



	HRS4R ACTION PLAN 2024-2026	Author: UOC Data : 19/02/2024	Approved in CdD 19/02/2024
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Núm. of Principle (C&C)	Type of Action	Responsible	Units involved	Deadline	Measurable Indicator
11, 12, 14, 15, 17, 18, 21, 22, 25, 26, 28, 29, 30, 31, 33, 38	1. Review and update the research career path competencies and skills	<ul style="list-style-type: none"> . Office of the Vice President for Strategic Planning and Research . Personnel, Specialization Centre for Talent & Reference Centre for Research 	<ul style="list-style-type: none"> Office of the Deputy General Manager for Research and Knowledge Transfer . Office of the Vice Rector for Governance and Academic Policy . Office of the Deputy General Manager . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group 	Q3 2024	-Number of resources provided to the teaching and research staff for their competence development.
11, 12, 14, 15, 17, 18, 21, 22, 25, 26, 28, 29, 30, 31, 33, 38	2. Review and update the research career path competencies and skills (communication plan)	<ul style="list-style-type: none"> . Communications . Personnel, Specialization Centre for Talent & Reference center for Research 	<ul style="list-style-type: none"> . Office of the Deputy General Manager for Research and Knowledge Transfer. . Office of the Vice Rector for Research, Knowledge Transfer and Entrepreneurship . Office of the General Manager . R&I department . Research Communication Committee . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group 	Q4 2024	- Number of communication actions undertaken
18, 21	3. Mobility Policy	<ul style="list-style-type: none"> . Office of the Vice President for Strategic Planning and Research . Office of the Deputy General Manager for R&I . Personnel, Specialization Centre for Talent & Reference center for Research 	<ul style="list-style-type: none"> . Office of the Deputy General Manager for R&I . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group 	Q2 2025	<ul style="list-style-type: none"> . Approval by governing bodies . Mobility policy publication
2, 5, 10, 11, 12, 13, 14, 15, 16, 23, 24, 25, 26, 27, 28, 34, 35, 38.	21. Development and implementation of the actions specific for R&I included in the UOC's Equality Plan	<ul style="list-style-type: none"> . Office of the Vice Rector for Research, Knowledge Transfer and Entrepreneurship . Office of the Deputy General Manager for Research and Knowledge Transfer. 	<ul style="list-style-type: none"> . R&I department . Personnel, Specialization Centre for Talent & Reference center for Research . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group 	Q4 2026	- % Actions implemented under the current Gender Equality Plan

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Núm. of Principle (C&C)	Type of Action	Responsible	Units involved	Deadline	Indicator
12, 16, 17, 18, 20, 23	27. R&I Research Policy	<ul style="list-style-type: none"> . Personnel, Specialization Centre for Talent & Reference center for Research 	<ul style="list-style-type: none"> Office of the Deputy General Manager for Research and Knowledge Transfer. . Office of the Vice Rector for Research, Knowledge Transfer and Entrepreneurship . Office of the General Manager . R&I department . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group -Employee's Committee 	Q1 2022 Q4 2024	<ul style="list-style-type: none"> . Approval by governing bodies . Policy Publication
16, 17, 18, 20	28. Policy on attracting talent through competitive calls	<ul style="list-style-type: none"> . Office of the Deputy General Manager for Research and Knowledge Transfer. . Office of the Vice Rector for Research, Knowledge Transfer and Entrepreneurship . Personnel, Specialization Centre for Talent & Reference center for Research 	<ul style="list-style-type: none"> . R&I department . Personnel, Specialization Centre for Talent & Reference center for Research . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group 	Q4 2025	<ul style="list-style-type: none"> . Approval by governing bodies . Policy publication
16, 18, 20, 21, 22, 23, 33, 34, 35, 37	29. Recruitment of predoctoral students	<ul style="list-style-type: none"> . Doctoral School . R&I department 	<ul style="list-style-type: none"> . R&I department . Personnel, Specialization Centre for Talent & Reference center for Research . UOC HRS4R Implementation and Monitoring Committee . UOC HRS4R Advisory and Working Group 	Q2 2024	Pre-doctoral COFUND proposal submitted.
8, 9, 15	30. Promotion of alliances with the productive and social sectors	<ul style="list-style-type: none"> . Communications . Office of the Deputy General Manager for Research and Knowledge Transfer . R&I department 	<ul style="list-style-type: none"> . Executive Committee for the Promotion of the UOC R&I Hub . Event Coordination and Protocol Office 	Q4 2026	. Follow-up report

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7, 8, 15	31. Establishment of the Hub's operating rules and promotion plan	<ul style="list-style-type: none"> · Scientific and Technical Services Office · Communications · Office of the Deputy General Manager for Research and Knowledge Transfer 	<ul style="list-style-type: none"> · Executive Committee for the Promotion of the UOC · Scientific and Technical Services Office · Communications · Office of the Deputy General Manager for Research and Knowledge Transfer · UOC HRS4R Implementation and Monitoring Committee · UOC HRS4R Advisory and Working Group 	Q4 2024	<ul style="list-style-type: none"> · Approval by governing bodies · Number of actions undertaken
32, 33, 34, 35, 38	32. Promotion of interdisciplinary collaboration between UOC groups	<ul style="list-style-type: none"> · Communications · Office of the Deputy General Manager for Research and Knowledge Transfer · R&I department 	<ul style="list-style-type: none"> · Communications · Office of the Deputy General Manager for Research and Knowledge Transfer · R&I department · UOC HRS4R Implementation and Monitoring Committee · UOC HRS4R Advisory and Working Group 	Q4 2026	- Number of actions undertaken
32, 33, 34, 35, 38	33. Development and implementation of the actions in the Research Assessment Reform Plan 2024-2027	<ul style="list-style-type: none"> · Open Science 	<ul style="list-style-type: none"> · Open Science · UOC HRS4R Implementation and Monitoring Committee · UOC HRS4R Advisory and Working Group 	Q4 2026	Action Plan Approved by governing bodies % Actions implemented from the CoARA action plan
12, 13, 14, 15, 16, 17, 18, 21	34. Communication plan to raise awareness of the C&C and the HRS4R seal among UOC staff	<ul style="list-style-type: none"> · Personnel, Specialization Centre for Talent & Reference center for Research 	<ul style="list-style-type: none"> Office of the Vice Rector for Research, Knowledge Transfer and Entrepreneurship · Communications - Office of the Deputy General Manager for Research and Knowledge Transfer · UOC HRS4R Implementation and Monitoring Committee · UOC HRS4R Advisory and Working Group 	Q2 2024	<ul style="list-style-type: none"> -Knowledge of the C&C by the teaching and research staff. -Knowledge of the existence of the "HR Excellence in Research - HRS4R" quality seal awarded by the European Commission to the UOC.

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Núm. of Principle (C&C)	Type of Action	Responsible	Units involved	Deadline	Indicator
30, 38, 39	35. Updated training plan for teaching and research staff	<ul style="list-style-type: none"> · Personnel, Specialization Centre for Talent & Reference center for Research · Office of the Vice Rector for Research, Knowledge Transfer and Entrepreneurship · Office of the Vice Rector for Governance and Academic Policy · Office of the Vice Rector for Teaching and Learning 	<ul style="list-style-type: none"> · eLearning Innovation Center (eLinC). · Personnel, Specialization Centre for Talent & Reference center for Research · Training departments (Library, R&I, Open Science, Doctoral School) 	Q3 2024	<ul style="list-style-type: none"> - % of answers of the teaching and research staff with a score between 7 and 10 for the item "Access to training appropriate to needs" of the survey Tell us yours - Number of training courses for teaching and research staff - Number of participants in specific training actions for teaching and research staff - Average satisfaction of teaching and research staff participants with the training
30, 38, 39	36. Updated training plan for teaching and research staff (communication plan)	<ul style="list-style-type: none"> · Personnel, Specialization Centre for Talent & Reference center for Research · Communications 	<ul style="list-style-type: none"> Office of the Vice Rector for Research, Knowledge Transfer and Entrepreneurship · Office of the Vice Rector for Governance and Academic Policy · Office of the Vice Rector for Teaching and Learning · eLearning Innovation Center (eLinC). 	Q3 2024	<ul style="list-style-type: none"> - Number of actions to disseminate the training plans of studies and research centres
30,38,39	37. Communication plan regarding the transparency of selection criteria	<ul style="list-style-type: none"> · Personnel, Specialization Centre for Talent & Reference center for Research · Communications 	<ul style="list-style-type: none"> · Personnel, Specialization Centre for Talent & Reference center for Research · Communications 	Q3 2024	<ul style="list-style-type: none"> - % of answers of the teaching and research staff with a score between 7 and 10 for the item "The criteria for promotion among academic staff are clear and coherent (those who deserve it are promoted)" of the survey Tell us yours
12, 13, 14, 15, 16, 17, 18, 21	38. OTMR	<ul style="list-style-type: none"> · Personnel, Specialization Centre for Talent & Reference center for Research 	<ul style="list-style-type: none"> Planning and Quality · Executive Board · UOC HRS4R Implementation and Monitoring Committee · UOC HRS4R Advisory and Working Group 	Q1 2025	<ul style="list-style-type: none"> - % of updated policies, processes and procedures of the SGIQ that impact on the teaching and research staff