HR EXCELLENCE IN RESEARCH

HRS4R

Proposed Action Plan 20-22

Vice-Rectorate for Faculty

15 September 2021

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Context

- December 2016

  – Europe awards UC3M the recognition

    Human Resource Excellence in Research

  – Within the framework of the Human Resources Strategy for Researchers (HRS4R)

- 2017-2018 Action Plan, which included 17 strategic actions of the different vice-rectors' offices.

- Action Plan 2019 which extends the previous one and is designed following the self-assessment sent to Europe.

- Presentation of the new Action Plan 20-22 with 25 actions.

Area 1: Ethics

Basic Guide to Data Protection

Creation and dissemination among researchers of a basic, concrete and flexible guide to enable them to make decisions in their research projects and activities, while respecting data protection.

Adaptation of the new data protection regulation

The objective is to comply with the European Regulation on personal data protection in all University processes, including the field of research.

UC3M Electronic Administration Regulations

The aim is to provide the Carlos III University with a specific framework for the development of its administrative activity through electronic means, in which the provisions of the basic regulations on electronic administration are specified and adapted.

Suggestions channel

Creation of a suggestion channel for UC3M staff in application of Directive (EU) 2019/1937 on the protection of persons reporting breaches of EU law.

Area 1: Ethics

Visibility actions for women researchers

Good practices in research involve developing actions to increase the visibility and recognition of female researchers in companies and start-ups in the UC3M environment.

Diagnostic and dissemination programme on Open Science at UC3M

In the framework of the YUFERING Project, where UC3M coordinates WP5 on Open Science, a programme will be launched to establish the knowledge and attitude about OPEN SCIENCE among researchers, as well as the level of implementation. It includes Open Science dissemination activities and surveys incorporating information into the programme.

UniversiDATA Project

Among the strategic objectives of the University is transparency with open data.
UniversiDATA is a collaborative project, oriented and driven by Spanish public universities, which seeks to promote open data in the higher education sector.

New UC3M Transparency Portal

The new model of the UC3M Transparency Portal was created with the aim of offering greater transparency of the data offered by UC3M.

Area 2: Recruitment

HR Strategy for teaching and research staff at UC3M

Design and elaboration of the new Human Resources strategy for Teaching and Research Staff at UC3M, which is aimed at fulfilling the mission of the University, contributing to the improvement of society with quality teaching and advanced research in accordance with international criteria.

OTM-R Policy at UC3M

Design and preparation of the OTM-R policy that governs all teaching and research staff selection processes.

Criteria Assessment

In order to ensure greater transparency and guarantees in the recruitment processes for teaching staff, the Committees must reach a consensus and publish the merit assessment criteria.

Development of talent attraction programmes

The Carlos III University has been developing various specific talent attraction programmes to attract the best professors and researchers, to facilitate the development of the capacity and potential incorporated and to produce results. The objective is to advance in these programmes

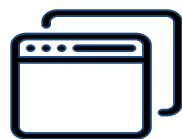**uc3m** | Universidad **Carlos III** de Madrid

Area 2: Recruitment

Support for the internationalisation of Faculty

This programme contains a set of transversal actions to support the teaching and research staff in the development of an international dimension, with the aim of improving the quality of research and teaching.

Recruitment Portal: Improvement of e-recruitment services.

Continue the development of the Employment Portal and improve e-recruitment services.

Regulation of the use of English in processes

The OTM-R indicates that information must be published in two languages: national and English.

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Area 3: Working conditions

Design of an Faculty Career Diagram

Within the framework of the implementation of a Career Plan, the objective is the design of a Career Diagram defining the entry points in each profile.

Digitalisation of the electronic recruitment procedure

The objective is the implementation of electronic recruitment procedures for all the figures of the Faculty labour, advancing in the digital strategy of the Human Resources and Organisation Service.

Medical insurance coverage for visits

Medical coverage plan for teaching and research staff that provides coverage during research stays in other countries around the world.

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Area 4: Training & Development
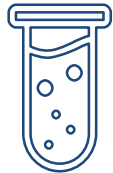

HR Logo Dissemination Programme

The programme includes a series of workshops and seminars, participatory and open to the entire university community, which aim to make visible the deployment of the Action Plan of the Human Resources Strategy for Researchers (HRS4R) at UC3M.

Virtual Open Science training programme

A set of training actions on Open Science aimed at all PDI and Early Career researchers, respectively.

Training programmes on best practices in research and teaching

Set of training actions within the PDI Training Plan, with special emphasis on those related to: copyright, intellectual property, research ethics, project funding mechanisms and equality policies.

Diversity, Equity and Inclusion Training Programmes

Set of training actions within the Training Plan for Faculty, with special emphasis on those related to: diversity, equity and inclusion.

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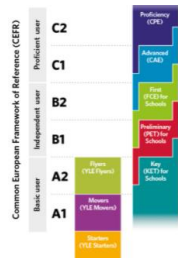
ODS Training Programme

Set of training actions that contribute to the awareness of the university community on issues related to the Sustainable Development Goals.

C1 and C2 English language accreditation programmes

Set of training actions within the PDI Training Plan related to obtaining accreditation of English level C1 and C2.

Development of the UC3M Mentoring pilot programme for Faculty

Mentoring programme to contribute to the professional development of the Faculty, especially in the early stages of their career, with qualified mentors.

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