

HRS4R ActionPlan 2016 – 2020



Title action	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
Adjust the code of good practice to the principles of the Chapter and Code	1 st Semester 2018	IIS Technical Unit	Is it the Code of good practice adjust to the principles of the Chapter and Code / Current and future researchers
Make the Code of good practice available on the website	2 nd Semester 2018	Web Site Manager	Is it the Code of good practice adjust to the principles of the Chapter and Code / Current and future researchers
Make diffusion activities from the procedures of CEIm	2 nd Semester 2017	CEIm secretary	Is there any triptych with information about the procedures of the CEIm / Researchers
Draft a professional career document	2 nd Semester 2018	Coordination: Research commission. Aspect relationship with: <ul style="list-style-type: none"> • Working condition and social security: RRHH Department. • Intellectual Property Rights: Innovation Department. • Teaching and training: Training Commission. • Supervision: Scientific direction 	Is there any document with professional career / Current and Future researchers

Drafting of Welcome document	1 st semester 2018	IIS Technical Unit	Is there a Welcome document / Future researchers
Include a person in charge of pre-PhD students.	2 nd semester 2017	Training Committee	Is there any person in charge of pre-PhD students / PhD Students
Increase the number of collaboration with other centers, nationals, and internationals	The full period	Scientific direction	Number of new collaboration establish every year / Members of the IIS
Adapt new legislation about patents	1 st semester 2018	Innovation Department.	Is it legislation about patents updated / Researchers
Develop a document in which it is included the minimum aspects that should be included in the selection process	1 st semester 2019	HHRR Department.	Is it a document in which is included the minimum aspects that should be included in the selection process / Future members
Implement procedures to informed candidates no selected.	1 st semester 2019	HHRR Department.	Are the candidates not selected informed about their weaknesses and strengths / Candidates
Conduct annual surveys to get to know the aspects of training	1 st semester 2018	Training Committee	Surveys with the training aspects / Member of the IIS

Include in the employment contracts, specific clauses about their funding calls	1 st semester of 2017	HHRR Department	Is it included in contracts information about specific clauses about their funding calls / New employees
Search economic resources to offer a higher number of training offers.	The full period	Training Committee	The number of sponsors per year / The member of the IIS
Including in the training program some activities in which young researchers teach.	The full period	Training Committee	The number of courses imparted by younger researchers/ Youngers researchers