI's HR Strategy** Questions and answers *Karsten Bugmann, Head of Human Resources, Paul Scherrer Institute PSI*
15.15-15.30	**Concluding Remarks** *Dr. Marie-Louise Gächter-Alge, Scientific Advisor, State Secretariat for Education, Research and Innovation SERI*

New technologies are increasingly enabling greater public access to research data and research results. This one-day conference explores (1) how this development can positively impact research careers and training (Open Science skills), (2) which approaches exist on the European and Swiss levels, and (3) how these might best be involved in implementing the European Charter and Code of Conduct for the Recruitment of Researchers (Charter and Code).

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Aims:

Part 1: Policy
- Information on current European and national initiatives

Part 2: Practice
- Information on the Charter and Code and on the practical implementation of its 40 principles
- Arguments in favour of implementing the Human Resources Strategy for Researchers
- Exchange possibilities

What is the Charter and Code?
In 2005, the European Commission adopted the European Charter and Code of Conduct for the Recruitment of Researchers (Charter and Code) with a view to boosting research careers. The Charter and Code contains 40 principles and requirements which specify the roles, responsibilities, and entitlements of researchers and their employers. Improving the working conditions and career prospects of researchers is a priority for the European Commission. The Commission has therefore established a strategy designed to implement these principles in European higher education: The Human Resources Strategy for Researchers. It has also introduced the HR Excellence in Research Award.

Charter and Code in Switzerland
A large number of Swiss higher education and research institutions have signed the Charter and Code. Five institutions have implemented the corresponding principles and have received the HR Excellence in Research Award. swissuniversities is responsible for promoting the Charter and Code in Switzerland.

The Charter and Code is a part of the European EURAXESS initiative. EURAXESS aims to facilitate the mobility of researchers and to improve their working conditions and career prospects.