

Internal Review

Case number:

Name Organisation under review: Universitat de València

Organisation's contact details: Vice-Rector's Office for Planning, Quality and Information Technologies; vicerec.estrategia@uv.es; Edificio Rectorado; Avda. Blasco Ibañez, 13. 46010-Valencia (Spain)

1. Organisational Information

Please provide an update of the key figures for your organisation. Figures marked * are compulsory.

STAFF & STUDENTS	FTE
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research *	3.727
Of whom are international (i.e. foreign nationality) *	314
Of whom are externally funded (i.e. for whom the organisation is host organisation) *	913
Of whom are women *	1.855
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor. *	2.205
Of whom are stage R2 = in most organisations corresponding with postdoctoral level *	776
Of whom are stage R1 = in most organisations corresponding with doctoral level *	746
Total number of students (if relevant) *	47.366
Total number of staff (including management, administrative, teaching and research staff) *	8.212

RESEARCH FUNDING (figures for most recent fiscal year)	€
Total annual organisational budget	764.487.113
Annual organisational direct government funding (designated for research)	322.409.889
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	52.979.221
Annual funding from private, non-government sources, designated for research	17.157.192

ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)

The University of Valencia (UV) is a public higher education institution founded in 1499, being one of the largest universities in Spain. The UV offers 56 degrees, 10 double degrees and 5 international double degrees, 105 master's degree qualifications, two of them within Erasmus Mundus and 60 doctoral programmes.

The UV has 22 research institutes and schools and 84 departments, 4,293 research papers published in Q1 ISI or Scopus Journals, 74 start-ups and 223 patents in force.

The UV is a leading academic organisation, with a remarkable international dimension as follows (2022):

ARWU: 81-114 (Europe); 2-5 (Spain)

THE: 237-284 (Europe); 7-10 (Spain)

NTU: 77 (Europe); 4 (Spain)

Nature Index (frac): 57 (Europe); 1 (Spain)



2. Strengths and weaknesses of the current practice

Please review the strengths and weaknesses under the four thematic areas of the Charter and Code, as provided by your organisation in the initial assessment phase. When doing so, you should do not only look back, but also consider new priorities, strategic decisions, etc. which may further influence the action plan. Please also provide a brief commentary in the "Remarks" column if major changes have occurred versus the initial plan.

Ethical and professional aspects:

Strengths

- UV researchers consider that the principles of this subject area are effectively implemented in the HR management of the UV (Survey average: 4.2 out of 5). There are no significant differences in this assessment according to the type of researcher, age, years at the university or sex.
- The governing bodies of the UV decided to adhere the institution to the “Ethical Code of Conduct for Research Integrity-ALLEA”, which it has adopted as its own code of good research practices. ([ACGUV46/2023](#) (Agreement of the Governing Council of the UV) of 7 March 2023)
- The UV's **commitment to non-discrimination** has been effectively translated into its regulations. The institution has an [Equality Plan](#) (third edition). Non-discrimination is not only understood from the perspective of gender, but is also extended to the creation [of a diversity plan](#) that includes actions for non-discrimination on other grounds: religious, cultural, ethnic, etc. The evolution of the UV's position in these matters is continuously monitored by the [Observatory for Equality](#). Some examples of specific actions: Girls4STEM [programme](#) promoting scientific vocations among future female students. Actions of solidarity have also been carried out with researchers from countries in critical situations, such as Ukraine, with [grants for stays](#) at the UV.
- The principle of **public engagement** has been organised through the creation of a [Scientific Culture and Innovation Unit](#) that organises tasks for the dissemination of science and its results in educational centres, in the media and for society in general. Some examples of this activity are the [Emerging Science Programme](#), [Expociencia Programme](#), [Resarchers' Night Project](#) or [Stimulating Scientific Vocations](#) lessons
- The training of researchers in FAIR principles and Open Access tools has been intensified through the Lifelong Learning and Educational Innovation Service. Some examples: [Course 1](#), [Course 2](#), [Course 3](#)
- In relation to the **principle of contractual and legal obligations**, training regarding requirements for funders, ethical aspects of research and data protection has been reinforced through specific courses from the Lifelong Learning and Educational Innovation Service (examples: [Course 1](#), [Course 2](#), [Course 3](#), [Course 4](#))
- The principle of **good practice in research**, in addition to being supported by a specific service for the prevention of occupational risks, has been given special attention through continuous training courses. Some examples: [Course 1](#), [Course 2](#), [Course 3](#).
- The main weakness recognised in the mid-term evaluation referred to the absence of a welcome portal to gather the necessary information for the incorporation of new researchers, both before incorporation and during the incorporation process. This limitation has been corrected through a [new portal](#) that can be directly accessed from the HRS4R seal website.
- In relation to the principle of **evaluation/appraisal systems**, national legislation ensures that the evaluation of the research of R3 and R4 roles is carried out by an external committee according to objective and previously publicised criteria ([ANECA \[National Agency for Quality Assessment and Accreditation of Spain\]: Six-year research periods](#)).

Weaknesses

- There is still a clear need for availability of internal documents in English and the ability to provide full support in English to foreign researchers and PhD students.
- Failure to comply with the principles contained in ALLEA (plagiarism, manipulation of research results) cannot be penalised through internal regulations but must be submitted to the ordinary courts.
- As shown by the survey, there is significant room for improvement in our system to communicate research results to society so that they can be understood by non-specialists, with a scientific dissemination policy that includes incentives, resources and support.

Remarks (max 500 words)

There has been no substantial variation in the targets set in the current plan. Nor do we believe that the recent legislative changes (Organic Law 2/2023 of the University System) particularly affect this block.

Recruitment and selection:

Strengths

- UV researchers consider that the principles of this subject area are effectively implemented in the HR management of the UV (Survey average: 4.0 out of 5). There are no significant differences in this assessment according to the type of researcher, age, years at the university or sex.
- Spanish legislation is very exigent in the framework it establishes regarding equal opportunities, merit-based selection, publicity and non-discrimination and this legislation binds public institutions like the UV. Regarding R3 and R4 researchers, this mandatory legislation and its adaptation to university regulations, guarantee the achievement of most of the principles of the block: **recruitment** (admission standards and required competencies are known in advance), **transparency** as prior to the evaluation of merits, evaluation criteria are publicly published in addition to the number of positions, and the points given to each candidate are also provided as feedback to all of them), **judging merit**, as the basis of the positions offered publicly a report of the merits to be considered and the entire academic career is considered, **mobility experience**, although not specifically indicated in the calls, it is usually one of the merits considered by the evaluation committee, as well as professional qualifications (**principle of seniority**). As an illustrative example, this [call](#) for R4 positions is published in Spain's Official State Gazette ([English Translation of a previous call](#)). Article 2 indicates general and specific requirements to apply, articles 3 and 4 indicate the application procedure and deadlines, art. 5 explain how the evaluation committee is regulated, articles 6 and 7 explain the nature of the different exams to be taken (art. 7.2 indicates the need to provide feedback to the candidates) and annex I indicates the composition of the committee indicating the names and university affiliation of each member. Annex III indicates the specific merits to be considered while annex IV provides the weight of each block.
- Although the recruitment and selection standards, as stated before, are mandatorily disseminated in Spain's Official State Gazette, important efforts have been made to give wider publicity beyond Spain and in English. Since 2019 the UV has published research vacancies and tenured positions on the Euraxess platforms, provoking a cultural change through the organisation's acceptance of a more open and transparent recruitment process. The [HRS4R portal](#) also brings all the available positions together in a single access point for researchers.
- Regarding the principle of **postdoctoral appointments**, R1/R2 calls are also published on the HRS4R portal and in the Official Regional Gazette with the same details and fulfilment of principles as R3/R4 positions. As a matter of example, this [call](#) published on the HRS4R portal, is connected to the mandatory [Official Regional Gazette](#), but also provides the [English version of the call](#) where the articles indicate the same transparent description of the exam process, required competencies, committee members and evaluation criteria.
- The selection of R3 researchers has an external procedure, through the I3 (so far) and R3 (from March 2023) calls, in which researchers' careers paths will be evaluated and which is compulsory for the stable recruitment of university teachers in 15% of positions reserved for researchers. ([regulations](#))
- The university has approved criteria for the assignment and calls for places for the stabilisation of research staff in the Ramón y Cajal programme and other research programmes of excellence with the I3 certificate regulating the incorporation of researchers to stable positions (above all, R3) according to current regulations. ([regulations](#))

Weaknesses

- Mandatory legislation does not allow some principles for R2/R3/R4 researchers to be fulfilled, like 14. Selection (e.g. including private sector members or members from different knowledge areas).
- Advertising positions on Euraxess has shown the difficulty of making the legal requirements for the documentation to be provided by candidates

compatible with national laws (e.g. mandatory forms in Spanish) and the flexibility of providing documentation that candidates from abroad need.

- The stabilisation process for researchers (R3/R4) must pass through a teaching and research position, requiring external accreditation in which teaching and research merits are taken into account when researchers have only been hired for research functions, not teaching. Despite repeated attempts by the UV, we have not been able to make progress in this direction in recent years, and both national and regional legislation prevent the stable recruitment of researchers as such, without the need to link them to roles that also carry out teaching tasks.

Remarks (max 500 words)

There has been no substantial variation in the targets set in the current plan. However, we do believe that the recent legislative changes (Organic Law 2/2023 of the University System) can have an impact on this block to the extent that they have redefined the requirements for the incorporation of certain roles into the research career (e.g. R2/Assistant Professors), their teaching activity and the composition of the committees that must evaluate the competitions (e.g. for R3/R4, the draw for committee members is included) and the weight of temporary staff is limited to 8%. It will be necessary to assess the impact of this regulatory change on compliance with the principles of the block.

Working conditions:

Strengths

- UV researchers consider that the principles of this subject area are effectively implemented in the HR management of the UV (Survey average: 3.5 out of 5). There are no significant differences in this assessment according to the type of researcher, age or sex. Researchers with a relationship with the university of between 1 and 5 years rate performance in this block slightly worse (3.3).
- Current legislation establishes very clear and stringent regulations concerning working conditions and social protection. These regulations for public institutions are a clear strength as they guarantee a non-discriminatory policy; however, this limits the margin for flexibility concerning salaries for researchers in their early career. Since career development is regulated by national regulations, the HRS4R portal gives access to the Ministry of Science, Innovation and Universities [website](#) which describes the different positions and the regulations to move from one to another. This legislation guarantees the following principles: **funding and salaries** and **career development**.
- In general, article 2 of the [UV Research Staff Regulations](#) provides for a set of rights that cover all the principles of this block almost completely, **including Intellectual property rights** (art. 4), **research environment** (art. 2b).
- Regarding the principle of **stability and permanence of employment**, within the margin allowed by legislation, the UV improves the conditions established. Thus, for assistant professor positions (R2), its staff and budget policy provides for R3 promotion if accreditation conditions are met (a policy that is not followed in all universities, since some require a change of institution at the end of the contract). Likewise, the UV does not require that assistant professors finish their contract before being promoted to R3, they can do so when they obtain accreditation for this role.
- In relation to the principle of **working conditions**, the UV has [specific regulations](#) for the integration of teaching and research staff with disabilities, in addition to the reservation of positions provided for by national legislation. They include financial aid and teaching support (reduction of hours). It also has [specific regulations](#) for the progressive return to work after radiotherapy and chemotherapy treatments. In its objective 1.1, the [III Equality Plan](#) of the UV also provides for actions to promote conciliation and co-responsibility.
- Regarding the principle of **recognition of the profession**, the UV improves the current regulations to facilitate the research career with [its own regulations](#) that reduce teaching by 80 hours per year for teaching staff that should teach 320 in order to encourage their research activity and reduce their teaching load according to the supervision of theses or the direction of publicly funded research projects.
- Regarding the principle of **teaching**, the UV's own regulations ([UV Research Staff Regulations](#)) provide, in article 13, that doctoral research staff (R2) (for R3 and R4 teaching is compulsory) may collaborate in teaching tasks for up to a maximum of 80 hours a year. Article 8 provides for this same possibility for R1 staff.
- Although it can already be seen from the descriptive data of the organisational information in this document that 49.7% of the teaching and research staff at the UV are women, being very close to the balance implied by the principle of **gender balance**, objective 1.3 of the III Equality Plan provides for actions to promote equal access to professional careers. In any case, UV regulations establish gender parity in the committees that must evaluate candidates for the positions offered, and the board of directors of the UV also has parity of representation.
- Regarding the principle of **participation in decision-making bodies** and focusing only on the most significant, the UV's main regulations, its [Statutes](#), establish (art. 81) that 153 R2, R3 and R4 university teachers and 4 R1 university teachers (out of a total of 300 members) will participate in the Cloister. With respect to the Governing Council, art. 87 provides that at least 9 R2, R3 or R4 university teachers and 1 R1 university teacher shall form part of it. The same rights for R1 and R2 staff are set out in Article 2c [of the UV Research Staff Regulations](#).

Weaknesses

- The UV provides very good guidance to connect demand with job offers for graduate students through the platform UVEmpleo (UVJobs) (<https://www.uv.es/uvjob/en/uvjob.html>). Guidance and advice, courses to enhance employability and entrepreneurship stimulus are only a few of the services this unit offers. However, it is focused on undergraduate and master's degree students and it is not still well developed as a platform for job opportunities for researchers under contract.
- Regarding the principle of **teaching**, despite the fact that participation in teaching by R1 and R2 staff recruited through calls for excellence is recognised, it is common for researchers, especially those assigned to research institutes and interdisciplinary research structures, to have difficulties in carrying this out due to the reluctance of university departments, on which the organisation of teaching depends.

Remarks (max 500 words)

On 12 April, the [new Organic Law of the University System \(2/2023 of 22 March\)](#) entered into force, introducing changes in the recruitment processes of different teaching and research roles. The university is, at the time of writing this document, in the process of adapting its internal regulations and awaiting the publication of new national regulations that specify certain aspects of the Organic Law (Royal Decree on accreditation and competitions; Statute of Teaching and Research Staff). The initial assessment is that the effect on the working conditions of the teaching staff will not be negative as far as that, for example, it reduces teaching activity for R2 staff and gives them more years to obtain accreditation for R3. However, this assessment is preliminary and how it materialises in legislative developments is still to be seen.

Training and development:

Strengths

- UV researchers consider that the principles of this subject area are effectively implemented in the HR management of the UV (Survey average: 3.9 out of 5). R2 researchers give a slightly lower value of compliance to this block (3,7), there being no significant differences with respect to the rest of the variables.
- The principle of **access to career advice** is recognised in the UV internal regulations in [the UV Research Staff Regulations](#) (art.7.1 for R1).
- Lifelong learning, referred to in the principles of **continuing professional development** and **access to research training and continuous development**, is recognised as a right in Article 2c of the [UV Research Staff Regulations](#).
- The UV provides a general framework for faculty training through the Pla de Formació (Training Plan), whose services are renewed every year. The responsible unit for this Plan is the SFPIE (Lifelong Learning and Educational Innovation Service). The 2022 Plan can be accessed through the [HSR4R portal](#). Training is provided in different areas, with a specific focus on [research](#).
- One of the alternatives offered by the Lifelong Learning and Educational Innovation Service (SFPIE) is [training on demand](#). This training focuses on the organisation of activities regarding specific requests from faculty members of the different campuses, schools, departments, institutes, services and/or units of the Universitat de València. Considering the characteristics of this training, any group of UV professionals has the option of requesting that the SFPIE organise training sessions according to interests. This procedure aims to adjust the request process to the budgetary and organisation possibilities that the SFPIE can offer in order to streamline the use of space, schedule training sessions and balance the attention given to different applicants. With this option, UV staff can request the organisation of training sessions that are not ordinarily offered but are necessary for staff to properly carry out their duties.
- The Vice-Rectors' Offices for Research and Innovation and Transfer also provide training and continuous information not on research tools or instruments but for the development of skills for the search for funding, internationalisation of research and transfer of results. For example: [Info Day](#), [EIC Pathfinder](#), [European Research and Innovation Days](#),
- The International R&D and Innovation Unit of the Research and Innovation Service of Universitat de Valencia publishes the [Eurorecerca](#) newsletter with information related to European calls for proposals, events, partner searches and news on research funding. As a matter of example, webinars were taught on how to better apply to Marie-S-Curie scholarships, Support for research careers in Horizon Europe, among others.

Weaknesses

- The number of training courses is still very limited, and no study has been developed to ensure that there is a connection between supply and demand. Since the option of training on demand minimises the discrepancies, a systematic analysis of researchers' requests for training should be developed and this is a clear area for improvement. Although the wording of this weakness is identical to 2019, the extent of the problem is much lower as good efforts have been made to increase the training courses offered by the service by using distance learning tools implemented during the COVID-19 pandemic and thus reducing the limitation of the existence of three different campuses in the UV, forcing people to move or repeat courses in all of them which caused budget limitations.
- The job categories for technical research support staff are excessively general and rigid, and therefore do not correspond to the level of research specialisation. Due to this, in the promotion and stabilisation processes, the training of technicians is often wasted by assigning them to areas in which they are not specialised, leaving their areas of specialisation without service.

Remarks (max 500 words)

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Have any of the priorities for the short and medium term changed? (max 500 words)

The new strategic plan (2024-2027) is currently being finalised. From the involvement that the services involved in the management of human resources in research have had in the process of preparing it, there does not seem to be any strategic objective or line of action that can significantly change the policy of human resources in research. However, the approval of the strategic plan is pending and if any measure is derived from it that may significantly affect the human resources in research policy, the plan that accompanies this template will be modified.

Have any of the circumstances in which your organization operates changed and as such have had an impact on your HR strategy? (max 500 words)

As has been pointed out throughout the analysis of strengths and weaknesses, on 12 April the [new Organic Law of the University System \(2/2023 of 22 March\)](#) entered into force, introducing changes in the recruitment processes of different teaching and research roles. The university is, at the time of writing this document, in the process of adapting its internal regulations and awaiting the publication of new national regulations that specify certain aspects of the Organic Law (Royal Decree on accreditation and competitions; Statute of Teaching and Research Staff). The initial assessment is that the effect on the working conditions of the teaching staff will not be negative as far as that, for example, it reduces teaching activity for R2 staff and gives them more years to obtain accreditation for R3. However, this assessment is preliminary and how it materialises in legislative developments is still to be seen. For example, a Royal Decree regulating accreditation processes is pending approval.

This new law obliges the state to invest at least 1% of GDP in universities, which could mean an increase in funding in the medium term that could favourably affect the salary conditions of research staff.

Are any strategic decisions under way that may influence the action plan? (max 500 words)

Yes. As stated before, a new Strategic Plan (2024-2027) is being developed. However, while this report is being written, the main objectives regarding research and human resources remain unchanged. Increasing scientific production and productivity, attracting and developing talent, mobilising new resources into research, improving UV staff training to be able to perform their functions, and enhancing motivation in human resources are some of these objectives and they seem perfectly compatible with the strengthened Action Plan.

3. Actions

Please consult the list of all actions you have submitted as part of your HR Strategy. Please add to the overview the current status of these actions as well as the status of the indicators. If any actions have been altered or omitted, please provide a commentary for each action. You can also select new objectives.

Note: Choose one or more of the principles from the GAP Analysis with their implementation ratings: New, In Progress, Completed, Extended

Proposed ACTIONS

Principles:

1. Research freedom() 2. Ethical principles() 3. Professional responsibility() 4. Professional attitude() 5. Contractual and legal obligations 6.

Accountability() 7. Good practice in research() 8. Dissemination, exploitation of results() 9. Public engagement() 10. Non discrimination 11. Evaluation/

appraisal systems() 12. Recruitment() 13. Recruitment (Code)() 14. Selection (Code)() 15. Transparency (Code)

16. Judging merit (Code)() 17. Variations in the chronological order of CVs (Code)() 18. Recognition of mobility experience (Code)

19. Recognition of qualifications (Code)() 20. Seniority (Code)() 21. Postdoctoral appointments (Code)() 22. Recognition of the profession 23.

Research environment() 24. Working conditions() 25. Stability and permanence of employment() 26. Funding and salaries

27. Gender balance() 28. Career development() 29. Value of mobility() 30. Access to career advice() 31. Intellectual Property Rights

32. Co-authorship() 33. Teaching() 34. Complains/ appeals() 35. Participation in decision-making bodies() 36. Relation with supervisors

37. Supervision and managerial duties() 38. Continuing Professional Development() 39. Access to research training and continuous development 40.

Supervision

General Objectives

	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators/Target(s)	Current Status	Remarks
A1. Establishment of a standing HRS4R committee	9	2017Q3	Rector's Office and Vice-Rector for Research	T. Adoption by the UV Executive Board	Completed	https://www.uv.es/hrs4r/en/la-hrs4r-en-la-uv/composition-hrs4r-committees.html
A2. Creation of the UV's HRS4R portal	9	2017Q4	Research Service	T. Availability of the portal on the UV website	Completed	https://www.uv.es/hrs4r
HRS4R dissemination and communication actions	All	Q1 2024	Press Office Vice-Rector's Office for Planning, Quality and Information Technologies	No. and type of actions and participants	NEW	

Ethical and professional aspects

	GAP Principle(s)	Timing (at least by year's quarter/s emester)	Responsible Unit	Indicators/Target(s)	Current Status	Remarks
A3. Adoption of the Internal Code of Good Practice for Research	1, 2, 7	2018Q1	Vice-Rector's Office for Research	Formal adoption by the UV Governing Council	Completed	The ALLEA code has been adopted. ACGUV46/2023 https://www.uv.es/sgeneral/Consell/des%20de%20maig%20de%202022/acords/ACORDSCG2023.pdf
A4. Revision and update of specific provisions for visiting researchers	5	2018Q1	Research service International relations service	T. Managerial approval of documents	Completed	https://www.uv.es/webrelint/5_Mobilitat_PDI_PAS/5_3-movilitat-personal/normatives/IUV_05_2016-en.pdf
A5. Welcoming materials for the new research recruits to be included on the HRS4R portal	23, 24	2018Q1	Research service International Relations service HR Service	T. Report on viability of different options for establishing this service	Completed	2020Q1 Materials exist but are spread out through different services. The new welcoming portal (see A6b) concentrates access. https://www.uv.es/hrs4r/en/welcome-guides/new-employees.html
A6. Studying establishing a welcome office for international researchers	23, 24	2018Q1	Vice-Rector's Office for international Relations	T. Report on viability of different options for establishing this service	Completed	Results show creating a physical office is not viable due to the economic cost of creating 4 different offices (1 per campus) A new action has been proposed in the Revised Action Plan for embedding a virtual office on the HRS4R portal (see action 6b).
A6b. Establishing a virtual welcome office for international researchers	23, 24	2022Q4	Vice-Rector's Office for international Relations	T. Report on viability of different options for establishing this service	Completed	The welcome portal has been created. https://www.uv.es/hrs4r/en/welcome-guides/new-employees.html

	GAP Principle(s)	Timing (at least by year's quarter/s semester)	Responsible Unit	Indicators/Target(s)	Current Status	Remarks
A7. Guidelines for meeting FAIR principles	23	2018Q1	Library Service	T. Formal adoption by the UV Governing Board	Completed	On February 2019 the Conference of Rectors of Spanish Universities (CRUE) affirmed their commitment to Open Science, a new approach for collaboration that is transparent and accessible to research, implying a structural change in the way research and dissemination of results are developed. CRUE Spanish Universities General Assembly approved a document with ten specific actions to conduct Open Science, just like other similar European institutions and associations have done. This mandatory positioning makes specific adhesion to the FAIR principles unnecessary. https://www.crue.org/wp-content/uploads/2020/02/2018.03.05-Pto.-9-Compromisos-Crue-Open-Science-ENG_revFINAL.pdf
A8. Online training course on the internal Code for Good Practice in Research and FAIR principles	1, 2, 7	Periodic from 2018Q2	SFPIE Lifelong Learning Service	Course available online	Completed	See evidence in the "Strengths" section of this block
A9. Promotion of the certification of laboratories through the existing certification programme	7	Continuou s from 2017Q4	Vice-Rector's Office for Research and Scientific Policy	I. Number of labs and units certified	In progress 80%	A good number of labs related to research (Central Unit for Research in Medicine, Environmental Radioactivity Laboratory, Central Service for Experimental Research...) are certified, but not all. https://www.uv.es/uvweb/quality-unit/en/service-quality/services-evaluated-1285877064704.html

	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators/Target(s)	Current Status	Remarks
Participation in the Coalition for the Advancement of Research Assessment (COARA)	1, 2, 3, 4, 5, 6, 7, 11	Q1 2024	Vice-Rector's Office for Research, Vice-Rector's Office for Teaching, Office of the Deputy General Manager for Research and Transfer, Research Service, Library and Documentation Service	Approval of the UV's assignment to the Coalition No. of researcher assessment initiatives that take into account COARA principles	NEW	
Increase in actions related to Open Science	7, 8, 9	Q4 2024	Vice-Rector's Office for Research, Library and Documentation Service	Increase in the number of resources deposited in RODERIC (Digital Object Repository for Teaching, Research and Culture) No. of APCs managed by transformative agreements (per publisher) No. of APCs managed outside of transformative agreements (per publisher)	NEW	
Launch of the UV scientific production portal	8, 9	Q4 2023	Vice-Rector's Office for Research, Library and Documentation Service	Launch of the portal Successive improvements to the same	NEW	

Recruitment and selection

	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators/Target(s)	Current Status	Remarks
A10. Wider publicity for the announcement of vacancies beyond the mandatory official channels, including English	12., 13, 14, 15	2017Q4	HR Services + RUVID (Network of Valencian Universities for the promotion of Research, Development and Innovation)	I. Number of channels used for advertising vacancies II. Number of vacancies published in English	Completed	Tenured positions are being announced on Euraxess and directly on the main website (https://www.uv.es/hrs4r), as are calls for research staff
A11. Promotion of the OTM-R actions in the UV's HRS4R portal	12, 13,14,15.	2023Q4	Research Service	Number of entries	EXTENDED	The current information about the OTM-R principles on the portal has been increased significantly but access to the portal for researchers is still very limited.
Programming of calls for promotion according to teaching needs and teaching and research staff careers	11, 12, 13, 14, 15, 16, 17	Q42023	Vice-Rector's Office for Teaching and Academic Planning, HR Service (Teaching and Research Staff)	% of staff promoted annually	NEW	

Working conditions and Social Security

<i>Proposed actions</i>	<i>Gap Principle(s)</i>	<i>Timing</i>	<i>Responsible Unit</i>	<i>Indicator(s) / Target</i>	<i>Current status</i>	<i>Remarks</i>
A12. Knowledge platform to offer job prospects and opportunities for researchers under contract	28.	2023Q4	UVEmplo – UV Jobs	T. Web service in place I. Number of entries in the service (job offers, sectorial information)	EXTENDED	2022Q4 UV provides very good guidance to connect demand with job offers for graduate students through the platform UVEmplo (UVJobs) (https://www.uv.es/uvjob/en/uvjob.html). Guidance and advice, courses to enhance employability, and entrepreneurship stimulus are only a few of the services this unit offers. However, it is focused on undergraduate and master's degree students and it is not designed as a platform for job opportunities for researchers under contract. An extension is needed to extend UVJobs for researchers under contract

Training and development

<i>Proposed actions</i>	<i>Gap Principle(s)</i>	<i>Timing</i>	<i>Responsible Unit</i>	<i>Indicator(s) / Target</i>	<i>Current status</i>	<i>Remarks</i>
A13. Provide support for the UV's Research Groups for accessing national and international funds and to encourage activities for local, national and international networking.	30.	Continuous from 2017Q3	OPAL (now UVEmplo)	I. No. of training activities and workshops. I. No of groups involved.	Completed	Refer to strength table to see details on courses
A14. Pro-active promotion of participation in training courses, also aiming to adapt the supply to the demand.	38. 39.	Continuous from 2018Q1	Vice-Rector's Office for Research and Scientific Policy	T. Analysis of applications per course on offer. T. No. and % of staff involved.	Completed	Refer to strength table to see details on courses
New guidelines proposed by the doctoral school about how to efficiently supervise R1 researchers	36, 37, 40	2024Q2	Doctoral School	Approval of guidelines	NEW	

Note: Add as many actions are needed.

The extended version of the reviewed HR Strategy for your organisation for the next 3 years, including the OTM-R policy must be published on your organisation's website. Please provide the link to the dedicated webpage(s) on your organisation's web site *:

<https://www.uv.es/hrs4r/en/la-hrs4r-en-la-uv/uv-action-plan.html>

If your organisation has already filled in the OTM-R checklist in the Initial Phase, please also indicate how your organisation is working towards / has developed an Open, Transparent and Merit-Based Recruitment Policy. Although there may be some overlap with a range of actions listed above in the action plan (as emerged from the Gap Analysis), please provide a short commentary demonstrating the progress of the implementation versus the initial phase.

Comments on the implementation of the OTM-R principles

A-OTM1 (OTM-R principles 1 and 2). Description: OTM-R website as the infrastructure for the collection of all the material relevant to the UV's OTM-R policy in a single entry point, according to the OTM-R guidelines and considering the OTM-R Toolkit. As indicated in the evaluation of action A2, the HRS4R portal is currently working and has been converted into a true information point to announce all research positions. In addition, as indicated in action A10, it has been completed with the information regarding tenured positions although both are also being announced on the EURAXESS portal.

A-OTM2 (OTM-R principles 1 and 4). Description: Comprehensive OTM-R information. In-depth revision, streamlining and consolidation of the information concerning all stages of the recruitment of researchers, which was offered (when the Action Plan was designed) via two different links. As indicated in the evaluation of actions A10 and A11, we have completed action A10 regarding wider publicity for the announcement of vacancies beyond mandatory channels but there is still work to do in the promotion of the OTM-R actions in the portal (A11). This action has been extended to the 2023Q4.

A-OTM3 (OTM-R principle 3). Description. Training courses and information actions (workshops, talks) in order to increase UV staff awareness on the OTM-R principles. Principles are being applied in the recruitment process (most of them are present in the mandatory Spanish Laws and non-mandatory dissemination of the vacancies in English is being done). Survey results demonstrate that the application of these principles is perceived as effective by researchers.

A-OTM4 (OTM-R principles 6, 7, 8, 11-22). Description. Advertising formats. Design of standard models in three languages (ES, CAT and EN) for advertising positions taking up OTM-R principles and the inclusion of links to the UV's OTM-R policy. As indicated in the evaluation of action A10, tenured positions have been announced on the Euraxess platform (so the standard format is being used) but the calls for research staff can also be directly accessed on the main UV HRS4R site. Other job advertising tools apart from the website and Euraxess are being applied (principle 14) are the mandatory official national and regional gazettes. UV regulations require committees to be gender balanced (principle 18) (60-40 as committees have an odd number of members) and the rules regarding their composition are clearly stated in UV regulations. The composition is published in national and regional official gazettes when the vacancies are announced and thus on the Euraxess platform (principle 17). Please refer to strengths of block 2 (recruitment and selection) for detailed examples.

A-OTM5 (OTM-R principles 5 and 10). Description: Development QA System. A specific QA system has not been developed. If the objective is to ensure that suitable candidates are selected at a public university, that responsibility relies on the regulations that the committees must apply in the candidate exam processes that are specified in the announcements. Please refer to strengths of block 2 (recruitment and selection) for detailed examples.

A-OTM6 (OTM-R principles 6 and 7). Description: Attracting foreign candidates. No limitation appears in our announcements regarding the nationality of the candidates. However, it is important to know that in the Spanish public system, accreditation from the Ministry of Education is necessary to be able to apply for most positions. It is a requirement for the whole public system, not only the

UV. Once again, foreign candidates are offered access in equal conditions for accreditation from the Ministry of Education but obtaining the mandatory accreditation must be planned by the candidates in advance. However, to promote even greater attraction in research vacancies, the UV admits and hires selected researchers while they take the necessary steps with the Ministry. Unfortunately, this flexibility is not possible due to regulations for tenured (civil servant) positions. Independently of these considerations, 314 foreign researchers are UV staff (as of 31 December 2022) while this number was of 188 on 31 December 2018 (data provided for the internal assessment).

Ideally, the extended version of the reviewed OTM-R policy and actions should be published on your organisation's website.

Please provide the web link to the OTM-R dedicated webpage(s) if it is different than the one where the reviewed HR Strategy is located.

https://www.uv.es/hrs4r/OTM_R_UVEG.pdf

4. Implementation

General overview of the expected overall implementation process of the action plan: (max. 1000 words)

After the re-election of the rector in 2022, the steering committee and working group was modified according to the new vice-rectors and heads of services, although as can be seen, changes were kept at a minimum to ensure continuity in the implementation of policies.

Steering Committee

- Vice-Rector for Planning, Quality and Information Technologies: Joaquín Aldás-Manzano (Chair).
- Vice-Rector for Research: Carlos Hermenegildo-Caudevilla.
- Vice-Rector for Innovation and Transfer. Rosa M. Donat Beneito. (*)
- Vice-Rector for Academic Regulations and Teaching Staff. Ernest Cano Cano.
- Vice-Rector for Internationalisation and Multilingualism: Carles Padilla Carmona.
- General Manager: Juan Vicente Climent Espí.
- General Secretary: María Elena Olmos-Ortega.

Working group

- Vice-Rector for Planning, Quality and Information Technologies: Joaquín Aldás-Manzano (president).
- Vice-Rector for Research: Carlos Hermenegildo-Caudevilla.
- Deputy Manager for HR and Administration: José Ramírez Martínez.
- Deputy Manager for Research, Transfer and Innovation: Lucía Echevarría Gil.
- Head of the HR Service for Faculty and Research Staff: Teresa Bondía Alberola.
- Head of the HR Service for Administrative and Service Staff: Laura Coscollá Pascual (*).
- Head of the Research Service: M^a José Tudela Barceló (*).
- Head of the Transfer and Innovation Service: Consuelo Cuenca Belenguer (*).
- Head of the Service of International Relations: Carlos Pomer Monferrer.
- Head of the Section for International R+D: Ángeles Sanchís Polo.
- Rector's Delegate for the Alliance Forthem: Esteban Sanchís Kilders.
- Rector's Delegate for Strategic Research Actions: Joel González Cabrera (*).

Representatives of the Research Staff:

- R1: Estefanía Ballester Chirica (Early-Stage Researcher) (*)
- R2: Consuelo Parreño Torres (Assistant Professor) (*)
- R3: Joel González Cabrera (Associate Professor) (*)
- R4: María del Carmen Gómez Cabrera (Full Professor) (*)

(*) Changes compared to the internal assessment composition in 2019.

The checklist below will detail how the renewal visit is being prepared, the general overview of the implementation process can be summarised in the following points:

- The re-election of the same rector has led to the continuity of staff policies and, therefore, it has been possible to complete the vast majority of the actions of the revised plan.
- We believe that, except for actions A9, A11 and A12, the revised plan has been completed in its entirety.

- The survey conducted in April 2023 has confirmed that the widespread perception among UV research staff is that the C&C principles governing the HRS4R seal are instilled in and direct UV human resources policies.
- In the revised plan, this general compliance with the actions leads us to incorporate new objectives and actions that we believe represent a significant leap in quality in the application of the principles and that focus on reducing the weaknesses detected in the analysis carried out.
- We are aware, however, that the changes in the organic law that regulates the Spanish university system and enters into force in April 2023 is a tumultuous shock and the steering committee must remain attentive to its consequences for human resources policies in order to revise the plan if necessary.

Make sure you also cover all the aspects highlighted in the checklist, which you will need to describe in detail:

How have you prepared for the internal review? *

Detailed description and duly justification (max 500 words)

Once the new vice-rectors started working in April 2022 and the steering committee and working group were renewed (most of the working groups members were the same as they formed part of it due to their responsibilities as heads of services), the steering committee asked the working group for a report on the degree of progress in each of the actions in the Action Plan.

The report allowed the steering committee to confirm that the degree of compliance with the commitments was high and focused on those aspects that needed further progress: the completion of the survey proposed by the evaluation committee in the mid-term evaluation and the final design of the welcome portal for new researchers. For the survey, it was decided that once the questionnaire had been designed, it was advisable to postpone fieldwork until the weeks prior to sending this report to thus ensure that the data were as recent as possible. Regarding the website, a timetable of work was established to ensure that the welcome portal would be available as soon as possible.

The greatest activity of the working group has taken place in recent months (1/2/2022, 14/2/2022, 31/5/2022, 27/12/2022, 18/1/2023, 1/3/2023, 14/3/2023, 30/3/2023 and 18/4/2023) in order to prepare this report, the survey report and, above all, to assess which new activities should be added to the revised plan in order to cover the weaknesses detected in each of the blocks.

The chair of the working group, as the vice-rector responsible of this report, prepared a draft of this document that was sent to the working group on 18.04.2023 asking for comments. The revised version was sent to the steering committee on 21.04.2023 and approved by it.

How have you involved the research community, your main stakeholders, in the implementation process? *

Detailed description and duly justification (max 500 words)

Involvement of stakeholders derives from the description of the composition of the working group and steering committee, as well as the general overview of the implementation process (point 4 of this document). As a summary:

- Governing board: several vice-rectors, the general secretary and general managers are members of the steering committee.
- University services (HR, Research, Internationalisation etc.). Their heads are members of the working group.
- Research staff: R1 to R4 are represented in the working group, and the Research Committee
- Research staff were also consulted in the survey described above.
- The Governing Council also approved the ALLEA ethical code

Do you have an implementation committee and/or steering group regularly overseeing progress? *

Detailed description and duly justification (max 500 words)

As detailed in the general overview (please refer to that section for the composition) a steering committee and a working group are in charge of implementing the plan and overseeing progress.

Is there any alignment of organisational policies with the HRS4R? For example, is the HRS4R recognized in the organisation's research strategy,

overarching HR policy

Detailed description and duly justification (max 500 words)

- The UV Strategic Plan defines the HR strategy. COVID-10 caused the plan (2016-2019) to be extended. It was created before the granting of the HRS4R award but was fully compatible with HRS4R as the only reference to HR in research is the institutional goal: "Attract and develop talent" which is described as "Renew and increase the provision of research talent to foster our potential as an institution of high quality basic and applied research". The achievement of this goal requires strengthening current research staffing and defining and recruiting staff with a strict research profile".
- The new Strategic Plan (2024-2027) is currently being written under the supervision of the Vice-Rector for Infrastructures and Economy. From the involvement that the services involved in the management of human resources in research have had in the process of preparing it, there does not seem to be any strategic objective or line of action that can significantly change the policy on human resources in research and it aims to maintain the policies set by the HRS4R principles. However, the approval of the strategic plan is pending and if any measure is derived from it that may significantly affect the human resources in research policy, the plan accompanying this template will be modified.

How has your organisation ensured that the proposed actions would be also implemented? *

Detailed description and duly justification (max 500 words)

- All those responsible for designing the UV human resources in research policies are part of either the steering committee or the working group, which ensures that the principles that govern the seal are present in the design of the policies.
- Many of the principles are either present in national or regional mandatory legislation or have been incorporated into the internal regulations of the university as described in the analysis of strengths and weaknesses.
- We believe that this approach - complying with the HRS4R principles by incorporating them into our mandatory regulations - is the most effective method to ensure their implementation.

How are you monitoring progress (timeline)? *

Detailed description and duly justification (max 500 words)

The progress has been monitored in the same way we have monitored the original Action Plan. The working group will hold regular (at least quarterly) meetings to analyse progress and propose modifications or changes to the Revised Action Plan if delays are detected or external events affect the planned actions in any way.

Similar to the past 3 years of the HRS4R period, the steering committee is formed by members of the Executive Board as described. In addition to being involved in the implementation of those actions assigned to them as the responsible unit, it will keep an overview of the process through the reports by the chair of the working group, who is also a member of the steering committee. At least one meeting will be held each semester.

Monitoring of progress will be based on the indicators provided in the Revised Action Plan.

How will you measure progress (indicators) in view of the next assessment? *

Detailed description and duly justification (max 500 words)

- The new actions incorporated in the revised plan have associated indicators. In some cases, these indicators are 1/0 (launch of the portal, approval of assignment to COARA), so they are controlled immediately. Others are continuous indicators (number of resources published in RODERIC, number of APCs of Open Access publications) that will be incorporated as reports of the university data warehouse and followed annually.
- The survey for researchers will be repeated to check if the perception of compliance with C&C principles is maintained or increases among this group.

How do you expect to prepare for the external review? *

Detailed description and duly justification (max 500 words)

- We have been informed that the external visit will occur 2-4 months after the submission of this report.
- The indications about how the site visit must be organised and what the requirements for it to take place in an effective and beneficial way have been reviewed through the HRS4R e-tool.
- The working group will have fortnightly meetings from 01.05.2023 to prepare the visit and weekly meetings from the moment the date is confirmed to prepare the required documentation. (Strategic Plan document, organisation chart, list of key stakeholders, information on facilities, logistical information, and so on)

Additional remarks/comments about the proposed implementation process

Detailed description and duly justification (max 1,000 words)