“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
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.

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**
Major Milestones

- **Commitment C&C Principles** (Dec 17th, 2015)
- **Membership EURAXESS Network** (Jan 13th, 2016)
- **HRS4R Implementation (2016)**
- **HR Excellence in Research Award (Dec 30th, 2016)**
More than 60 Faculty involved

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

AREAS
A Recruitment & Talent Attraction
B Development & Training
C Ethical Issues
HRS4R
Gap Analysis - Questionnaire

4 Topics

Training & Development
Ethical issues

Recruitment

Working conditions

35 Questions
open-ended and closed

Recruitment
Professional development
Help
Training Programme

Open
Code of Good Practices
Efficient

1.374 Researchers
24.31% Participation

334 Researchers
Made the questionnaire

0%
27%
0%
42%

41%
24%
34%
14%

0%
12%
(1)
(2)
(3)
(4)
(NS/NC)
HRS4R
Action Plan - HR Excellence in Research

Dec 17th, 2015

ACTION PLAN
May 14th, 2016

IMPLEMENTATION NEW PROCESSES
Dec 30th, 2018

<table>
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<tr>
<th>17 Actions</th>
<th>Responsible Party</th>
<th>Units in charge</th>
<th>Time Frame</th>
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<td>Code of Good Practices in Research</td>
<td>Vice-President for Scientific Policy</td>
<td>Research Service</td>
<td>Q2 2018</td>
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<td>UC3M II Gender Equality Plan</td>
<td>Vice-President for Students, Social Responsibility and Equality</td>
<td>Equality Unit</td>
<td>Q2 2017</td>
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<td>Developing new Employee Portal</td>
<td>Vice-President for Faculty</td>
<td>HR Service</td>
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<td>UC3M Researcher Portal: Co-authorship Map</td>
<td>Vice-President for Scientific Policy</td>
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<td>UC3M Training Plan for Faculty</td>
<td>Vice-President for Faculty</td>
<td>HR Service</td>
<td>Q1 2018</td>
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uc3m Strategic Plan 2016-2022

Aligned with

uc3m Strategic Plan 2016-2022

uc3m
Good Governance

uc3m
Strategic Plan 2016-2022

uc3m
Research

uc3m
Education

uc3m
Society

uc3m
Self-Assessment
THANK YOU!
MERCI BEAUCOUP!
GRACIAS!

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