



Universidad
Zaragoza

HUMAN RESOURCES STRATEGY FOR RESEARCHERS
HRS4R – UZ

UPDATED ACTION PLAN -June 2019

<https://hrs4r.unizar.es/>





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1. INTRODUCTION

This document describes the **revised action plan** in the Human Resources Strategy for Researchers (HRS4R) of the University of Zaragoza, approved by the **Rector's Council of the University of Zaragoza, celebrated on 28/05/2019**. It is a continuation of the Action Plan presented in June 2016, and therefore should be considered together with it and with the initial internal review.

This revised action plan is the result of the work carried out by the Working Group UZ HRS4R and the meetings with researchers, made to analyze the achievements and to suggest new actions. The working Group UZ HRS4R components were listed in the initial Action Plan, but the Vice-rector for Science Policy has changed recently and now is Prof. Blanca Ros. Also the representative for R2 researchers has changed and now is Dr. Enrique Carretero. The meetings were made separately with R1, R2, R3 and R4 researchers, during April and May 2009, separately. The invitations to the researchers to participate in the meeting were published through the official electronic newsletter of the university (iUnizar) and a letter was also send to the R1 researchers through the Doctorate School.

As a result of the meetings with researchers, 3 new actions have been included in this revised action plan. These actions correspond to the following requests by researchers:

- To provide stable positions to those researchers who are hired with a contract of access, since the maximum time allowed for this contracts is 5 years.
- To improve the possibilities for participation in teaching for researchers
- To improve the documents for hiring researchers from abroad

Chapter 2 of this Revised Action Plan describes those actions included in the initial Actin Plan that are now considered as concluded, since the objectives have been achieved. For each of them the reasons why it is considered as concluded are explained.

Chapter 3 describes those actions that have not been finished, and explains what has been developed and what the future plan with respect to these actions is.

Chapter 4 describes the new actions included in the Action Plan.

Chapter 5 provides the implementation plan and a Gantt diagram for the next three years period.



2. LIST OF FINISHED ACTIONS

2. A- Research career

Action 1. Regulatory framework for Professional Career Development for recruited Post-doctoral Researchers by modifying their contractual situation to a favorable contract (from CD-i to CD).

Objective	To allow the change of contract from CD-i to CD, when the teaching needs justify it and under the conditions established by the Governing board.
Achievements	Most CD-i are now in the process to achieve a position as civil servant (TU) and it is planned that the remaining ones with the needed evaluation (IA3 label) will be allowed to modify their contractual situation in the short future.

Action 2. Regulatory framework to set up clauses to permit to recruited researchers teaching on research Masters.

Objective	To allow the participation of researchers under contract to participate in the teaching activities in Research Masters, under the conditions established by laws.
Achievements	A new Rector's resolution allows researchers under contract to participate in the direction of Master Final Project, according to a set of conditions



Action 3. Regulatory framework to set up new recruitment figures for Researchers to improve their professional career by permitting them to participate and to apply for research projects according to Spanish Science Law.

Objective	To approve a program with contract of access to the Spanish system of Science and Technology, as researcher employed on a temporary basis, analogous to the national PhD contracts <i>Juan de la Cierva</i> or <i>Ramón y Cajal</i> . This kind of contract would allow researchers to participate and request research projects. Likewise, pre-doctoral or distinguished researcher contracts.
Achievements	A new internal regulation has been developed according to the conditions set by the Spanish Law of Science and Technology

Action 4. Definition of a permanent recruited research figure within the UZ Research career, through meetings held on a periodical basis with Aragon Government on a new Regulatory Framework for new permanent contracts of employment for researchers according to National Regulation (Law for Science) & Development of internal rules and budgetary tools.

Objective	To request to the Aragon Government to regulate a research career in the university with the figure of researcher under indefinite employment contract.
Achievements	According to the University's request, the Aragon Government developed a Law that that allows the University to create the new figure of permanent recruited researchers positions.

Action 5. Application to ACPUA (Agency for University Quality and Prospective in Aragon) to permit research assessment on regional six year period (*Sexenios autonómicos*) for temporary post-doctoral recruited Researchers, as *Ramon and Cajal Post-doctoral* programme , CDi figures and new figures of Post-doctoral contract (Contracts of access)

Objective	To obtain from ACPUA assessment on regional six year period for temporary post-doctoral recruited Researchers.
Achievements	The ACPUA is allowing, according to the University's request, the evaluation of six year periods for Ramon y Cajal Postdocs and CD-I figures.

2. B- Recruitment procedures

Action 6. E-procedure to facilitate recruitment application for researchers according to new regulation Law 39/2015 on electronic administration.

Objective	To change the current procedure, making it more transparent, as requested by the Administrative Proceeding Law 39/2015, including the negotiation with UZ Trade Union Representatives.
Achievement	New procedures for electronic administration have been developed

Action 7. Adaptation of UZ rules for call for recruitment of researchers according to C&C Principles on an adequate recognition on based merit international mobility and UZ Equality Plan

Objective	To adapt the recruitment procedures to the C&C principles in those points where the Gap Analysis found that was not well covered, such as a larger rating of international expertise and mobility outside the university or conciliation of professional and familiar lives, including the preparation of changes negotiation with UZ Trade Union Representatives.
Achievements	The calls for recruitment of researchers include the recognition for mobility and for the periods of leaving for child care.

Action 8. Publication on Euraxess Jobs Portal of Post-doctoral Researchers UZ Positions (Calls Procedures in English to be published).

Objective	To improve the visibility of postdoctoral positions to attract talent to UZ. Calls Procedures to be published in English. Action implies different phases: Advertising/application phase/evaluation phase
Achievements	Jobs for post-doctoral researchers managed by the European Project Office are published in Euraxess Jobs Portal

2- C- Ethical and professional aspects

Action 10. Preparation and publication UZ Code for Good Research Practices

Objective	To provide clear indications about the procedures, ethical rules and administration procedures to the researches.
Achievements	The UZ Code for Good Research Practices has been published

2. D. Training

Action 11. Welcome Manual for Researchers

Objective	To provide the researchers with basic information about the university structure, rights and duties, basic aspects of research management, technology transfer, development of the research career and complaint procedures and to include requests from meetings with researchers and identified shortcoming/weaknesses from UZ Questionnaire Survey on HRS4R (to be updated on a regular basis depending on new actions based on a regulatory framework: new contracts
Achievements	A Welcome manual for researchers is available in the UZ web, both in Spanish and English



Action 12 . UZ new Call for international research mobility

Objective	To foster mobility to permit researchers leaving of absence with reservation of job post according to the national regulation
Achievement	An agreement has been achieved with “Fundación CAI” to provide mobility grants. In addition, UZ is participating in several programs that include mobility , such as calls for PhDs in cotutela with the University of Pau (France) and grants in collaboration with Campus Iberus (COFUND Marie Curie program)

2. E- Professional development

Action 14. Call of Actions to promote research and mobility of researchers in Hospitals for their professional development

Objective	to promote research and mobility of researchers in Hospitals for their professional development
Achievement	<p>UZ participates in the IIS Aragón (Aragon Health Research Institute), accredited as Centre of excellence by the Carlos III Health Institute.</p> <p>Moreover some projects have been fostered:</p> <ul style="list-style-type: none"> -<u>Proyecto Poctefa-Access</u>: UNIZAR promotes the research and mobility in hospitals through aCCeSS project, a Crossborder Cooperation for Smart Specialisation. One of the priority areas of the consortium is focused on health services - New Call COFUND Campus Iberus <u>Proyecto MSCA- Cofund-Iberus Talent</u>- The University of Zaragoza in collaboration with the institutions that compose the Campus of International Excellence of the Ebro Valley, runs an International Programme for Talent Attraction called Iberus Talent. It offers different predoctoral contracts to excellent ESRs to develop individual research projects in the fields of Agrofood and Nutrition and Health Technologies



3. ACTIONS TO BE CONTINUED

Action 9. Preparation and publication UZ Code for Ethic

Objective	To provide all the university workers with a set of clear ethical rules
Principles C&C	2 a 9
Gap Analysis	MR-18, RI-34
Responsible	Vice-rector for Teaching Staff
Current situation	The UZ Code for Ethics has been prepared along the last two years and it is almost ready to be approved and published
Deadline	6 months

Action 13. UZ Call for proposals for young researchers to organize networking meetings

Objective	To support the professional development, by helping in the creation of a research contact network, taken into account UZ R1 demand and according to the Bratislava Declaration of young researchers (July 2016)
Principles C&C	39
Gap Analysis	MR-22; SR-12
Responsible	Vice-rector for Science Policy
Current situation	Young researchers have several meeting that are organized periodically by Research Institutes, Departments or Centers from the University. However a call for proposals to organize networking meeting has not been launched.
Deadline	18 months



Action 15. New UZ Regulation on mobility permission for researchers leaving of absence of up two years (Both on research centers or Firms) with reservation of job position.

Objective	To permit for researchers leaving of absence for up to 2 years (both on research centers and Firms) with reservation of job post according to the national regulation
Principles C&C	25
Gap Analysis	Decision making: UZ HRS4R Governing Board (Rector)
Responsible	Vice-rector for Teaching Staff
Current situation	Although there is already an existing regulation on mobility for researchers leaving of absence, the new regulation stated in this action has not been developed up to now.
Deadline	24 months

4. NEW ACTIONS

Action 16. Analysis and New Regulatory Framework on the participation of researchers in teaching activities.

Objective	To provide instructions on the participation of researchers in teaching activities, depending on the type of contract, in order to support their professional development.
Principles C&C	33
Responsible	Vice-rector for Teaching Staff
Current situation	Although the participation of researchers hired for specific projects in Final Master Thesis direction is allowed in some circumstances, the changing situation on the different types of contracts requires a new regulatory framework .
Deadline	18 months

Action 17. Preparation and publication of forms for application and procedures in English.

Objective	To provide information in English to researchers from abroad on the procedures needed to apply for positions in UZ.
Principles C&C	13, 15 & OTM-R Checklist (points 6,7 and 11 Advertising)
Responsible	Vice-rector for Science Policy
Current situation	Only information in Spanish is available.
Deadline	18 months

Action 18. Development of internal regulation for the new figures for permanent researcher, according to the Aragon Law of Science .

Objective	To allow more stable contracts for researchers.
Principles C&C	25
Responsible	Vice-rector for Science Policy
Current situation	The recently approved Aragon Law of Science allows to UZ the development of new kind of permanent researcher positions.
Deadline	24 months

A final action is scheduled for the last year before the external review, for the preparation to the visit of the external committee in 36 months (by June 2022).

5. IMPLEMENTATION AND GANTT CHART

ACTIONS UZ HRS4R	OBJECTIVES	RESPONSIBLE	C&C POINTS	INDICATORS OF IMPLEMENTATION
Monitoring system	Working group set up to follow up the development of the actions to be implemented and to provide an overall assessment of the results	UZ HRS4R Governing Board & Working Committee	12, 24,25,28/OTM-R	6 monthly Work-meetings on a periodic basis
9. Preparation and publication UZ Ethical Code	To provide all the university workers with a set of clear ethical rules	Vice-rector for Prospective, Sustainability and Innovation	2,3,4,5,6,7,8,9	Approval & dissemination on web iUnizar
13. UZ Call for proposals for young researchers to organize networking meetings	To support their professional development, by helping in the creation of a research contact network	Vice-rector for Scientific Policy	39	number of expressions of interest & Number of meetings organized & Number of participants in event per year
15. New UZ Regulation leaving of absence for researchers on international mobility	To permit for researchers leaving of absence for up to 2 years (both on research centres and Firms) with reservation of job post according to the national regulation	Vice-rector for Teaching Staff	29	New Regulation

ACTIONS UZ HRS4R	OBJECTIVES	RESPONSIBLE	C&C POINTS	INDICATORS OF IMPLEMENTATION
16. Analysis and New Regulatory Framework on the participation of researchers in teaching activities.	To provide instructions on the participation of researchers in teaching activities, depending on the type of contract, in order to support their professional development.	Vice-rector for Teaching Staff	33	New regulatory framework approved
17. Preparation and publication of forms for application and procedures in English.	To provide information in English to researchers from abroad on the procedures needed to apply for positions in UZ.	Vice-rector for Scientific Policy	13,15 OTM-R Checklist (points 6,7 and 11 Advertising)	Forms and procedures in English available
18. Development of internal regulation for the new figures for permanent researcher, according to the Aragon Law of Science	To allow more stable contracts for researchers.	Vice-rector for Scientific Policy	25	New regulatory framework approved

ACTIONS UZ HRS4R	2019	2020		2021		2022	
	Second Semester	First Semester	Second Semester	First Semester	Second Semester	First Semester	Second Semester
Monitoring system							
9. Preparation and publication UZ Ethical Code							
13. UZ Call for proposals for young researchers to organize networking meetings							
15. New UZ Regulation leaving of absence for researchers on international mobility							
16. Analysis and New Regulatory Framework on the participation of researchers in teaching activities.							
17. Preparation and publication of forms for application and procedures in English.							
18. Development of internal regulation for the new figures for permanent researcher, according to the Aragon Law of Science.							
19. Preparation for the visit of the external review (Renewal with Site Visit- in 36 months)							