

ACTION PLAN

INTERIM PHASE

(2022-2025)



Universidad de Valladolid

HUMAN RESOURCE STRATEGY FOR RESEARCHERS

ACTION PLAN

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

Case number: 2018ES317987

Name Organisation under review: Universidad de Valladolid

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TABLE OF CONTENTS

1. ORGANIZATION PROFILE	4
2. STRENGTHS AND WEAKNESSES OF THE CURRENT.....	7
Have any of the priorities for the short- and medium term changed?	14
Have any of the circumstances in which your organisation operates, changed and as such have had an impact on your HR strategy?.....	14
3. ACTIONS	15
Comments on the implementation of the OTM-R principles (Internal Review for Interim Assessment).....	20
Comments on the implementation of the OTM-R principles (Internal Review for Award Renewal)	20
4. IMPLEMENTATION	21
General overview of the expected overall implementation process of the action plan.....	21
How have you prepared the internal review? *	25
Do you have an implementation committee and/or steering group regularly overseeing progress?.....	25
Is there any alignment of organisational policies with the HRS4R? For example, is the HRS4R recognized in the organisation's research strategy, overarching HR policy.....	25
How has your organisation ensured that the proposed actions would be also implemented?	25
How are you monitoring progress (timeline).....	26
How will you measure progress (indicators) in view of the next assessment?	26
How do you expect to prepare for the external review?	26

1. ORGANIZATION PROFILE

STAFF & STUDENTS	FTE
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research *	3.050
Of whom are international (i.e. foreign nationality)*	404
Of whom are externally funded (i.e. for whom the organisation is host organisation)*	332
Of whom are women*	1.436
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor.*	1.480
Of whom are stage R2 = in most organisations corresponding with postdoctoral level*	208
Of whom are stage R1 = in most organisations corresponding with doctoral level*	1.362
Total number of students (if relevant)	20.000
Total number of staff (including management, administrative, teaching and research staff)*	5.133

RESEARCH FUNDING (figures for most recent fiscal year)	€
Total annual organisational budget	231.862.338 €
Annual organisational direct government funding (designated for research)	20.700.446 €
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	19.893.446 €
Annual funding from private, non-government sources, designated for research	1.255.000 €

Universidad de Valladolid is one of the most important centers of Higher Education in Spain with **more than eight centuries of history**. It has its origins in the **13th century in the middle of the Castilian Middle Ages**. This singularity has provided us with a great academic tradition and a rich legacy of architectural, museum, bibliographic, ethnographic and documentary goods, which constitute our historical, documentary and artistic heritage and our interest in its increase, study, conservation and diffusion.

The UVa is made up of four campuses (Valladolid, Palencia, Segovia and Soria) located in Castilla y León Region. The purpose of the UVa is the integral formation of our students, the research and the diffusion of the knowledge with the purpose of leading the scientific and cultural development of the society. UVa has more than **3,000 researchers and staff support** and **20,000+ students**.

The educational offer is wide and multidisciplinary, reaching more than **70 officially recognized degrees**, distributed in the branches of knowledge of Art and Humanities, Sciences, Health Sciences, Social and Legal Sciences and Engineering and Architecture. In postgraduate studies, the UVa offers specialized training with more than **60 Masters** and **29 Doctorate programmes** (14 with Honor Mention; and 13 of these programs are interuniversity programs, which provides the cross-registration with other Spanish institutions) and **68 postgraduate degree**, accredited international relations and prestigious research Centers. R&I activities constitute one of main pillars of UVa. Scientific research is a right and duty of our staff which is carried out in **58 Departments**, **12 University Institutes** and **195 Recognized Research Groups**.

UVa has been taking part in different European projects during the last 20 years. Nowadays, UVa is the **1st University & 3rd entity** (including companies/technology centres) in Castilla y León which captures and coordinates more projects in the H2020. For that, the **UVa counts with the support and wide experienced of its European Projects Office at its General Foundation**, Fundación General de la Universidad de Valladolid (FUNGE). The FUNGE is an entity that has with a capital and legal link with the UVa. Its contribution is always used under the premises of UVa and the main tasks to be carried out on the european projects are to give supporting in the training and management activities for UVa.

Within the framework of innovation, the UVa focuses on the **promotion, transfer and valorization of its results of the research activities and knowledge** to society and enterprises. For this purpose, UVa has also a General Foundation, Fundación General de la Universidad de Valladolid, 100% funded by UVa; and it counts with **Science Park Foundation (Fundación Parque Científico to promote entrepreneurial culture in the UVa scientific Community**.


To highlight is regarding that UVa has the **European Excellence EFQM 500+ seal to the management of Library**, which ensures compliance with Open Access.



In addition, the UVa is integrated in the International campus of the Excellence -Triangular-E3 (CEI

Triangular-E3) together with the Universidad de Burgos (UBU) and Universidad de León (ULE). This project of collaboration of the three universities implies our commitment to a shared future, which is embodied in an alliance based on the conviction of the need to unite our values and strengths to meet the challenges of the University of the twenty-first century.


2. STRENGTHS AND WEAKNESSES OF THE CURRENT PRACTICE

Thematic heading of the Charter and Code	STRENGTHS and WEAKNESSES
<p data-bbox="169 640 462 703">Ethical and professional aspects</p>  <p data-bbox="279 1005 354 1032">Ethics</p>	<p data-bbox="542 645 1434 741">During the implementation of HRS4R and HR in Excellence, the Universidad de Valladolid has strived to maintain the strengths detected and to promote them.</p> <p data-bbox="542 777 1374 806">Transformation of the weaknesses detected into current strenghts</p> <ul data-bbox="528 810 1434 2029" style="list-style-type: none"> <li data-bbox="528 810 1434 936">• The Statutes of the University have been renewed in 2020-21, according to the most current legislation and needs. A specific paragraph on UVa compromise with the HRS4R strategy has been included. <li data-bbox="528 976 1434 1072">• UVa rectorate elections have been in 2022. The governmental plan has a strategic plan for R+D+i in the medium term, and also every year is updated. <li data-bbox="528 1113 1434 1238">• The brand UVainvestiga has been created. A new and well organised website provide an adequate response to searches in Spanish and English, to promote internationalisation of the processes and to attract foreign researchers: https://investiga.uva.es/. <li data-bbox="528 1279 1434 1440">• Thanks to the work carried out in WP10, Safety standards and protocols in Labs are now better publicised. A practical example on the safety protocols in Chemical Engineering and Environmental Technology has been included. The webpage of the HSE-UVa department has been renewed and included in UVainvestiga. <li data-bbox="528 1480 1434 1641">• The channels for carrying out dissemination activities are more clear, with a specific section in UVainvestiga: "Dissemination & Outreach". A work between two Vice-Chancellor s is still undergoing: "Research, Innovation and Transfer" and "Communication and University Outreach". There is still work on-going. <li data-bbox="528 1682 1434 1742">• Code of good practices has been formatted and disseminated, it is included in UVainvestiga and in UVadocs (open repository). <li data-bbox="528 1783 1434 2029">• There is OPEN SCIENCE policy. UVa has an Open Access Policy, and nowadays, it is working on the implementation of Open Data. https://uvadoc.uva.es/bitstream/handle/10324/46615/Politica-Institucional-Acceso-abierto-datos-UVa-Consejo-Gobierno-4-05-2021.pdf Still need futher development. The repository is working for data. Library guidance has been created: https://biblioguias.uva.es/datos-investigacion/open-access


- The Uva has organized several courses on research data for researchers.
- Transformative agreements for open access publication of articles by authors from the Universidad de Valladolid. With the aim of fostering Open Science in Spain, and promoting open access publication of the research results of authors from Spanish Universities and CSIC, CRUE (Conference of Rectors of Spanish Universities) and CSIC (Spanish National Research Council) have signed Transformative Agreements with four major academic and scientific publishers (WILEY, ELSEVIER, ACS and SPRINGER) for the renewal of subscription access to their journal platforms and the option to publish in Open Access at no additional cost. Library guidance has been created: <https://biblioguias.uva.es/Acuerdos/transformativos>

Weaknesses that still need further work

- It is necessary to rethink the functions of the Research Ethics Committee and promote its specialisation. The Human Research Ethics Committee is now under creation, the paper work has been prepared and it is under examination by the legal services. A single window for "ethic issues" has been created already: comites.eticos@uva.es
- There is no protocol to avoid duplicity in scientific production, nor is there an institutional policy of backups and confidentiality in the processes and results of research. Work is undergoing to study the best mechanism to articulate it.
- The researchers consider that there is a problem with the excessive paperwork on the research. UVa has many rules, dispersed and it is not easy to reach the key information because they are not indexed. Still need futher development.
- The UVa has three research management entities that require coordination between them (UVA-SAI; FUNGE; PCUVa). Still need futher development.


Thematic heading of the Charter and Code	STRENGTHS and WEAKNESSES
<p data-bbox="169 501 379 566">Recruitment and selection</p>  <p data-bbox="240 855 376 878">Recruitment</p>	<p data-bbox="491 439 1433 539">During the implementation of HRS4R and HR in Excellence, the Universidad de Valladolid has strived to maintain the strengths detected and to promote them.</p> <p data-bbox="491 591 1329 618">Transformation of the weaknesses detected into current strenghts</p> <ul data-bbox="528 629 1433 1384" style="list-style-type: none"> <li data-bbox="528 629 1023 656">• Documentation in English is scarce. <li data-bbox="528 707 1433 808">• Regulations for teaching and research staff foreseen in the UVa Statutes have not been fully implemented but they have improved considerable, with a more clear professional career strategy. <li data-bbox="528 860 1433 1003">• The medium/long-term policy for R1-R2 positions with a proper career development is now under development. A considerable increase in the postdoc positions with the options for stabilisation at UVa after the posdoc period (accreditation I3) has increased. <li data-bbox="528 1055 1433 1120">• There is official OTMR policy approved. https://investiga.uva.es/hrs4r/otmr/ <li data-bbox="528 1171 1433 1236">• The Uva has applied the current legislation on predoctoral contracts, extending the contracts. <li data-bbox="528 1288 1433 1384">• The Uva has adapted its own calls for applications to the current legislation, caused by the pandemic, in order to transfer employment benefits to the University's contracted research personnel. <p data-bbox="491 1469 999 1496">Weaknesses that still need further work</p> <ul data-bbox="528 1507 1433 2027" style="list-style-type: none"> <li data-bbox="528 1507 1433 1650">• There is not a unique Department of Human Resources at UVa. Nowadays, there are three services that manage personnel, without a common policy instead. However, one of the main objectives of the current rector governance is to unify this. <li data-bbox="528 1702 1433 2027">• The process of the selection of researchers is based on the evaluation of the merits established by the responsible researcher; there is no common selection criteria. There is no guide of merit assessment criteria in the selection of personnel that homogenizes the work of selection of researchers. With the recent approval of law in Spain: Royal Decree-Law 32/2021, of December 28, on urgent measures for the labor reform, the guarantee of employment stability and the transformation of the labor market, this aspect will be soon corrected.

- The selection committees do not have adequate training, nor do they have independent experts.
- The UVa does not have a HR selection office that can perform psycho-technical tests or interviews in a professional manner.

Thematic heading of the Charter and Code	STRENGTHS and WEAKNESSES
<p>Working conditions</p>  <p>Working Conditions</p>	<p>During the implementation of HRS4R and HR in Excellence, the Universidad de Valladolid has strived to maintain the strengths detected and to promote them.</p> <p>Transformation of the weaknesses detected into current strenghts</p> <ul style="list-style-type: none"> • There are now many options for establiity of researchers in the UVA with more budget. The new plans for resilience offers many possibilities too. • The use of spaces in the University is more rationalized, after the covid-pandemic situation new opportunities have arisen. • The access now is more regulated in laboratories. • Telework at UVA is more regulated now, after the pandemics. • The offer of courses of transfer skills and activities for researchers is wide and the dissemination is reaching now all the researchers through: UVainvestiga website, VirtUVa (created in 2021 as a online learning UVA center) and the Doctorate School offering all these courses. <p>Weaknesses that still need further work</p> <ul style="list-style-type: none"> • A specific figure or committee specialized in ensuring the rights of research staff would be desirable. • There is a need for an improvement in the conditions of the premises and a protocol for the use of equipment. • The antiquity in R1 and R2 is not conveniently recognized. • The research community do not perceive that UVA has an own retention and stabilising talent. The perception now is better, but this needs to be confirmed by a survey. • There are rules on work-life balance, but they have little impact. The researchers are not connoisseurs and the majority of them is not used these advantages. • There is neither a mental health protocol nor a psychological office that acts in the procedures of selection of personnel and does

psychological follow-up of the researchers.

- The rights of researchers UVa, FUNGE and PCUVa are not homologated. This is under going and a prior objective of the rectorate.
- Updated procedures and research management manuals are necessary.
- Need to increase IT resources dedicated to be saved the results of the research (such us, protocols for backing up research results; e-tools to avoid the antiplagiarism). This is ongoing. During this pandemic situation, the improvement of virtualization at UVa has been clear. The creation of VirtUVa (UVa's online training center) and of a specific vice-rectorate for innovation in teaching and virtualization has boosted it. UVa has recently been awarded as one of the best institutions in virtualization by the Castilla y León Económica magazine.

Thematic heading of the Charter and Code	STRENGTHS and WEAKNESSES
<p>Training and development</p>  <p>Training</p>	<p>During the implementation of HRS4R and HR in Excellence, the Universidad de Valladolid has strived to maintain the strengths detected and to promote them.</p> <p>Transformation of the weaknesses detected into current strenghts</p> <ul style="list-style-type: none"> • A Research career has been defined for posdocs. • The figure of the mentor for posdocs has been created at UVa, with a reference group of 5 experienced posdocs that will lead the mentorate. • The average age of the main UVa researchers is high. This roblem of generational change is being resolved by incorporating new researcher and professor figures every year. • The offer of online courses and activities is now wide thanks to the Doctorate School and the VirtUVa (on-line training centre at UVa). <p>Weaknesses that still need further work</p> <ul style="list-style-type: none"> • A protocol of regular meetings between trainers and researchers in training is necessary. This task is on-going.

Have any of the priorities for the short- and medium term changed?

Medium- and long-term priorities have not changed. The rectorate that was in the UVA government has maintained and increased its commitments to teaching and research for the next 4 years. The Vice Chancellor for research (Óscar Martínez Sacristán) has changed. The new Vice Chancellor (Enrique Baeyens Lázaro) was an area director within the same vice-rectorate and is fully committed to the implementation of the HR Excellence in Research seal.

Have any of the circumstances in which your organisation operates, changed and as such have had an impact on your HR strategy?

The first two years of HRS4R implementation have coexisted with the terrible COVID-19 pandemic. Even so, the progress in the implementation at the Universidad de Valladolid has been correct, having achieved practically all the commitments acquired with the different actions.

The new labor reform in Spain: Royal Decree-Law 32/2021, of December 28, on urgent measures for the labor reform, the guarantee of employment stability and the transformation of the labor market, obliges researchers to be hired indefinitely. Therefore, it favors to a great extent the stabilization of personnel. This will have a very positive impact on implementation, since it gives managers a greater possibility of improving the working conditions of researchers.

3.ACTIONS

ACTION #	GAP Principle(s)	Timing (S= semester)	Responsible Unit	Indicator(s) / Target(s)
Work Package 1: Governance and Ethical Framework				
Action 25. Amendment of the Statutes of the Universidad de Valladolid, incorporating the HRS4R principles	(++) 1. Research freedom (+/-) 2. Ethical principles (+/-) 35. Participation in decision-making bodies	Sep'23-Jul'25	Vice-Chancellor for Research	- Statutes approved with explicit reference to European Charter for Researchers (e.g. article 177.2). - Official publication in the Official Gazette of Castilla y León (BOCyL)
Action 27. Improvement of the Research Conflict Resolution Protocol at UVa by the Research Integrity Committee (formerly called Research Ethics Committee)	(+/-) 6. Accountability (+/-) 34. Complains/ appeals	Sep'23-Jul'25	Vice-Chancellor for Research	- Approval and publication of the new protocol - Number of cases managed annually under the new framework
Action 28. Implementation of the Harassment Protocol at the Universidad de Valladolid and monitoring of its application and psychological wellbeing	(+/-) 2. Ethical principles (+/-) 6. Accountability (++) 10. Non discrimination (+/-) 23. Research environment (+/-) 34. Complains/ appeals	Sep'24-Jul'25	Vice-Chancellor for Research	- Responsible for protocol implementation - Number of cases managed annually under the protocol

Action 48. Updating Governance of Research Structures in Light of LOSU Reforms	(+/-) 2. Ethical principles (+/-) 3. Professional responsibility (+/-) 6. Accountability (+/-) 7. Good practice in research	Sep'24-Jul'25	Vice-Chancellor for Research	- Legislation updated
Work Package 2: Open, Transparent, and Merit-Based Recruitment (OTM-R)				
Action 51. Formal Inclusion of Fundación UVA in the HRS4R Strategy	(++) 1. Research freedom (+/-) 2. Ethical principles (+/-) 5. Contractual and legal obligations (+/-) 6. Accountability (+/-) 7. Good practice in research (++) 9. Public engagement (-/+) 15. Transparency (Code)	Sep'24 - Jul'25	Vice-Chancellor for Research	- Signature of the agreement
Work Package 3: Talent Attraction, Development, and Retention				
Action 34. Establishing an incentive system for Postdoctoral Researchers to help in the research	(-) 22. Recognition of the profession (+/-) 24. Working conditions (-) 25. Stability and permanence of employment (-/+) 28. Career development	Sep'23-Jul'25	Vice-Chancellor for Research	- Number of postdoctoral incentives - Feedback on the system provided by applicants and beneficiaries
Action 36. Enhancing PhD employability and academia-industry transfer through Industrial PhD Promotion	(+/-) 7. Good practice in research (+/-) 8. Dissemination, exploitation of results (-) 22. Recognition of the profession (+/-) 23. Research environment (+/-) 39. Access to research	Sep'22-Jul'25	Vice-Chancellor for Research	- Number of new Industrial PhD agreements signed - Increase in Industrial PhD thesis projects

	training and continuous development			
Work Package 4: Research Support and Communication				
Action 39. Rebranding and development of bilingual websites for Research Support Services (ESDUVA and Library)	(+/-) 4. Professional attitude (-) 22. Recognition of the profession (+/-) 23. Research environment (+/-) 38. Continuing Professional Development (+/-) 39. Access to research training and continuous development	Sep'24-Jul'25	Vice-Chancellor for Research	- Launch of bilingual websites (ES/EN) - Content update frequency
Action 52. Enhancement and Coordination of European and International Project Management at UVa	(+/-) 3. Professional responsibility (+/-) 4. Professional attitude (+/-) 5. Contractual and legal obligations (+/-) 6. Accountability (+/-) 7. Good practice in research (++) 11. Evaluation/ appraisal systems (-) 13. Recruitment (Code) (-/+) 15. Transparency (Code) (+/-) 24. Working conditions	Sep'24-Jul'25	Vice-Chancellor for Research	- Internal protocol for hybrid management of European projects developed and approved. - Online tool for verifying expense eligibility launched. - At least one annual info session held for researchers.

Work Package 5: Infrastructure, Evaluation, and Digital Transformation

Action 40. Design of a Strategy for the Improvement of Research Scientific Infrastructures	(+/-) 7. Good practice in research (++) 9. Public engagement (+/-) 23. Research environment (+/-) 24. Working conditions	Mar'23-Jul'25	Vice-Chancellor for Research	<ul style="list-style-type: none"> - Diagnostic report completed with research community input - Approved and disseminated strategic plan - Number of planned vs. implemented actions - Budget allocated and funding secured - Researcher satisfaction levels (surveys)
Action 41. Implementation of a Digital System for Continuous Evaluation and Updating of Research Output	(+/-) 3. Professional responsibility (+/-) 7. Good practice in research (++) 11. Evaluation/ appraisal systems (-) 22. Recognition of the profession	Feb'24-Jul'25	Vice-Chancellor for Research	<ul style="list-style-type: none"> - Number of researchers updating their profiles in the system - Percentage of records updated annually - Number of Training sessions conducted - Reports generated for internal evaluation
Action 42. Optimization of the UVa Science Portal Using Dialnet Technology to Enhance Regional and National Dissemination of Scientific Output	(+/-) 3. Professional responsibility (+/-) 7. Good practice in research (+/-) 8. Dissemination, exploitation of results (++) 9. Public engagement (-/+) 15. Transparency (Code)	Jan'23-Jul'25	Vice-Chancellor for Research	<ul style="list-style-type: none"> - Number of updated profiles on the portal - Number of training sessions conducted and researchers trained - Researcher satisfaction levels

Action 43. Enhancing scientific evaluation capabilities through acquisition of advanced bibliometric Tools (InCites and SciVal).	(+/-) 3. Professional responsibility (+/-) 4. Professional attitude (+/-) 7. Good practice in research (++) 11. Evaluation/ appraisal systems (++) 19. Recognition of qualifications (Code)	Sep'24-Jun'25	Vice-Chancellor for Research	- Successful procurement of InCites and SciVal - Training sessions conducted
Work Package 6: Innovation and Knowledge Transfer				
Action 44. Creation of the Universidad de Valladolid Teaching Innovation Lab (LIDUVA).	(+/-) 3. Professional responsibility (+/-) 4. Professional attitude (+/-) 7. Good practice in research (+/-) 33. Teaching (+/-) 39. Access to research training and continuous development	Sep'22-Jul'25	Vice-Chancellor for Research	- Creation of the Universidad de Valladolid Teaching Innovation Lab (LIDUVA). - Lab establishment and resourcing - Publications or shared outcomes

Comments on the implementation of the OTM-R principles (Internal Review for Interim Assessment)

The COVID19 pandemic has resulted in major changes in labor relations. It is not only the closure of workplaces and the precautions that have had to be taken to combine work with health prevention that have been a challenge. The commitments made by the Spanish state to obtain European funds to overcome the crisis caused, has meant an unfinished revolution in the field of research. During these two years the UVa has tried to protect its researchers and to facilitate their work and the achievement of their objectives with the means that the state has made available to us. Based on them, especially for R1 researchers, UVa has had the HRS4R as a guide for its actions by facilitating the continuity of contracts and making decisions that favor researchers based on the principles of the charter and the code. The labor reform urged by the EU, which is beneficial for researchers, is not yet closed as amendments to relevant laws such as the Law on Science and the Law on Universities, both of which regulate contracts for researchers, are still in the parliamentary process. All these circumstances have slowed down the work of the OTMR group because they imply many changes that must wait to be consolidated.

Comments on the implementation of the OTM-R principles (Internal Review for Award Renewal)

A new protocol will be established to ensure that all research-related vacancies are systematically published on EURAXESS. By law, official announcements must be posted on the Universidad de Valladolid's Electronic Headquarters (Sede Electrónica). The EURAXESS posting will include an announcement with a direct link to the official call on the Sede Electrónica.

In accordance with legislative requirements, all relevant documents will be provided in both Spanish and English on the Sede Electrónica. This new procedure will enhance transparency, accessibility, and international outreach in the recruitment process, fully aligning UVa's practices with the OTM-R principles. However, due to a lack of human resources and significant restructuring within the Research Support Service (SAI), it has not been possible to implement this protocol to date. For this reason, its development and implementation are planned as a priority for the next period in Action Plan 2025-28.

The extended version of the reviewed OTM-R policy and actions is published on the website:

<https://investiga.uva.es/hrs4r/otmr/>

4. IMPLEMENTATION

General overview of the expected overall implementation process of the action plan

As a complement to the actions of the Initial Phase, the Universidad de Valladolid designed a series of actions that were not included in the Interim Phase, due to the identified need to continue improving the implementation of the seal without having to wait for a new action plan, which, according to the schedule, would correspond to the 2025–2028 period, something that would considerably delay its implementation. These complementary actions, divided into the Work Packages of the initial action plan, are:

WP1 – Governance and Ethical Framework

- Action 25. Amendment of the Statutes of the Universidad de Valladolid, incorporating the HRS4R principles
- Action 27. Improvement of the Research Conflict Resolution Protocol at UVa by the Research Integrity Committee (formerly called Research Ethics Committee)
- Action 28. Implementation of the Harassment Protocol at the Universidad de Valladolid and monitoring of its application and psychological wellbeing
- Action 48. Updating Governance of Research Structures in Light of LOSU Reforms

WP2 – Open, Transparent, and Merit-Based Recruitment (OTM-R)

- Action 51. Formal Inclusion of Fundación UVa in the HRS4R Strategy

WP3 – Talent Attraction, Development, and Retention

- Action 34. Establishing an incentive system for Postdoctoral Researchers to help in the research
- Action 36. Enhancing PhD employability through Industrial PhD Promotion

WP4 – Research Support and Communication

- Action 39. Rebranding and development of bilingual websites for Research Support Services (ESDUVA and Library)
- Action 52. Enhancement and Coordination of European and International Project Management at UVa

WP5 – Infrastructure, Evaluation, and Digital Transformation

- Action 40. Design of a Strategy for the Improvement of Research Scientific Infrastructures
- Action 41. Implementation of a Digital System for Continuous Evaluation and Updating of Research Output
- Action 42. Optimization of the UVa Science Portal Using Dialnet Technology to Enhance Regional and National Dissemination of Scientific Output

- Action 43. Enhancing scientific evaluation capabilities through acquisition of advanced bibliometric Tools (InCites and SciVal).

WP6 – Innovation and Knowledge Transfer

- Action 44. Creation of the Universidad de Valladolid Teaching Innovation Lab (LIDUVA)

There will be an HRS4R Implementation Committee (HRS4R-IC) presided over by the Vice-Chancellor of R&I&T. Each work package is carried out by one working team led by one person and include the specific actions to be carry out. The Steering committee will give support and advice to the HRS4R-IC.

The objectives have been declared in semester-basis (1S, 2S, 3S and 4S). Every semester it will be a meeting and a report of the progress: kick-off meeting (0S), 6-month-meeting (1S), mid-term meeting (2S), 18-month-meeting (3S) and final meeting (4S).

The action progress will be tracked and shown in a Gantt diagram. The KPIs and intermediate progress reports will be updated by the WP-leaders to the HRS4R-IC every trimester. These values will be updated every 6-months in the HSR4R website and publicised.

The timeline for the implementation of the actions is

ACTION	SEP'22- MAR'23	MAR'23- SEP'23	SEP'23- MAR'24	MAR'24- SEP'24	SEP'24- MAR'25	MAR'25- AGO'25
WP 1) Governance and Ethical Framework						
Action 25. Amendment of the Statutes of the Universidad de Valladolid, incorporating the HRS4R principles						
Action 27. Improvement of the Research Conflict Resolution Protocol at UVa by the Research Integrity Committee (formerly called Research Ethics Committee)						
Action 28. Implementation of the Harassment Protocol at the Universidad de Valladolid and monitoring of its application and psychological wellbeing						
Action 48. Updating Governance of Research Structures in Light of LOSU Reforms						
WP2) Open, Transparent, and Merit-Based Recruitment (OTM-R)						
Action 51. Formal Inclusion of Fundación UVa in the HRS4R Strategy						
WP3) Talent Attraction, Development, and Retention						
Action 34. Establishing an incentive system for Postdoctoral Researchers to help in the research						
Action 36. Enhancing PhD employability through Industrial PhD Promotion						
WP4) Research Support and Communication						
Action 39. Rebranding and development of bilingual websites for Research Support Services (ESDUVA and Library)						
Action 52. Enhancement and Coordination of European and International Project Management at UVa						
WP5) Infrastructure, Evaluation, and Digital Transformation						
Action 40. Design of a Strategy for the Improvement of Research Scientific Infrastructures						
Action 41. Implementation of a Digital System for Continuous Evaluation and Updating of Research Output						
Action 42. Optimization of the UVa Science Portal Using Dialnet Technology to Enhance Regional and National Dissemination of Scientific Output						



Action 43. Enhancing scientific evaluation capabilities through acquisition of advanced bibliometric Tools (InCites and SciVal).						
WP6) Innovation and Knowledge Transfer						
Action 44. Creation of the Universidad de Valladolid Teaching Innovation Lab (LIDUVA)						

How have you prepared the internal review?*

The report has been prepared following the following follow-up milestones:

HRS4R research days: 2021/07/09

HRS4R Research Days: 2020/11/27

Webinar: 2020/04/03

Webinar: 2019/12/04

The conclusions of each day were collected in minutes that have been used for the preparation of this report.

On the other hand, for the preparation of the report, meetings have been held between the areas involved: research service, innovation and transfer area, research vice-rectorate, research production area, the library service in which an extension of one month was requested on March 15, 2022. Updated data for the indicators were subsequently requested and the results were shared.

Do you have an implementation committee and/or steering group regularly overseeing progress?

Yes. The HSR4R strategy of the Universidad de Valladolid has a coordination group that is responsible for collecting information from the different working groups and preparing the corresponding reports. On the other hand, it is also in charge of the coordination with the rectorate of the University to be able to implement the regulatory changes that are necessary. The Vice-Chancellor for research, innovation and transfer has been involved at all times in the different actions and work packages.

Is there any alignment of organisational policies with the HRS4R? For example, is the HRS4R recognized in the organisation's research strategy, overarching HR policy

Yes. In the process of implementation and development of the HRS4R policy, the governmental structure of the University is involved. This process is carried out between the coordination group of the seal and the rectorate. Subsequently, the decisions that affect the university regulations are studied and approved, where appropriate, in the different governing bodies of the University. As indicated before, the Vice-Chancellor for research, innovation and transfer has been involved at all times in the different actions and work packages.

In addition, HRS4R policy has been included in the recently approved New Estatutes of the UVa. In the article 177 - Contrat types it is included:

2. In the recruitment of research staff, the Universidad de Valladolid shall follow the criteria of the European Commission Recommendation of 11 March 2005 on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

How has your organisation ensured that the proposed actions would be also implemented?

The proposed actions are implemented through different channels. For example, the modification of the statutes of the University was a long process that arose from the need for the implementation of the HRS4R and that had to go through the legal advice of the University for subsequent approval in the competent governing body to manage a statutory modification. In turn, the HRS4R coordination group is responsible for monitoring the proposed actions and verifying their degree of compliance.

A leader has been included in each of the work packages. Both the leader and some of the members have positions of representation or high recognition in the institution, so that they can articulate the different actions that are proposed, planned and developed. The leaders are in direct connection with the the Vice-Chancellor for research, innovation and transfer has direct contact with the rector and the rest of the vice-rectors.

How are you monitoring progress (timeline)

Monitoring the progress of project actions is the responsibility of the HRS4R coordination group, which is responsible for making a report to that effect. This report is made on the basis of the progress made by the different working groups, which through their managers report their progress to the coordination group.

How will you measure progress (indicators) in view of the next assessment?

The progress will be measured in this way:

- 0) An exhaustive **survey** open to the **R1-R2-R3-R4** community will be conducted (similar to the one prepared for the initial phase).
- 1) Information of the **different indicators** of the actions will be asked to the **coordinators** of the WPs.
- 2) The information will be **analysed**
- 3) **Meetings** will be carried out with the **coordinators** of the actions to establish the actions to be taken to finish the implementation of the action plan. **Responsible persons** of the remaining actions will be named.
- 4) A **rapid action** will be taken with the help of the Vice-Chancellor of research, innovation and transfer.
- 5) A compilation of **final set of the indicators** will be done.
- 6) **Progress report** will be generated.

How do you expect to prepare for the external review?

The ultimate goal of UVa will be the implementation of the HRS4R policy as a continuous process that identifies where improvements are needed, designs solutions and implements them in the organisation in a natural way (it has been included in the new UVa statutes, as indicated above). The next few years before the renewal review of the seal will be crucial to stabilise and embed HRS4R in the Universidad de Valladolid, and in preparation for the external review.

One of the research, innovation and transfer days (held every 6 months) will be dedicated exclusively to the review of the process and presentation to the entire UVa community.

All the stakeholders will be involved.