UB HRS4R
ACTION PLANS 2015-23
Actions completed and continuously monitored

v2. April, 2025

Action Plans 2015-23 – Actions completed and continuously monitored

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

This version includes the changes resulting from the annual monitoring report.

PILLAR I. Ethical and Professional Aspects				
ACTION	**PRINCIPLES C&C**	**TIMING**	**RESPONSIBLE**	**INDICATOR/EVIDENCE**
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	Citizen science activities led by the UB research groups No. of citizen science groups led by UB PDI (target: > 2)

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
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: >15) Number of scientific journals with Diamond Open Access indexed or acknowledged (target: > 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 Jornals and Open Science Percentage of publications with open access (target: > 60%)
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	Nr participants in Welcome Days Satisfaction with Welcome Days
HR1OSSM02 - 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	Head of the Technical Unit of the Occupational Risk Prevention Service	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 to inform about the relevant legislation and the institutional context.	5. Contractual and legal obligations 7. Good practices	2024-S2 to 2027-S2	Vice-Rector for Research	% participants in Welcome Days wrt invited (target: >20%) Satisfaction with Welcome Days

PILLAR II. Recruitment and Selection

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
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 fullflill 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	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

PILLAR III. Working Conditions and Social Security

ACTION	PRINCIPLES C&C	TIMING	RESPONSIBLE	INDICATOR/EVIDENCE
HR3VPDI01 - To take into account gender equality 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	Percentage of women promoted to full professor positions wrt all the staff promoted (taget 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)
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	Increase in transfer contracts (wrt 2018) (target: > 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 > 1.2)
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)
HR3OPIR01 - To attract excellent researchers with financial support and/or actions to facilitate their dedication to research upon their arrival at the UB	23. Research environmentt 26. Funding and salaries	2020-S1 to 2021-S1	Head of the International Research Projects Office	Increase in ERC and MSCA grants (ratio wrt 2018) (target: > 1.1) Increase in research funds secured through European calls (wrt: 2019) (target: > 1.1)

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)
HR4OPIR01 - 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	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) ERC mentoring (mock-interview) (target: >3/year) MSCA mentoring (target: >3/year)