



UB HRS4R

ACTION PLANS 2015-23

Actions completed and continuously monitored

July, 2024

Action Plans 2015-23 – Actions completed and continuously monitored

Although the design and initial implementation of these actions have been completed, their annual monitoring has been established due to its continuous implementation status.

PILLAR I. Ethical and Professional Aspects

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR1OSSM01 - To make available to all UB researchers information on occupational risk prevention plans	7. Good practices 24. Working conditions	2015-S1 to 2015-S2	Head of Health and Safety area of the OSSMA	Publication of the Occupational risk prevention plan (CAT/CAST/ENG) Percentage of PDI accessing to OSSMA Prevention Plan (target value: > 25%)





ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR1DINS01 - To give support to improve external recognition and accreditation of research institutes	11. Evaluation & appraisal 26. Funding and salaries	2019-S1 to 2020-S2	Rector's Delegate for Coordination with Research Institutes	Percentage of UB research institutes awarded with the Maria de Maeztu distinction (target: > 20%)
HR1DCOB02 - To foster citizen science activities led and coordinated by UB researchers.	8. Dissemination and exploitation of results 9. Public engagement	2019-S1 to 2020-S2	Rector's Delegate for Scientific Journals and Open Science	Number of citizen science groups led by UB PDI (target > 2) Training courses (target > 1/year) New UB web section on citizen science Citizen science activities by the UB research groups
HR1DCOB03 - To ensure the implementation of the institutional policy for management, preservation, protect privacy and exchange of research data.	7. Good practices 31. Intellectual property rights	2019-S1 to 2021-S2	Rector's Delegate for Scientific Journals and Open Science	Publication of the Research Data Management Policy at the University of Barcelona
HR1DCOB04 - To facilitate the open access publication to researchers	8. Dissemination, exploitation of results	2019-S1 to 2024-S1	Rector's Delegate for Scientific Journals and Open Science	Number of agreements with publishers (target value: >15) Number of open-access transformative agreements (target value > 90) Number of journals with diamond open access indexed or acknowledged (target value: > 25)
HR1DCOB05 - To foster open science culture among UB collectives	8. Dissemination, exploitation of results	2020-S1 to 2021-S2	Rector's Delegate for Scientific Journals and Open Science	Existence of Rector's Delegate for Scientific Journals and Open Science Percentage of publications with open access (target: > 60%)





ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR1DCOB06 - To create and update open access institutional research repositories	8. Dissemination, exploitation of results	2021-S1 to 2022-S1	Rector's Delegate for Scientific Journals and Open Science	Existence of the UB institutional repository for publications Existence of an institutional repository for research data
HR1DCOB07 - To adopt of International declarations and statements on open science	8. Dissemination, exploitation of results	2021-S1 to 2024-S1	Rector's Delegate for Scientific Journals and Open Science	Adoption of the Sorbonne Declaration on research data rights (February 2020). Signature of the Barcelona Declaration on Open Research Information.
HR1DCOB08 - To ensure access, security and functionalities of repositories for processing and storing research data, and compliance with FAIR principles in research data management	7. Good practices 31. Intellectual property rights	2019-S1 to 2022-S2	Rector's Delegate for Scientific Journals and Open Science	Satisfaction with actions aimed to disseminate compliance with FAIR principles in research data management
HR1SEGN01 - To develop and disseminate codes of ethics on integrity in research	1. Research Freedom 2. Ethical principles 4. Professional attitude	2018-S1 to 2020-S1	Secretary-General	Existence and public access to the Code of Ethics on Integrity and Best Practices, approved by the Governing Council (October 2018) Existence and public access to the Code of Integrity in Research from the University of Barcelona (Codi d'integritat en la recerca), approved by the Governing Council (May 2020)
HR1VDOC01 - To prepare a welcome document and to organize a Welcome Day for R1 researchers, including the description of the institutional context and training on how communicate results from the research activities.	5. Contractual and legal obligations 7. Good practices 8. Dissemination and exploitation of results 39. Access to research training and continuous development	2015-S1 to 2018-S2	Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment	Welcome document available in the intranet (in CAT/ESP/ENG) Nr participants in Welcome Days Satisfaction with Welcome Days



ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR1VIIG01 - To guarantee, through the full implementation of the UB Equality Plan, that researchers are not discriminated against for any reason	10. Non-discrimination 24. Working conditions	2019-S1 to 2022-S2	Vice-Rector for Equal Opportunities, Inclusion and Gender	Existence of the Equality Unit, responsible for the III Equality Plan
HR1VREC02 - To ensure that researchers acquire adequate training in safety measures and procedures when working in experimental laboratories	7. Good practices 39. Access to Research training & continuous development;	2015-S1 to 2016-S2	Vice-Rector for Research	Participation on training courses on safety offered by OSSMA (target value: >40%)
HR1VREC03 - To prepare a welcome document and to organize a Welcome Day for R2, R3 and R4 researchers informing on the relevant legislation and the institutional context.	5. Contractual and legal obligations 7. Good practices	2017-S1 to 2021-S1	Vice-Rector for Research	Existence of Program of reception and follow-up for teaching and research staff at the University of Barcelona (Programa d'acollida i seguiment del personal docent i investigador a la Universitat de Barcelona); Nr participants in Welcome Days Satisfaction with Welcome Days



PILLAR II. Recruitment and Selection

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR2VPDI01 - To ensure the adequacy of the assessment commissions depending on the type of position that is called for	13. Recruitment (Code) 35. Participation in decision-making bodies	2016-S1 to 2018-S2	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	Publication of the regulations of the call Number of appeals or allegations presented (target < 5/year)
HR2VPDI03 - To publish at the EURAXESS portal all those UB job offers intended for researcher staff	13. Recruitment (Code)	2018-S1 to 2020-S2	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	The UB job offers intended for researcher staff are published at the EURAXESS
HR2VPDI04 - To publish calls for R2, R3 and R4 positions with information on the candidate requirements, the criteria to evaluate candidate merits and the procedure for the publication of the evaluation process, in order to fulfill all the OTM-R requirements	14. Selection (Code)	2019-S1 to 2020-S2	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	Elaboration and publication of the OTM-R strategy Publication of the bases of the call, including all the relevant sections to ensure that the selection process is open, transparent and merit-based
HR2VPDI05 - To increase the recognition of mobility during the research career, especially in the assessment of the merits of teaching and research staff (R2 and R3) in public tenders and stability and promotion processes	16. Judging merit (Code) 18. Recognition of mobility	2021-S1 to 2022-S1	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	Academic disengagement as merit and/or a requirement to opt for accreditation by the evaluation agencies
HR2VPDI06 - To simplify the recruitment processes.	12. Recruitment 13. Recruitment (code) 14. Selection (Code) 15. Transparency (Code)	2018-S1 to 2019-S2	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	Updated regulations for calls are approved by the UB Governing Body and published



ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR2VDOC01 - To publish calls for pre-doctoral positions with information on the candidate requirements, the criteria to evaluate candidate merits and the procedure for the publication of the evaluation process, in order to fulfill all the OTM-R requirements	14. Selection (Code)	2019-S1 to 2020-S1	Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment	Elaboration and publication of the OTM-R strategy Publication of the bases for R1 contracts
HR2VDOC02 - To improve the protocols regarding the award of UB pre-doctoral contracts, with clearer and more transparent criteria.	5. Contractual and legal obligations 12. Recruitment 13. Recruitment (code) 14. Selection (code) 15. Transparency (code)	2021-S1 to 2022-S1	Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment	Publication of UB PREDOCS calls
HR2VREC01 - To update, complete and add the English version of the information at the webpage of the UB, especially related to job offers.	13. Recruitment (Code)	2018-S1 to 2019-S1	Vice-Rector for Research	Update of the English version of the webpages with job offer
HR2VREC02 - To take advantage of postdoctoral funding programmes to recruit and retain postdoctoral researchers of exceptional quality	21. Postdoctoral appointments (Code)	2018-S1 to 2021-S2	Vice-Rector for Research	Increase in the number of positions of postdoc researchers (e.g., from programmes such as Ramon y Cajal, Margarita Salas and Maria Zambrano) (ratio wrt 2018) (target > 1.1)



PILLAR III. Working Conditions and Social Security

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR3GTRT01 - To carry out a first survey addressed to R1, R2, R3 and R4 researchers to gather satisfaction information on the human resources strategy	23. Research environment	2018-S2 to 2019-S1	Head of Technical Bureau at the Rector's Office (GTR)	Percentage of participation (target value: > 10%) Results of the survey (with individual rates of the answers to the questions)
HR3VPDI01 - To take into account the SDGs (especially those related to gender equality), in addition to other research indicators, in the hiring and promotion of R3 and R4 staff	7. Good practices 10. Non-discrimination 20. Seniority (Code) 27. Gender balance	2021-S1 to 2023-S1	Vice-Rector Assistant to the Rector and for Teaching and Research Staff	Agreement of the Governing Council Percentage of women promoted to full professor positions wrt all the staff promoted (target value > 50%)
HR3VDIG01 - To offer grants to access to supercomputing services	23. Research environment	2015-S1 to 2016-S1	Vice-Rector for Digitalization Policy	Nr of annual applications (target value > 4 year)
HR3VDIG02 - To update computer and electronic platforms to enhance connectivity and information sharing for UB groups.	23. Research environment	2018-S1 to 2021-S2	Vice-Rector for Digitalization Policy	Set-up and update of computer and electronic platforms
HR3VDOC01 - To take into account the SDGs (especially those related to gender equality), in addition to other research indicators, in the hiring and assignment of jobs related to R1 and R2 personnel	10. Non-discrimination 27. Gender balance	2021-S1 to 2022-S1	Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment	Publication of the PREDOCS-UB evaluation and prioritization criteria
HR3VTRN01 - To facilitate contact with the Fundació Bosch i Gimpera (FBG) for guidance in establishing contracts with companies, knowledge transfer actions and creation of spin-offs	8. Dissemination and exploitation of results 23. Research environment	2017-S1 to 2018-S2	Vice-Rector for Entrepreneurship, Innovation and Transfer	Data on the participation on "Welcome Days" Increase in transfer contracts (ratio wrt 2018) (target value: > 1.1)
HR3VINT01 - To promote mobility actions to improve the training of the UB staff.	29. Value of mobility 39. Access to Research training and continuous development	2015-S1 to 2018-S1	Vice-Rector for Internationalisation Policy	Increase in the annual budget allocated for mobility grants (wrt 2016) (target: > 15%) Percentage of PDI annually participating in mobility actions (wrt 2016) (target > 2%)





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HR3VINT02 - To increase awareness of existing opportunities for mobility of the R1 personnel, through the Office for Mobility and International Programmes (OMPI) and the Student Grants and Financial Aid office	29. Value of mobility	2018-S1 to 2019-S1	Vice-Rector for Internationalisation Policy	Dissemination of mobility calls in the web portal Increase in the number of visits to the website (ratio wrt 2018) (target > 1.1)
HR3VREC01 - To make more visible the specific funding programs that the UB has to support research activities	23. Research environment 26. Funding and salaries	2018-S1 to 2019-S2	Vice-Rector for Research	Increase in the overall of budget allocated to the Research Program Contract (CPR) for faculties and UB research institutes (calculated ratio wrt 2018) (target: >1.1)
HR3VREC02 - To attract excellent researchers with financial support and/or actions to facilitate their dedication to research upon their arrival at the UB	23. Research environment 26. Funding and salaries	2020-S1 to 2021-S1	Vice-Rector for Research	Increase in postdoctoral staff and ERC and MSCA researchers (ratio wrt 2018) (target value: > 2)



PILLAR IV. Training and Development

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR4VDOC01 - To evaluate the suitability of training courses for R1 personnel	39-Access to Research training and continuous development	2018-S1 to 2020-S2	Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment	Annual participation of R! personnel in training courses (target: > 10%) Overall satisfaction with respect to needs of researchers (target: > 7 over 10).
HR4VDOC02 - To create mechanisms to gather information about the overall satisfaction of the PhD students with doctorate programs, including the satisfaction with the supervisory role of senior researchers.	36. Relation with supervisors 37. Supervision and managerial duties 40. Supervision	2022-S1 to 2023-S2	Vice-Rector for Doctorate, Research Staff in Training and Talent Recruitment	PhD students satisfaction with supervision (target: > 8 over 10)
HR4VREC01 - To improve mentoring programs offered by the UB International Research Projects Office (OPIR) to researchers willing to apply for a MSCA or an ERC Grant	23. Research environment; 26. Funding and salaries; 28-Career development 30. Career advice 37. Supervision & managerial duties 38. Continuing professional development 39. Access to Research training & continuous development	2019-S1 to 2020-S2	Vice-Rector for Research	Organization of International Research Days Existence of International Research Advisors (target value: 3 advisors) Increase in MSCA project submitted (wrt 2019) (target: > 10%) Increase in ERC projects submitted (wrt 2019) (target: > 10%) Seminars about ERC, MSCA and research career (target: >5/year) Mentoring ERC (mock-interview) (target: >3/year) Mentoring MSCA (target: >3/year)

