

10 January 2018

**Oifig an Uachtaráin**  
President's Office

**An Sciathán Thoir, An Chearnóg Lár,  
Coláiste na hOllscoile Corcaigh,  
Bóthar an Iarthair, Corcaigh, Éire.**  
East Wing, Main Quadrangle,  
University College Cork,  
Western Road, Cork,  
Ireland.

T: +353 (0)21 4902201  
E: president@ucc.ie  
www.ucc.ie

**HR Excellence in Research Award**

**Re:** Renewed endorsement and commitment to the European Charter for Research and Code of Conduct for the Recruitment of Researchers.

University College Cork (UCC) was founded in 1845. Today there are 19,880 students 1,076 of these are doctoral students. The University offers over 120 degree and professional programmes in the humanities, business, law, science, engineering, food sciences, and medicine and health sciences. UCC employs nearly 1,000 research staff and is has been the Sunday Times University of the Year two years running. We have a long tradition of proven research excellence. We have maintained national research leadership through recent times of austerity and in 2013 UCC gained the *HR Excellence in Research Award* in recognition of the University's ongoing commitment to adopting the principles of The European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers. This commitment is now embedded in the University's Strategic Plan 2017 - 2022.

As a result of its commitment to the HR Excellence in Research Award, UCC implemented the University Employment and Career Management Structure for Research Staff in 2012. To add to this and in light of EC recommendations in 2017, UCC published its OTM-R Policy (Open Transparent and Merit Based Recruitment) and New Appointment Procedures for Senior Research Staff. Also, the professional development of our researchers is of great importance to UCC and this is evidenced in UCC's updated and evolving HRS4R action plan and reflected in the professional development programmes provided to our research staff.

UCC recognises the value of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and supports and endorses the principles set down in them. As a result of our commitment, we are constantly improving the service provided to our researchers under the broad headings of Ethics, Recruitment, Working Conditions and Professional Training and Development.

UCC is a proud holder of the HR Excellence in Research Award and wholly endorses and is committed to the principles of the European Charter for Research and Code of Conduct for the Recruitment of Researchers.

Yours sincerely,



**Professor Patrick G. O'Shea**  
President

