HR EXCELLENCE IN RESEARCH: STRATEGY AND ACTION PLAN

Preparation Phase
Implementation Phase

1 ETICAL AND PROFESIONAL ASPECTS		2016	2017	2018	2019	RESPONSIBLE ACTOR	INDICATOR
2. Ethical principles	Specific training on Ethical Principles and Good Practices on Research will be taught in our Internal Training Plan					Vice-Rectorate for Research and Knowledge Transfer	Number of seminars
5. Contractual & legal obligations	To redact the hired researcher's rights and obligations commitment					Vice-Rectorate for Research and Knowledge Transfer	Publication of commitment
	To require the hired researcher to follow the good practice Code					Vice-Rectorate for Research and Knowledge Transfer	Signing of commitment
	To include in the Welcome Pack all the information referred to working conditions and Rights and Obligations					International Welcome Center	Publication of welcome pack
	To hold a welcome meeting for national and international researchers					International Welcome Center, Vice-Rectorate for Research and Knowledge Transfer	A welcome meeting to be held at least yearly
	To disseminate the Good Practice Code among the hired researchers who become part of the UGR					Vice-Rectorate for Research and Knowledge Transfer	Number of GPC recipients
Public Acknowledgment	Broadcasting mass media will be used, such as medialab, social networks and communication of Videos For Science (A ciencia cerca).					Press Office, MEDIALAB(*)	Number of mentions on networks

9. P... engad	Use of bibliometrics and an open access to our research results through a new, more accessible web. (LIVEMETRICS)	■				Vice-Rectorate for Research and Knowledge Transfer, MEDIALAB (*)	Number of visits to LIVEMETRICS
II. RECRUITMENT		**2016**	**2017**	**2018**	**2019**	**RESPONSIBLE ACTOR**	**INDICATOR**
13. Recruitment (Code)	To disseminate our Special Research Programme's calls to recruit PhD Graduates through the EURAXESS Job portal	□	■			Vice-Rectorate for Research and Knowledge Transfer	Number of publications of jobs in EURAXXES
	To broadcast our calls through social networks	□	■			Vice-Rectorate for Research and Knowledge Transfer, MEDIALAB (*)	Number of mentions on networks
14. Selection (code)	To establish minimum qualification criteria (requirements) for members of Selection Committees	□	■			Vice-Rectorate for Research and Knowledge Transfer	Publication of the minimum criteria for qualifying for the calls
	To include in every Call the need to consider gender balance in Selection Committees	□	■			Vice-Rectorate for Research and Knowledge Transfer	Publication of the minimum criteria for qualifying for the calls
	To promote external evaluation in positions considered of greater responsibility, as an objectivity criterion	□	■			Vice-Rectorate for Research and Knowledge Transfer	Number of external evaluations carried out
18. Recognition of mobility experience	UGR will strengthen the involvement in international mobility programs, researcher's comebacks and the development of Special Researchers Programs that take these points into consideration.		□	■		Vice-Rectorate for Research and Knowledge Transfer	Number of calls that take mobility into account
...tdoctoral ...ents (code)	We will look into measures which, within the Special Researchers Plan, would help the long term development of a researcher's career through postdoctoral contracts		□	■		Vice-Rectorate for Research and Knowledge Transfer	Number of contracts for post-docs

		2016	2017	2018	2019	RESPONSIBLE ACTOR	INDICATOR
21. Post appointm	We will look into measures to boost the development of the postdoc researcher's professional career who were hired for research projects.		▨	▨		Vice-Rectorate for Research and Knowledge Transfer, University Director's Office	Number of contracts financed by the UGR in programmes 9 and 21 of the university's own research plan
III. WORKING CONDITIONS & SOC. SECURITY		**2016**	**2017**	**2018**	**2019**	**RESPONSIBLE ACTOR**	**INDICATOR**
22. Recognition of the profession	Dissemination of our Researchers' Code of Good Practices among Professors in charge of projects to achieve an effective engagement in its implementation	▨	▨			Vice-Rectorate for Research and Knowledge Transfer	Number of professors informed
24. Working conditions	We will stablish a welcome protocol for new researchers (national and international) where rights and access to different services of the UGR will appear in line with the present researchers	▨	▨			International Welcome Center, Vice-Rectorate for Research and Knowledge Transfer	Publication of the protocol
	Our Internal Research Plan will be adapted to improve the inclusion of candidates with special educational needs, be it because of a disability or needs in balancing of family and working lives.		▨	▨		Vice-Rectorate for Research and Knowledge Transfer	Number of candidates involved
28. Career development	To elaborate a specific plan which regulates the development of researchers' professional career at the UGR, focusing on the recognition of merits of senior researchers in order to provide more stability in their work contracts		▨	▨		Vice-Rectorate for Research and Knowledge Transfer, Vice-Rectorate for Teaching and Learning, Rector	Publication of the programme for stable work contracts for researchers
	To work out an informative document which includes different possibilities of professional career development at the UGR. The document will be handed to new researchers who start their career in our institution.		▨	▨		Vice-Rectorate for Research and Knowledge Transfer, Vice-Rectorate for Teaching and Learning	Number of researchers informed

		2016	2017	2018	2019	RESPONSIBLE ACTOR	INDICATOR
29. Value of mobility	We will explore positive-discrimination measures, taking into account inter sectorial and geographical mobility along with the collaboration with other researcher's fields					Vice-Rectorate for Research and Knowledge Transfer, Director for Academic Organization	
32. Intelectual Property Rights	To elaborate a general rule for managing IPR inside UGR					Research Transfer Office	Publication of the new guideline
	Specific training on IPR issues will be taught to master and doctorate students					Research Transfer Office	Number of seminars
	We will promote the importance of IPR protection knowledge among the UGR's researchers community					Research Transfer Office	Number of patents
IV. TRAINING		**2016**	**2017**	**2018**	**2019**	**RESPONSIBLE ACTOR**	**INDICATOR**
36. Relation with supervisors	Dissemination of our Researchers' Code of Good Practices among Professors in charge of projects to achieve an effective engagement in its implementation					Vice-Rectorate for Research and Knowledge Transfer	Number of researchers informed
38. Continuing Professional Development	Dissemination of the eCampus virtual learning platform will be performed, creating new blended courses and seminars for researchers, creating training itineraries for them.					Center for Virtual Teaching and Learning	Number of courses offered