

BOARD MEETING OF 4 JUNE 2026

BOARD DELIBERATION No. 2026-03-04

**Conditions for the Appointment of Experts of the High Council for the Evaluation of
Research and Higher Education**

The Board of the High Council for the Evaluation of Research and Higher Education

Having regard to the Research Code, in particular Articles L. 114-3-1, L. 114-3-3, and R. 114-3, paragraph 4;

Having regard to Board Deliberation No. 2022-1-05, as amended by Board Deliberation No. 2022-2-02;

Having deliberated on 4 June 2026,

Hereby decides:

Article 1

The Board approves the terms and conditions for the appointment of experts set out in the annex to this Deliberation.

Article 2

Board Deliberation No. 2022-1-05, as amended by Board Deliberation No. 2022-2-02, is repealed.

Article 3

This Deliberation shall be published on the High Council's website.

The President of Hcéres
Coralie Chevallier

Number of members in office: 20

Number of members present at the time of the vote: 15

Abstentions/non-voting: 0

Votes against: 0

Votes in favour: 15



CONDITIONS FOR THE APPOINTMENT OF EXPERTS

Adopted by the Board on 4 June 2026

I. Principles

The tasks entrusted to Hcéres by the law involve a large number of experts serving on evaluation panels. In accordance with the Research Code¹, "the selection of experts responsible for evaluations is guided by the principles of neutrality, scientific expertise or the highest level of expertise, balanced representation of subject areas and areas of expertise, and the absence of conflicts of interest".

These principles are clarified and supplemented by those set out in the Evaluation Charter adopted by the Hcéres Board². This Charter stipulates, in particular, that "Hcéres selects its experts on the basis of their experience and proven competence, in line with the evaluation tasks entrusted to them, whilst ensuring diversity of expertise and balanced representation of women and men. The expert panels include, as appropriate, academic experts, student experts, as well as other experts from the fields of higher education and research, or from the areas of public policy evaluation or the socio-economic sphere, with expertise in research, innovation, training, public policy, governance and management".

Within this framework, Hcéres ensures that the criteria and procedures for selecting experts are transparent.

II. Profiles and Experience

In order to meet the specific requirements of each type of evaluation (study programmes, research units, higher education institutions, national research organisations, etc.), Hcéres identifies six areas of expertise:

- Academic expertise: a high level of scientific and/or pedagogical expertise in a given field;
- Institutional leadership in higher education and research: experience in leadership roles at the head of and/or within institutions, including universities, faculties, schools, national research organisations, and very large research units;
- Public administration: experience in the administration of public services or institutions, particularly those originating from the higher education and research sector, including among research support staff;
- Public policy: experience in the implementation of public policies relating to higher education and research;
- Socio-economic, voluntary or cultural sectors: experience in the socio-economic, voluntary or cultural sectors, particularly in the business world, the voluntary sector or the arts, generally including experience of collaboration with the higher education and research sector;
- Students: individuals currently enrolled in undergraduate or doctoral programmes, or who have been so within the last two years, with responsibilities in university governing bodies or local or national student associations.

¹ Article L. 114-3-1 of the Research Code, paragraph 6

² Board Deliberation no. 2024-2-03 of 18 September 2024

These experts may be of French or foreign nationality. For certain evaluations, particularly those concerning major national research organisations, the expert panels may be composed predominantly, or even entirely, of non-French experts or experts working internationally.

Experience in evaluation and quality assurance is also taken into account.

In the case of research units, the evaluation panel must include a representative from the staff evaluation body of each of the institutions to which the research unit belongs (*CNU*, *CoNRS*, *CSS Inserm*, *CSS INRAE*, etc.).

III. Preliminary Information

Before accepting the assignment, Hcéres informs prospective experts of the main aspects of their role: estimated workload, amount of remuneration, duration of visits or interviews, provisional timetable and associated constraints. This description also includes the study programme evaluation session(s) in which they will be asked to participate.

IV. Expected Contributions

The evaluation is based on a collaborative process involving all members of the expert panel.

All experts serving on the evaluation panel are expected to contribute as follows:

- Familiarisation with the evaluation methodology;
- Analysis of the self-evaluation dossier(s) of the entity or entities to be evaluated;
- Participation in all meetings scheduled as part of the evaluation procedure;
- Participation in the drafting of evaluation reports;
- Responding to requests for feedback, where applicable.

In addition, the chair (and, where applicable, the vice-chair) of the evaluation panel is expected to:

- Coordinate and chair the work of the panel;
- Conduct the evaluation in accordance with the methodology defined by Hcéres;
- Draft, on the basis of contributions from the experts, the draft evaluation report (or draft evaluation reports).

The final report is approved by the experts, co-signed by the chair of the panel, and then countersigned by the President of Hcéres.

V. Expert Pool

To ensure transparency and the renewal of its list of experts, Hcéres provides a platform, accessible through its website, enabling anyone to submit an application.

Each department identifies the profiles sought and reviews the applications received with a view to expanding the pool of experts. In addition, individuals may be approached directly, particularly where specific expertise is required or certain profiles are under-represented, especially from the voluntary, cultural or international sectors.

VI. Criteria for the Composition of Evaluation Panels

Each evaluation panel is tailored by Hcéres to the specific evaluation concerned. The entity under evaluation is invited, at an early stage, to make suggestions regarding the profiles of the panel members and to propose names. The composition of the panel reflects both the characteristics of the entity under evaluation and the fields covered by the evaluation.

The panel consists of a chair and, where appropriate, a vice-chair, together with several experts.

The criteria used in selecting experts vary according to the type of evaluation and the entity under evaluation.

In particular, the composition of the panel takes account of:

- the complementarity of expertise;
- the diversity of profiles;
- the members' ability to work collaboratively;
- their drafting skills;
- their ability to work in the language of the evaluation (French or English).

Particular attention is paid to the selection of the chair of the panel, having regard to their leadership, coordination and drafting skills.

VII. Code of Conduct

Prior to their appointment, experts are required to complete a declaration of interests intended to prevent conflicts of interest. This declaration covers their current employment and, where applicable, any positions held during the previous five years, together with any occasional collaborations and, more generally, any circumstances liable to give rise to a conflict of interest or to cast doubt on their impartiality or objectivity. The declaration of interests must be kept up to date and does not in any way exempt experts from the obligation to disclose any actual or potential conflict of interest at the beginning of each new assignment entrusted to them by Hcéres.

Experts also undertake to comply with the Research Code³, the Hcéres [Internal Regulations](#)⁴, and the Hcéres [Evaluation Charter](#).

Hcéres also asks the management of the entity under evaluation to declare any information in its possession relating to potential conflicts of interest and to report any conflict of interest involving experts during the composition of the evaluation panel.

VIII. Appointment of Experts

Following signature of the expert's declaration of commitment, the decision appointing the expert is signed by the department director, acting under delegated authority from the President of Hcéres.

IX. Continuous Improvement

Following each evaluation, the departments collect feedback from the evaluation panels on the conduct of the evaluation.

³ Articles D. 114-16, R. 114-17 and R. 114-22 of the Research Code.

⁴ Titles 4 and 5 of the Hcéres Internal Regulations.