

ACTION PLAN 2022 - 2024

Pillar I: Ethical and professional issues							
Ref	Action (description of actions at the end)	GAP Principle(s)	Timing	Unit/Service accountable	Unit/Service involved	Status	Indicators
E1	Support mechanisms to facilitate the access and professional development of PDI (Teaching and Research Staff) with disabilities at UC3M.	9, 10, 12, 13, 14, 28	Q4 2023	Human Resources and Organization Service	Human Resources and Organization Service , Disability Legal Clinic, "Gregorio Peces-Barba" Institute of Human Rights	NEW	<ul style="list-style-type: none"> Approval by the competent bodies. Publication and dissemination of the program
E2	Promoting inclusivity, diversity management and fight against racism and xenophobia	10	Q3 2023	VR Institutional Relations and Sustainable Development	VR Institutional Relations and Sustainable Development, Sustainable Development Unit, Recursos Humanos y Organización, VR de Estudiantes e Igualdad, Unidad de Igualdad	NEW	<ul style="list-style-type: none"> Obtain information on diversity management in our university community through a pilot program. Benchmarking to learn about best practices in reference universities. No. of training and awareness-raising activities for teaching and research personnel.
E3	Establish an action procedure to integrate professors and researchers from at-risk countries into the university community . Emphasis on women researchers.	1, 9, 10	Q3 2023	VR Institutional Relations and Sustainable Development	VR Institutional Relations and Sustainable Development, Sustainable Development Unit, VR Faculty, Human Resources and Organization Service	NEW	<ul style="list-style-type: none"> Text of the protocol approved by the Governing Council. UC3M Refuge Program Website. No. of persons covered by the program. No. of grants awarded to refugee researchers.
E4	Creation of an Internal Information System after the approval of the Law on the Protection of People Reporting Offenses and the Fight against Corruption , which transposes the Whistleblower Directive.	1, 2, 5, 34	Q3 2023	General Secretary	VR Faculty, VR Science Policy, General Secretary, Gerencia, Legal Services	NEW	<ul style="list-style-type: none"> Approval by the competent bodies. Record of suggestions received.
E5	ACEEU: Entrepreneurial and Committed Universities Accreditation: - Design of social entrepreneurship actions/sessions. - Citizen science and public engagement . - Science4Government .	6, 8, 9, 31	Q4 2023	VR Science Policy	VR Science Policy, Research and Transfer Vice-manager, Entrepreneurship and Innovation Service, Research Service, VR Institutional Relations and Sustainable Development, Sustainable Development Unit	NEW	<ul style="list-style-type: none"> Entrepreneurship: Program design, No. of sessions and attendees. Public engagement: No. of proposals received, No. of projects developed that include social agents. Science4Government: No. of actions organized by UC3M under the Spanish Presidency of the European Council.
E6	Participation in the Coalition for the Advancement of Research Evaluation. (COARA)	8, 9, 11, 31, 32, 38	Q4 2022	VR Science Policy	VR Science Policy, Research and Transfer Vice-manager, a, Research Service, VR Faculty, Human Resources and Organization Service	NEW	<ul style="list-style-type: none"> UC3M's membership in the Coalition. No. of researcher evaluation initiatives that take into account COARA principles.

E7	Open Science-related actions: eArchivo4OS and Open Access	8, 9, 31, 38, 39	Q3 2023	VR Science Policy	VR Science Policy, Research and Transfer Vice-manager,, Research Service, Library	NEW	eArchivo4OS: No. of improvements included in the institutional repository e-Archivo Open Access: No. of APC (article processing charges) managed under transformative agreements (by publisher), No. of APCs (article processing charge) managed outside transformative agreements (per publisher)
E8	FOS (Full Open Science) Initiative for research groups.	6, 8, 9, 31, 38, 39	Q4 2022	VR Science Policy	VR Science Policy, Research and Transfer Vice-manager, Research Service, Biblioteca	NEW	<ul style="list-style-type: none"> No. of research groups adhering to FOS call. No. of researchers involved in FOS call. No. of UC3M research groups awarded the FOS seal. Increase in the No. of publications visible in the institutional repository (e-Archive) through participation in the FOS initiative. Increase in the number of datasets visible in the data repository (e-ScienceData) through participation in the FOS initiative.
E9	Mobility program for international cooperation actions for sustainable development.	9, 18, 29	Q1 2023	VR Institutional Relations and Sustainable Development	VR Institutional Relations and Sustainable Development. Sustainable Development Unit VR Faculty, Human Resources and Organization Service	NEW	<ul style="list-style-type: none"> Text of the call for proposals for mobility grants. No. and amount of grants awarded. Final reports of the activities carried out.

Pillar II: Recruitment

Ref	Action (description of actions at the end)	GAP Principle(s)	Timing	Unit/Service accountable	Unit/Service involved	Status	Indicators
R1	Joint participation through the YUFE Alliance in obtaining funds for attracting talent. (YUFE4Postdoc)	12, 13, 14, 15, 16, 18, 21, 26	Q2 2023 - Q2 2024	Human Resources and Organization Service	Human Resources and Organization Service, VR Faculty, VR Internationalization and European University y International Relations Service, VR Science Policy, Research Service,	NEW	<ul style="list-style-type: none"> Development and publication of the joint call. No. of candidates submitted. No. Of successful candidates. Amount of funds obtained.
R2	UC3M : Research support personnel employment guide.	3, 4, 5, 12, 13, 14	Q3 2022	Human Resources and Organization Service	Human Resources and Organization Service, Research Service, VR Faculty.	NEW	<ul style="list-style-type: none"> Development and publication of guidelines. Introduction to all researchers.
R3	Regulations for the use of English in the University administrative procedures.	15, 19	Q2 2023	General Secretary	Secretaria General, VR Relaciones Internacionales, Human Resources and Organization Service, VR Faculty, Legal Services	IN PROGRESS	<ul style="list-style-type: none"> Approval by the competent bodies.

R4	Plan to improve advice on internal procedures for researchers and professors who join UC3M through the Welcome Portal	12, 13, 18	Q3 2023	VR Faculty, VR Internationalization and European University	Human Resources and Organization Service VR Faculty VR Internationalization and European University , International Relations Service	NEW	<ul style="list-style-type: none"> No. of actions to disseminate the Portal. No. of visits to the Welcome Center portal. No. of temporary visitors registered.
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DEFINITION OF THE ACTIONS 2022-2024

Ref	Action	Definition	
E1	Support mechanisms to facilitate the access and professional development of PDI (teaching and research staff) with disabilities at UC3M.	UC3M is committed at all levels to SDG10 (Reducing Inequality), particularly trying to ensure equal opportunities and reduce inequality in relation to access to education and scientific results. The objective of this action is to create a program of supportive measures to enable the effective and active incorporation of people with disabilities in the teaching and research staff environment.	1
E2	Promoting inclusivity, diversity management and fight against racism and xenophobia	Develop initiatives that allow us to know how diversity is being managed and create training and awareness-raising activities for the university community.	2
E3	Establish an action procedure to integrate professors and researchers from at-risk countries into the university community . Emphasis on women researchers.	UC3M has successfully developed several initiatives to host teaching and research staff from countries at risk, especially during the war in Ukraine. It has also provided grants for women researchers from these countries. All this has involved the mobilization of institutional, financial and human resources to develop programs that reflect the university community's commitment to refugees. The knowledge gained in the past months can culminate in the creation of an action protocol that allows a quick response to academics at risk and institutionalize the resources available for these programs, paying special attention to refugee women researchers.	3
E4	Creation of an Internal Information System after the approval of the Law on the Protection of People Reporting Offenses and the Fight against Corruption , which transposes the Whistleblower Directive.	December 31, 2023 is the deadline for the adaptation of the Administrations to the Law regulating the protection of persons who report infringements. In September 23, 2022, the Draft Law regulating the protection of persons who report regulatory infringements and the fight against corruption, which transposes the Whistleblower Directive, has been introduced. Once the Law has been passed (expected in the first half of 2023), the Internal Reporting System will have to be implemented within three months.	4
E5	ACEEU: Entrepreneurial and Committed Universities Accreditation: - Design of social entrepreneurship actions/sessions. - Citizen science and public engagement . - Science4Government .	Include social entrepreneurship sessions in the activities of the company's own program to promote entrepreneurship, similar to those already provided in the star-ups acceleration program. Promote sustainable relationships with entities willing to promote programs and activities for the promotion of social entrepreneurship and with socioeconomic impact. UC3M will be part of Ibercivis , the Spanish non-profit organization that carries out and promotes research in many different areas at local, national and international levels. Ibercivis provides technical support, dissemination and training so that anyone can participate in scientific research, according to their interests and dynamic capabilities. This collaboration will start at the end of 2022. Active participation of UC3M in the activities organized around Open Science, Science4Government , etc. during the Spanish Presidency of the European Council (Second semester 2023).	5
E6	Participation in the Coalition for the Advancement of Research Evaluation. (COARA)	UC3M will closely follow all developments of the newly created (September 2022) COARA: Coalition for the Advancement of Research Assessment and will participate in pilot experiences for the reform of Investigator evaluation at different levels, including (if National policy allows) tenured researchers.	6

E7	Open Science-related actions: eArchivo4OS and Open Access	<p>eArchivo4OS: Improve the technical capabilities of the institutional repository (e-Archivo) to facilitate all levels of researchers to deposit their work in Green Open Access to comply with the requirements of the EC and the new Spanish Science Law (Law 17/2022, art. 37). UC3M is carrying out a project (eArchivo4OS) partially funded by the Spanish Foundation for Science and Technology, to adapt and improve its Green Open Access Repository.</p> <p>Open Access: UC3M will continue to participate in transformational agreements to fund Open Access, through a series of APCs ((article processing charges) agreed through national contracts with major publishers, while UC3M explores other publishing alternatives such as diamond Open Access.</p>	7
E8	FOS (Full Open Science) Initiative for research groups.	UC3M leads WP5 of the YUFERING project (Open Science: Establishing the new normal) and Task 5.3 on the recognition of the practice of Open Science by research groups, granting them the label "YUFE-FOS". For this action, UC3M has launched in 2022 a call for research teams to become FOS and has defined, together with other YUFE partners, the criteria to become a "Full Open Science" research group.	8
E9	Mobility program for international cooperation actions for sustainable development.	Through this program, grants will be provided for the mobility of teachers and researchers for research, teach, innovate, and transfer knowledge and technology, or the creation of networks and projects that respond to the global challenges of the 2030 Agenda. The program will be completed with the consideration of measures for the recognition of these activities.	9