

Indicators Table

To be monitored twice a year by the Technical Committee

Date:

Task /action	Indicator	Estimated target	Previous value	Actual value	Date
22	Promote the publication of job vacancies on Euraxess-type platforms through UNIZAR Research Institutes.				
22.1	Number of announcements published on Euraxess	40/year	20 (OPE value)		
22.2	Number of new recruited foreign researchers	10/year	-		
24	New calls from the Vice-Rectorate for Scientific Policy: Manuel Lopez and Visiting Professor calls				
24.1	New calls from the Vice-rectorate	2/year	2/ every 2 years		
24.2	Number of researchers recruited	50% increase/year	8		
26	Accelerate the knowledge and engagement of the researchers in the HRS4R strategy, specially of R1 & R2 researchers				
26.1	Number of specific workshops	2/year	1/year		
26.2	Specific training	1 course/year	-		
26.3	Number of R1 researchers involved	45 new R1 researchers	-		
26.4	Followers in social media	25% increase/year	80 X & 1173 LinkedIn		
26.5	HR label use policy and promotion	Done	-		
26.6	HR newsletter	2 numbers/year	-		
27	Create a permanent link to have a constant dialogue with R3 researchers				
27.1	Number of meetings held	2/year	-		
27.2	Number of actions proposed	2/year	-		
28	Program for a better Career Guidance for R1 and R2 researchers				
28.1	Number of workshops	1/year	-		
28.2	Number of training courses	2/year (1 for R1 and 1 for R2)	-		
28.3	Specific page for research career in HR web	Done	-		
29	Develop and improve professional development tools for R4 and R3 researchers				
29.1	Number of R3 and R4 researchers attending training courses	20/course	-		
29.2	Number of matching events	2/year	-		
29.3	Increase of number of R4 researchers on leave	25% increase per year	4 (23-24 course)		
29.4	Increase in the number of European Projects.	20% increase per year	23 new projects (2023)		
29.5	Development of COARA action plan	Done	-		
30	Implement professional development programs for research technical support staff				
30.1	Membership in EARMA	Done	-		
30.2	Staff doing courses in EARMA	10/year	-		
30.3	Cross-offices meetings	2/year	-		
31	Update specific documents: Code of Good Practices for Researchers and Welcome Manual				
31.1	Updated Code for Good Practices for Researchers	Done	-		
31.2	Updated Welcome Manual	Done	-		
31.3	Welcome Package provided in each new contract	Done	-		
32	Setting up of an Ethics Committee for Research in UNIZAR				
32.1	New Ethics Committee for Research	Done	-		