



HR EXCELLENCE IN RESEARCH

uc3m | Universidad **Carlos III** de Madrid

“Human Resources Strategy for Researchers” at UC3M

Vice-President for Faculty

Vice-President for Scientific Policy

Université de Liège, March 13th, 2018

Marta Carracedo

<https://youtu.be/v95VQ40hpXo>

A Prestigious Public University



UC3M holds the 20th spot among the world's 50 best universities under 50 years old, according to the QS Top Fifty under Fifty (2016) Ranking.



Twelve UC3M engineering degree programs have Europe's most prestigious engineering accreditation awarded by the ENNAEE (European Network for Accreditation of Engineering Education), EUR-ACE.



HR EXCELLENCE IN RESEARCH

UC3M has been awarded the logo HR Excellence in Research in December 2016, by the European Commission. Identifies the institutions that support a positive and stimulant environment for researching



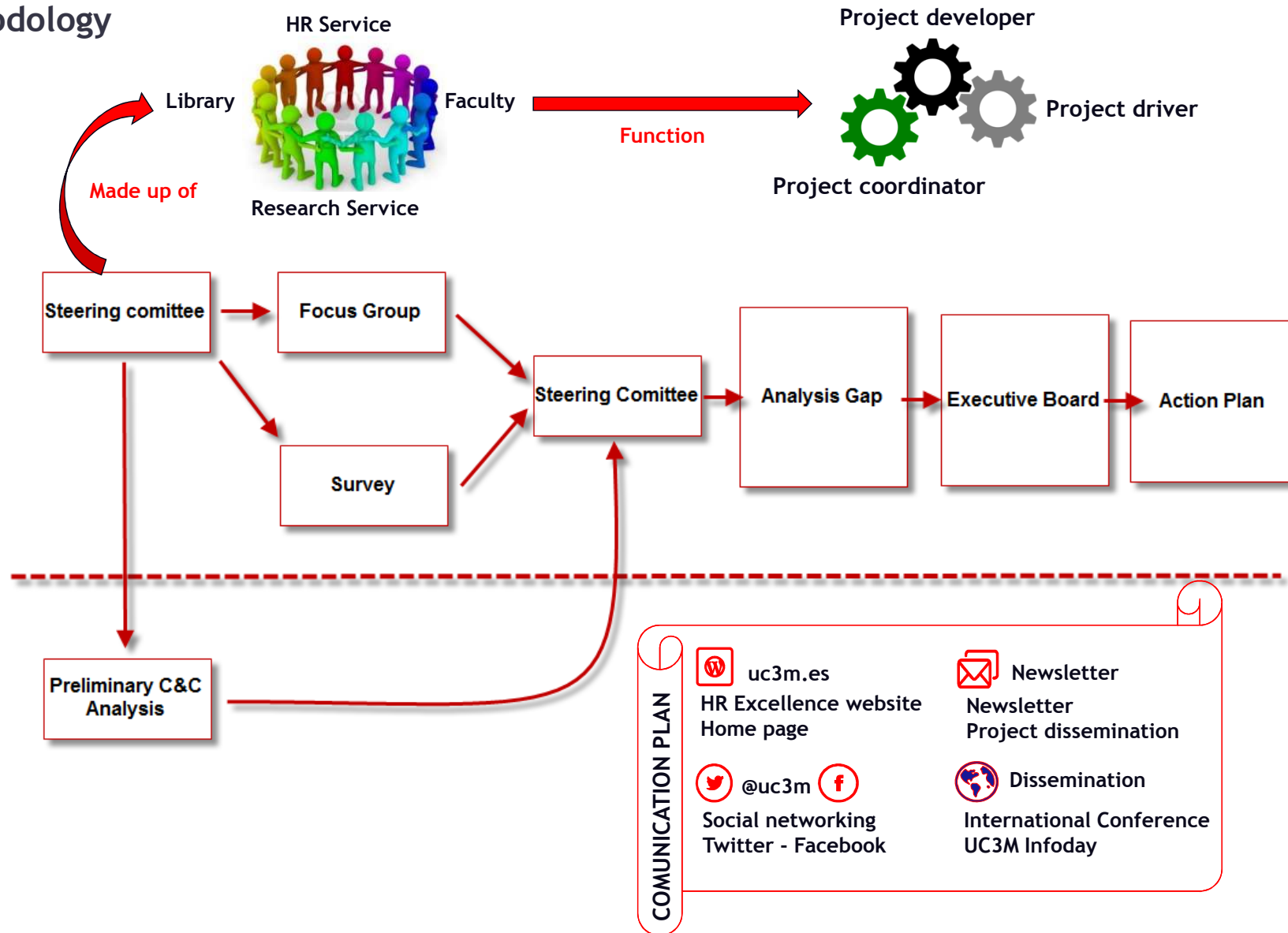
UC3M is the first public university in Spain to receive the AACSB International accreditation (business education)





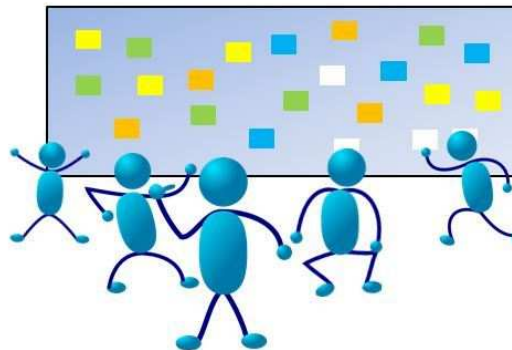
HRS4R

Methodology





More than
60 Faculty involved



AREAS

A Recruitment & Talent Attraction

B Development & Training

C Ethical Issues

What is UC3M doing correctly,
and therefore should keep doing?

Research
Freedom

University
Services' Support

Work Environment

Mobility

What should UC3M be doing
that is not doing?

Teaching vs Research

Employment
stability

Good Practice
in Research

Training



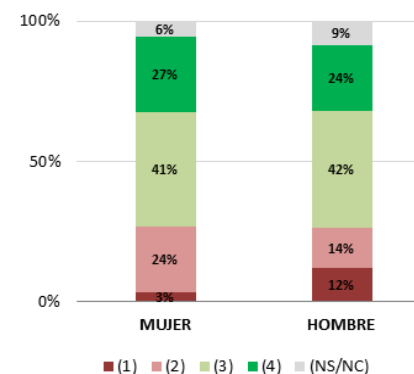
35 Questions open-ended and closed



1.374 Researchers

334 Researchers
Made the questionnaire

24,31% Participation



HRS4R

Action Plan - HR Excellence in Research

Dec 17th, 2015



ACTION PLAN
May 14th, 2016



IMPLEMENTATION NEW PROCESSES

Dec 30th, 2018



17 Actions	Responsible Party	Units in charge	Time Frame
Code of Good Practices in Research	Vice-President for Scientific Policy	Research Service	Q2 2018
UC3M II Gender Equality Plan	Vice-President for Students, Social Responsibility and Equality	Equality Unit	Q2 2017
Developing new Employee Portal	Vice-President for Faculty	HR Service	Q3 2018
UC3M Researcher Portal: Co-authorship Map	Vice-President for Scientific Policy	Library, Research Service	Q1 2017
UC3M Training Plan for Faculty	Vice-President for Faculty	HR Service	Q1 2018



**THANK YOU!
MERCI BEAUCOUP!
GRACIAS!**



*“Give me a fulcrum, and I shall move the world”
Archimedes*