

HR EXCELLENCE - UC3M'S ACTION PLAN 2019

No	Proposed ACTIONS	GAP Principle(s)	Initial Timing	Current Timing	Responsible Unit	Indicator(s) / Target(s)	Current Status	Remarks I
E1	Code of Good Practices in Research	1, 2, 3, 7, 8, 23, 31	Q2 2018	Q4 2017	Vice-President for Scientific Policy Research Service General Secretariat Human Resources Service & Organisation	CODE OF GOOD PRACTICES IN RESEARCH approved by Governing Council on December 14th, 2017 Submitted to Research Committee on December 12th, 2017 Training action for Faculty: "Sources of funding for research activities" June 2018	COMPLETED	https://www.uc3m.es/ss/Satellite/LogoHRS4R/en/TextoMixta/1371234170165/Ethical_Aspects
E2	Protocol for requesting Report to UC3M Research Ethics Committee	1, 2	Q4 2016	Q3 2017	Vice-President for Scientific Policy Research Service	PROTOCOL FOR REQUESTING REPORT TO UC3M RESEARCH ETHICS COMMITTEE approved by Ethics Committee on September 15th, 2017 - Number of files processed: 6	COMPLETED	https://www.uc3m.es/ss/Satellite/LogoHRS4R/en/TextoMixta/1371234170165/Ethical_Aspects
E3	Operating Regulations for UC3M Ethics Committee in Research	1, 2, 3	Q1 2018	Q2 2017	Vice-President for Scientific Policy Research Service General Secretariat Human Resources Service & Organisation	OPERATING REGULATIONS FOR UC3M ETHICS COMMITTEE IN RESEARCH, approved by Governing Council on April 27th, 2017 - Dissemination to the University Community: email sent by Library Service on May 17th, 2017 - Training action for Faculty: "Sources of funding for research activities" June 2018	COMPLETED	https://www.uc3m.es/ss/Satellite/LogoHRS4R/en/TextoMixta/1371234170165/Ethical_Aspects
E4	Hosting Protocol for Visiting Researchers	4	Q1 2017	Q4 2018	Vice-President for International Relations and Cooperation International Relations Service Research Service Human Resources Service & Organisation	HOSTING PROTOCOL FOR VISITING RESEARCHERS approved by Faculty Committee on October 17th, 2018 - Number of queries answered: 15 researchers / 200 emails / 15 calls - Number of invitation letters issued: 7 - Number of registered visitors: 15	COMPLETED	https://www.uc3m.es/ss/Satellite/LogoHRS4R/en/TextoMixta/1371234170165/Ethical_Aspects
E5	Hosting Protocol for Faculty	4	Q4 2017	Q4 2018	Vice-President for Faculty Human Resources Service & Organisation International Relations Service Research Service	HOSTING PROTOCOL FOR FACULTY approved by Faculty Committee on January 19th, 2019	COMPLETED	https://www.uc3m.es/ss/Satellite/LogoHRS4R/en/TextoMixta/1371234170339/Recruitment
E6	Open Access Institutional Policy	8, 31	Q1 2017	Q3 2018	Vice-President for Strategy and Digital Education Library Research Service	ACTION PLAN SUBMITTED: reported to Research Committee on September 24th, 2018 - Creation of UC3M Working Group on Open Science UniOS: November 20th, 2018 - Number of research groups will join Full Open Science: maximum 10 - Number of citizen participation initiatives in research projects: 2 - Number of training actions on Open Science (R1-R4): 1 - Number of Open Access datasets published by UC3M teams: 176	IN PROGRESS	https://www.uc3m.es/library/how-publish/open-access-publishing
E7	Laying the foundations for incentives for Faculty members for 2018 and 2020	11	Q4 2016	Q2 2017	Vice-President for Faculty Human Resources Service & Organisation Support for teaching and degree administration Center Postgraduate Studies & Doctoral School Research Service Library	REGULATION OF INCOME SUPPLEMENT FOR FACULTY approved by Governing Council on June 14th, 2017 - Number of recognized supplements: Research 351 (29.13%), Publications 389 (32.28%) and Teaching 360 (21.83%) - Number of publications assessed: Articles in journals 3,406, Chapters in books 512 and Monographs 166	COMPLETED	https://www.uc3m.es/ss/Satellite/RHPdi/es/Detalle/Ficha_C/1371248563661/1371245521965/Complemento_Retributivo_UC3M
E8	UC3M II Gender Equality Plan	10, 24, 27	Q4 2016	Q4 2017	Vice-President for Students, Social Responsibility and Equality Equality Unit	UC3M II GENDER EQUALITY PLAN approved by Governing Council on November 30th, 2017 - Training sessions on equal treatment and opportunities for women and men, and Gender Violence: 4 - Increase in Gender Research (Pilar Azcarate Call May 22nd, 2017): 25%. - Information campaigns to prevent and eliminate sexual harassment and harassment based on sex: Gender Violence Days (November 20th-24th, 2018); Courses-workshops against sexual harassment and harassment based on sex (3); - Protocol for prevention and action against sexual harassment and harassment based on sex: approved in May 2018 - Training sessions by the LGTBI area of the Regional Government on Law 3/2016 (3)	COMPLETED	https://www.uc3m.es/ss/Satellite/LogoHRS4R/en/TextoMixta/1371234170165/Ethical_Aspects