



**HRS4R intermediate report action plan
2015.11.15**

| ACTIONS | GAP Principle(s) | Timing (at least by year's quarter/semester) | Responsible Unit | Indicators/Target(s) | Current Status | Remarks |
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| <p>ACTION 1. CREATE THE UNIOVI OTMR POLICY BY UPDATING RECRUITMENT PROCEDURES TO HRS4R AND OTMR CRITERIA.</p> <p>Modify and translate into English the regulations for competitions for IDPs on an interim basis and the instructions of the Vice-Rectorate for the recruitment of personnel for research projects, including all the aspects mentioned in OTM-R, such as:</p> <ul style="list-style-type: none"> Favoring the recruitment of disadvantaged groups, for example by adding a section in the job offers to allow the identification of researchers belonging to disadvantaged groups, and include it in the assessment criteria. Requirement of mobility experiences and reference the documents in the corresponding job offers. Modify the electronic | <p>12. Recruitment</p> <p>13. Recruitment (Code)</p> <p>14. Selection (Code)</p> <p>15. Transparency (Code)</p> <p>16. Judging merit (Code)</p> <p>17. Variations in the chronological order of CVs (Code)</p> | <p>Q2 Q3 2021</p> | <p>Marta Riera López (head of the research service)</p> | <ul style="list-style-type: none"> Publish OTM-R Policy in Spanish and English online: Selection and recruiting guide and templates. Publish detailed scoring ranges. Favouring the recruitment of researchers from disadvantaged groups. 100% of job offers with a length over 1 year published online and on EURAXESS. All recruitment procedures are supported by the electronic platform. More than 95% of candidates | <p>COMPLETED</p> | <p>During these years, the "Agreement of the governing council of the university of Oviedo, approving the regulations of the university of Oviedo for the contracting of research personnel and technical support personnel for research" has been written. The publication of this document has experienced numerous delays due to the legislative changes mentioned above, and the exact profiling of the research positions. It was published in this fourth quarter of 2023</p> <p>https://sede.asturias.es/bopa/2023/09/29/2023-08547.pdf</p> <p>The job calls were modified to include the following information, following OTM-R criteria:</p> <ul style="list-style-type: none"> Funds with which the position is financed. The project, agreement, or action from which the proposed call is financed must be determined. The purpose of the call. |



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| <p>recruitment platform by including functionalities such as providing automatic feedback to rejected candidates, for example by breaking down the score given to each selection criterion.</p> <ul style="list-style-type: none">• Make more frequent use of other international employment platforms such as EURAXESS to achieve greater dissemination of job offers for contracts longer than one year.• Develop guidelines for scoring candidates' CVs for each category of the offer, including all HRS4R and OTMR criteria to guide selection committee assessments.• Draft rules for setting up selection committees, including, for example, gender parity, presence of non scientific staff in the selection committee and instructions for members of evaluation committees.• Provide feedback to the rejected candidates.• Include relevant information in the welcome manual and on the website. | | | | <p>receive feedback.</p> <ul style="list-style-type: none">• OTM-R and C&C material and training courses available.• More than 95% of selection staff trained in OTM-R.• At least 70% satisfaction in the quality survey. | | <ul style="list-style-type: none">• Identification of the positions to be filled, with a sufficient description of the functions to be performed and the job profile.• The working day, remuneration and foreseen duration, if applicable, of the contract.• Applicant requirements.• Description of the selection process, evaluation criteria and scoring.• Composition of the Evaluation Committee and the Alternate Committee, if applicable.• Application form, curriculum vitae, and deadline for submitting applications.• Places of publication of the different resolutions generated throughout the process. |
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| <p>ACTION 2. PROVIDE INFORMATION ON CAREER DEVELOPMENT OPTIONS.</p> <ul style="list-style-type: none"> • Produce guides and materials for exploring career options, (including a document on career options, Individual Support Guide, etc.) and publish them in website. • Offer training and assesment to researchers on career options, either from group coordinators centralised in the centres, or from UNIOVI. • Update relevant information in the welcome manual and on the web. Inform during the welcome session. • Periodic evaluation on user's satisfaction. | <p>28. Career Development</p> | <p>Q3 Q4 2021 Q1 2022</p> | <p>Henar Pérez</p> | <ul style="list-style-type: none"> • UNIOVI career development plan section available on the net. • At least 5 training events in professional career development. • 200 of visits to career development section. • 100% of welcome meetings provide information on career development plan. • At least 70% satisfaction on the plan in the quality survey. • At least 70% satisfaction on the Research Manager assistance in the quality survey. | <p>ONGOING</p> | <p>A new website on career development was created, in which relevant links about professional development were published. https://www.uniovi.es/investiga/hrs4r/desarrollo :</p> <ul style="list-style-type: none"> • -EURAXESS • -"Promoting diverse career pathways for doctoral and postdoctoral researchers ", • -Researcher Career path in Spain at a glance! <p>In addition, other events focused on this topic were also organized.</p> <ul style="list-style-type: none"> • Doctoral Conferences of the University of Oviedo: annual activity that usually includes an activity related to Career development. 137 researchers assisted to this meeting: • -Day III: 'Mentoring and research mobility in the academic career". Date: June 21, 2023 (2023-05-08-jornadas-g9-Oviedo-03 (uniovi.es)) |
| <p>ACTION 3. DESIGN A PILOT MENTORING PROGRAMME TO SUPPORT CAREER DEVELOPMENT FOR RESEARCHERS.</p> | <p>28. Career development 30. Access to career</p> | <p>Q2 2022</p> | <p>Jorge Rocés García (director of the area of support to research groups)</p> | <ul style="list-style-type: none"> • Mentorship programme published. • Workshops and material available | <p>ONGOING</p> | <p>UO is currently participating in two mentoring programs: REBECA mentoring program (Researchers Beyond Academia by EURAXESS) organized by FECYT,</p> |



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| <ul style="list-style-type: none">• Mentorship's benchmark of international good practices will be followed. It could be inspired by the REBECA programme (EURAXESS).• Design, deploy and evaluate a pilot mentoring programme for R2 researchers. In this pilot version, the members of the research or teaching commissions could be the candidates for mentoring and will receive specific training. A selection of R2 researchers from different knowledge areas will be mentored. The programme is aimed at developing the potential of young researchers by transfer of knowledge and learning through the experiences of seniority. Mentors (UNIOVI's researchers) will help and guide the mentees to develop their research career, as well as other aspects in their personal and professional life.• Training workshops and materials will be available for mentees.• Write the pilot programme evaluation report, update the programme and make | advice | | | <p>for mentees.</p> <ul style="list-style-type: none">• At least 5 mentors participate in the pilot programme.• At least 15 mentees follow the pilot mentorship programme.• Report on pilot programme.• At least 70% satisfaction on the plan in the quality survey. | | <p>https://www.euraxess.es/spain/rebeca-mentoring-programme/HCAEQRRj8VdIBCDc2MjRqMGoxqAIAAsAIA&FORM=ANNAB1&PC=U531 IMFAHE https://www.imfahe.org/ https://www.uniovi.es/documents/39158/4937453/Guia+Convocatoria+UO-curso+IMFAHE+2023-24.pdf/ee5e9582-79ab-806b-8b39-c805e54bff74?t=1698231861316</p> <p>The mentees will participate in the "International Mentor Program-IMP" and will receive personalized advice from scientists and professionals with international experience throughout the academic year and will receive training through specific webinars on open-science, online teaching techniques and how to finance research projects, among others.</p> <p>In addition, the entire university community of the University of Oviedo will have free access to the 3 Intensive Online Courses that IMFAHE will launch on professional development, innovation, entrepreneurship-leadership, and scientific career.</p> <p>The participation in these two initiatives will set the bases for the design of UO mentoring program.</p> |
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| <p>it available to research community.</p> <ul style="list-style-type: none"> Update relevant information in the welcome manual and on the web. Inform during the welcome session. Periodic evaluation on user's satisfaction. | | | | | | |
| <p>ACTION 4. IMPROVE THE EVALUATION SYSTEM FOR PERMANENT AND NON-PERMANENT RESEARCHERS.</p> <ul style="list-style-type: none"> Carry out a recurrent evaluation of the researchers funded by research projects with contracts that exceed one year, providing them with a certification of the positive evaluation. Implement the Docentia programme to evaluate teaching quality. Update relevant information in the welcome manual and on the web. Inform during the welcome session. • Periodic evaluation on user's satisfaction. | <p>11. Evaluation/ appraisal systems 33. Teaching</p> | <p>Q1 Q2 2022</p> | <p>David Álvarez García (director of teaching area)</p> | <ul style="list-style-type: none"> Set the commission to define the evaluation templates for non-permanent researchers. Implement the use of Docentia software for the evaluation of teachers. More than 95% of non-permanent researchers are evaluated using these templates. More than 95% of teachers are evaluated with the Docentia software. At least 70% satisfaction in the quality survey. | <p>ONGOING</p> | <p>UO is using the evaluation software Docentia https://www.uniovi.es/conocenos/uniovi/eligenos/docentiauo is on a piloting scale. Data:</p> <p>March 2023: first call for applications 89 applicants complete the process. 37 evaluators; 28 department directors; 16 center directors (Faculty or School); and 9 Master's coordinators will participate. During the month of October, applicants will receive the results of their evaluations. DOCENTIA-UO - Universidad de Oviedo - uniovi.es</p> <p>Still there are some gaps that should be fulfilled during the 3 next years, such as the evaluation of the non-permanent researchers.</p> <p>The welcome manual details information about Docentia software.</p> |



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| <p>ACTION 5. MAKE UNIOVI'S COMPLAINTS MECHANISMS VISIBLE.</p> <ul style="list-style-type: none"> • Make visible the existence of the ombudsman as a mediator in the conflicts between researchers and explain its functions. • Include relevant information in the welcome manual and on the web. • Communicate the procedure in the welcome meeting, receiving an accordance of the reception of the information. • Periodic evaluation on user's satisfaction. | <p>34. Complaints/ appeals</p> | <p>Q2 2021</p> | <p>Humberto Rodríguez Solla (Vice Rector for Institutional Relations and Coordination)</p> | <ul style="list-style-type: none"> • Complaints procedure published clearly on the website. • Number of complaints received increased in a 15%. • 90% of complaints mediated. • More than 95% of complaints resolved. • 70% satisfaction in the quality survey. | <p>COMPLETED</p> | <p>UO has different complaints procedures that differs in the type of complaints and the entity appointed to follow up and solve them. A summary of these procedures is provided at the welcome manual.</p> <p>The entity that processes the highest number of complaints is the University ombudswomen. https://defensora.uniovi.es/ladefensora/ladefensora</p> <p>A complete report about the performance of this entity is written every year. https://defensora.uniovi.es/memoria in 2021 224 complaints were processed</p> |
| <p>ACTION 6. PROMOTE MEASURES TO ATTRACT AND RETAIN TALENT.</p> <ul style="list-style-type: none"> • Study and define possible alternatives to assign teaching hours for R1 and R2 funded by competitive programmes (FPI, FPU, RyC, MSC ERA) that will allow them to be accredited as teachers to follow their research career within the University. • Design a procedure for reallocating space to provide research facilities | <p>23. Research environment 24. Working conditions 33. Teaching</p> | <p>Q4 2021 Q1 2022</p> | <p>Humberto Rodríguez Solla (Vice Rector for Institutional Relations and Coordination) & Jorge Roces García (director of area of support to research groups)</p> | <ul style="list-style-type: none"> • Norm of talent attraction approved by UNIOVI's authorities. • Perform biannual focus group sessions with foreign researchers to identify gaps and problems for their integration process at the University. • Increase in a 15% | <p>ONGOING</p> | <p>UO strategic plan includes several measures to foster talent attraction and retention, among others:</p> <ul style="list-style-type: none"> • Improving the assistance of the staff. • Improving the quality of services. • Improving the assistance to foreign researchers (both for short term stays, middle length, and permanent stays). • Improving the accommodation offer of the UO, etc. |



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| <p>for researchers funded by competitive programmes (FPI, FPU, RyC, MSC ERA).</p> <ul style="list-style-type: none">• Design a set of measures for the attraction and retention researchers granted by international competitive calls.• To attract international talent, relevant documents of the University will be translated into English, and also, focus group sessions of foreign researchers will be scheduled to identify the most frequent problems for the incorporation of researchers.• Include relevant information in the welcome manual and on the web. | | | | <p>of researchers funded by competitive programmes with teaching duties.</p> <ul style="list-style-type: none">• 30% increase of talent researchers Funded by competitive grants incorporated.• 5% of the total laboratory space release for the incorporation of researchers.• 70% satisfaction in the quality survey. | <p>In addition, UO participated in a new call for grants launched by the AEI (State Research Agency) to encourage the incorporation of consolidated talent called "ATRAE Program", to attract researchers of recognized prestige. The amount of the financial contribution is €1,000,000 per action, including indirect costs.</p> <p>Moreover, UO leads INGENIUM, a European project funded by the European Commission's European Universities call, which is part of the Partnerships of Excellence action of the Erasmus+ program. The alliance is made up of 9 universities (including UO): Karlsruhe University of Applied Sciences (Germany), the Medical University of Sofia (Bulgaria), the University of Applied Sciences of Southeast Finland, the University of Rouen-Normandy (France), the University of Crete (Greece), the Munster University of Technology (Ireland), the Gabriele d'Annunzio University of Chieti-Pescara (Italy), the Gheorghe Aschi Technical University of Iasi (Romania) and the University of Skövde (Sweden). The specific objectives of this European university supercampus are to develop joint Bachelor, Master, and PhD programs within</p> |
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| | | | | | | <p>the national and European regulatory frameworks.</p> <p>Finally, UO has been awarded in a funding request to national call of the AEI (Spanish Research state agency) "Preparation and management of European projects and facilitating the attraction of international talent 2023" for funding a talent attraction office.</p> |
| <p>ACTION 7. WRITE AND APPROVE A TELEWORKING NORM.</p> <ul style="list-style-type: none">• Standardise the COVID-caused working flexibility and study initiatives for a better conciliation, like teleworking.• Include relevant information in the welcome manual and on the web. | <p>24. Working conditions</p> | <p>Q2 2021</p> | <p>José Ignacio Grana Fernández (human resources manager)</p> | <ul style="list-style-type: none">• Teleworking manual published on the website.• 100% compliance of the conciliation measures adopted.• 70% satisfaction in the quality survey. | <p>ONGOING</p> | <p>The national normative is based in the Law 10/2021 of July 9, 2121, on telecommuting: https://www.boe.es/boe/dias/2021/07/10/pdfs/BOE-A-2021-11472.pdf. Indicate that "Remote work will be voluntary for the worker and for the employer and will require the signing of the work agreement."</p> <p>Teleworking also appears as an objective in UO's II Equality Plan: https://igualdad.uniovi.es/planigualdad</p> <p>Aligned to this, UO has written a draft of a guidance for teleworking that is presently being discussed with the staff representatives: https://unioviedo-my.sharepoint.com/:b/g/person/alvarezjulia_uniovi_es/EXdUJ-Nh-0tAi859qVyPhlwBi-AQG4TRatUt7Iz7VnY3dA?e=OPr</p> |



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| <p>ACTION 8. ADOPT AND CUSTOMISE A MANUAL OF GOOD RESEARCH PRACTICES IN ONIOVI.</p> <ul style="list-style-type: none"> Benchmark good research practices manuals to be adopted and customized to UNIOVI, such as "The European Code of Conduct for Research Integrity" (published by ALLEA), or the CRUE manual of good research practices. Offer training seminars in good research practices, both to permanent researchers and newcomers. • Include relevant information in the welcome manual and on the web. | <p>3. Professional responsibility 7. Good practice in research</p> | <p>Q3 2022</p> | <p>Julia M^a Alvarez Gutiérrez (European projects office, Research ethics committee, PL)</p> | <ul style="list-style-type: none"> Publish good research practice manual on the web. More of 200 downloads of the manual. More than 95% of the researchers knew of the existence of the manual. 70% satisfaction about the manual in the quality survey. | <p>COMPLETED</p> | <p>UO ascribes the CRUE's ethical code https://www.crue.org/wp-content/uploads/2021/07/CRUE-5.-CODIGO-ETICO.pdf</p> <p><u>In addition, UO also ascribed the national declaration of scientific integrity" of the CRUE-CSIC</u> https://www.crue.org/wp-content/uploads/2020/02/Declaracion-C3%B3n-Nacional-Integridad-Cient%C3%ADfica .pdf</p> <p>In addition, in 2020 UO approves its own ethical code. https://www.uniovi.es/conocenos/uniovi/nosotros/etica?p_l_back_url=%2Fbuscador%3Fq%3Detica</p> <p>Finally, UO has organized Seminars with a maximum of 30 attendees:</p> <p>In 2022 2 courses involving 32 participants were held.</p> <p>In 2023 'Good Practices in Research. Ethics in Research'. Date: May 29, 2023 20 attendees</p> <p>In 2022 Presentation in good scientific practices, included in the courses on research ethics and RRI. 30 attendees</p> |



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| | | | | | | In 2022 and 2023 Series of seminars on ethics in animal research. 90 attendees |
| <p>ACTION 9. DEFINE UNIOVI'S PUBLICATION POLICY.</p> <ul style="list-style-type: none"> Approve a publication policy to promote international excellence, including recommendations for authorship in each area of knowledge, also indicating the recommendations of when and how to publish (1Q,1D), indicate how the affiliation should be formulated, etc. Include relevant information in the welcome manual and on the web. | <p>7. Good practice in research 32. Co-authorship</p> | <p>Q4 2022</p> | <p>Gema Martínez (Head of Technical Subdirectorate, Cooperation and Remote Services Service-UO's library)</p> | <ul style="list-style-type: none"> Define the publication policy and publish it on the web. 10% increase in the number of Q1 research papers. 100% of the publications' authorship agrees with the University criteria. 70% satisfaction in the quality survey. | <p>COMPLETED</p> | <p>UO has published an Institutional open access policy https://accesoabierto.uniovi.wordpress.com/politica-institucional-de-acceso-abierto/</p> <p>UO has provided a comprehensive list of instructions for the researchers that wish to publish in open access journals and self-archive their work in the university's repository; https://accesoabierto.uniovi.wordpress.com/</p> <ul style="list-style-type: none"> Training in Open data https://accesoabierto.uniovi.wordpress.com/open-data/ Standardized signature https://accesoabierto.uniovi.wordpress.com/firma-normalizada/ Where to publish https://accesoabierto.uniovi.wordpress.com/donde-publicar/ Copyright https://accesoabierto.uniovi.wordpress.com/derechos-de-autor/ Creative Commons https://accesoabierto.uniovi.wordpress.com/ |



vi.wordpress.com/creative-commons/

- Addenda Templates
<https://accesoabierto.uniovi.es/wordpress/documentacion/>
- Where to publish your first article in Health Sciences
<http://hdl.handle.net/10651/66544>

RUO publishes, Ph.D. Thesis, TFM and TFG)
<https://accesoabierto.uniovi.es/publicar-en-ruo/>
Link in the blog:
<https://accesoabierto.uniovi.es/informacion-de-interes/recomendaciones-para-personal-uniovi/>

The authors and identifiers guide has been updated in January of this year and is available in the repository:
<http://hdl.handle.net/10651/65836>

RUO Guides describes the digital signature and the adscription policy.
<http://hdl.handle.net/10651/65836>

UO's Library in 2022 has organized 169 courses with a global participation of 794 researchers. Some of these



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| | | | | | | <p>courses are on-demand and others are e-learning. 1https://buo.uniovi.es/cursos</p> <p>In addition, it organizes training days. For example: Conference on "Research data management in the context of open science" (2023): with 67 attendees.</p> <p>Regarding the quality of the publications, the number of publications and their general quality (Q1 ranking) are shown at the following table. https://uniovi-do-my.sharepoint.com/:b:/g/personal/alvarezjulia_uniovi_es/EVSv3XJx2ZDkzsQk2-IR9sBqGRnL6Lr_Gq3VH4Cb8CyYg?e=BFCPKb</p> |
| <p>ACTION 10. UPDATE THE MANUAL OF PREVENTION OF OCCUPATIONAL RISKS.</p> <ul style="list-style-type: none"> Update the manual of prevention of occupational risks with sections covering: Computer safety. Prevention of occupational risks. Protection of personal data. | <p>3. Professional responsibility 7. Good practice in research</p> | <p>Q4 2021</p> | <p>Miguel del Valle Soto (Rector's Delegate for Bio sanitary and Health Coordination)</p> | <ul style="list-style-type: none"> The new manual is published on the website. 100% of the newcomers receive training in prevention of occupational risks. More than 95% of the permanent staff knows the existence of the manual. | <p>COMPLETED</p> | <p>The labor occupational risks website includes comprehensive information about the UO's procedures and activities. https://uniovi-do-my.sharepoint.com/:b:/g/personal/alvarezjulia_uniovi_es/EbkWFsIOW9BCvSEf9dtfnl8B8S_mxy38sHbLPi9l4pQe1g?e=PPIbch</p> <p>Information about campaigns and workshops. https://www.prevencion.uniovi.es/psicoeducativas</p> |



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| <ul style="list-style-type: none"> • Provide training seminars about prevention of occupational risks to newcomers in the welcome meeting and non-permanent and permanent staff. • Include relevant information in the welcome manual and on the web. | | | | <ul style="list-style-type: none"> • 70% satisfaction in the quality survey. | | <p>Instructions about IT safety and data protection. https://sic.uniovi.es/</p> |
| <p>ACTION 11. SUPPORT INITIATIVES TO PROTECT INTELLECTUALPROPERTY.</p> <ul style="list-style-type: none"> • Update the current UNIOVI Industrial Property Regulations to include issues like the ownership of intellectual property rights of researchers' property of scientific production, commercial software and databases (books, articles, documentation for teaching support, etc.). • Provide information and training to research staff on protection, dissemination of results and knowledge transfer (IP license agreements, MTA, NDA, contracts art. 83). • Prepare a guide of recommendations for the | <p>8. Dissemination, exploitation of results</p> <p>31. Intellectual Property Rights</p> | <p>Q1 Q2 & Q32023</p> | <p>Jorge García García (Director of Transfer and Company's Chairs area)</p> | <ul style="list-style-type: none"> • New IP norm, recommendations of open access and technology-based companies' norms are published on the website. • Information about IP norm in UNIOVI is provided to all newcomers. • 80% of the researchers are familiar with the existence of an IP norm. • Ratio of number of IP norm downloads per number of researchers higher than 0.2. <p>70% satisfaction in the</p> | <p>COMPLETED</p> | <p>UO is finishing the writing of the "Regulation on industrial and intellectual property". https://unioviedo-my.sharepoint.com/:b:/g/personal/alvarezjulia_uniovi_es/EbErpIFL64Jom5gMSAEm7UBHSPpgHPKuTRcPuRWzcS-mg?e=rxbxuA</p> <p>In addition, UO is also writing its norm for the creation of Spinn offs. https://unioviedo-my.sharepoint.com/:b:/g/personal/alvarezjulia_uniovi_es/EdO-FDsw2uJNjm03dqSrvuUB1aO5SHDoX7WyyJeefya2PNA?e=gnmitA</p> <p>UO participates in two projects that fosters UO Technology transfer activities:</p> <ul style="list-style-type: none"> • INGENIUM is a strategic alliance coordinated by the UO and integrating nine other European universities, united to offer an education of |



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| <p>protection and dissemination of knowledge in an open science contest.</p> <ul style="list-style-type: none">• Define the norms for the creation of technology-based companies.• Update the UNIOVI policy on open access.• Include relevant information in the welcome manual and on the web. | | | | quality survey. | | <p>excellence, international, inclusive, and socially responsible. Students, researchers, or staff could access to a wide range of programs, projects, and exchanges to develop skills and broaden their horizons. Including mobility and collaboration activities with universities around the world, as well as benefit from the synergies and opportunities generated by the network.</p> <ul style="list-style-type: none">• BI4E Project funded under the Horizon Europe Program, WIDERA call. One of its work packages imply the fostering of Technology transfer at UO. WP4- Entrepreneurial Universities: best practice in Technology Transfer and Commercialization T4.1- Identification of good practice and success stories in tech transfer T4.2- Awareness raising/Training on entrepreneurship support. |
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| | | | | | | <p>The Project started at the end of 2022. Technology transfer actions are planned to start during the second year.</p> <p>Cycles of online sessions on industrial property at the University of Oviedo (session/attendees):</p> <p>2021</p> <ul style="list-style-type: none">• Industrial Property: the essentials at a glance/84• Utility Models/58• Patentability of computer-implemented inventions/31• Internationalization of inventions: the PCT and European routes/19• Licensing and transfer of results/36 <p>https://otri.uniovi.es/noticias/-/asset_publisher/0002/content/ciclo-de-sesiones-online-en-la-universidad-de-oviedo-sobre-propiedad-industrial?redirect=%2Fnoticias%3Fp_p_id%3D101_INSTANCE_0002%26p_p_lifecycle%3D0%26p_p_state%3Dnormal%26p_p_mode%3Dview%26p_p_col_id%3Dcolumn-1%26p_p_col_count%3D</p> |
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2022

- Industrial and Intellectual Property/43
- Protection of biotechnological inventions /22
- Green Patents/35
- Patents and technological information/25
- https://otri.uniovi.es/noticias/-/asset_publisher/0002/content/ciclo-de-sesiones-online-en-la-universidad-de-oviedo-sobre-propiedad-industrial-2022?redirect=%2Fnoticias%3Fp_p_id%3D101_INSTANCE_0002%26p_p_lifecycle%3D0%26p_p_state%3Dnormal%26p_p_mode%3Dview%26p_p_col_id%3Dcolumn-1%26p_p_col_count%3D



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- Online conference "From the idea to the market 29 Attendees
https://otri.uniovi.es/noticias/-/asset_publisher/0002/content/jornada-online-de-la-idea-al-mercado?redirect=%2Fnoticias%3Fp_p_id%3D101_INSTANCE_0002%26_p_p_lifecycle%3D0%26p_p_state%3Dnormal%26_p_p_mode%3Dview%26_p_p_col_id%3Dcolumn-1%26p_p_col_count%3D3%26_101_INSTANCE_0002_c1nntag%3Dnoticia%252C%26p_r_p_564233524_tag%3D%26_101_INSTANCE_0002_delta%3D9%26_101_INSTANCE_0002_keywords%3D%26_101_INSTANCE_0002_advancedSearch%3



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| <p>ACTION 12. VISUALISE THE COMMUNICATION AND IMPLEMENTATION OF THE TECHNOLOGY TRANSFER (TT) ACTIVITIES FROM UNIOVI.</p> <ul style="list-style-type: none"> • Update the technology transfer and technology offerings website. • Visualise the research projects and results developed at UNIOVI's clusters and also communicate to the researchers the joint actions in which UNIOVI participates. • Creation of an observatory of the R+D+i strategy of the Principality of Asturias • Bringing science and technology closer to society and proposing solutions for the great challenges it faces • Improve research, with a gender perspective, problem-oriented science and innovations that best adapt to the changing needs of society • Improve the public image of scientists, obtain funding | <p>8. Dissemination, exploitation of results</p> <p>23. Research environment</p> <p>31. Intellectual Property Rights</p> | <p>Q1 Q2 & Q3 2023</p> | <p>Jorge García García (Director of Transfer and Company's Chairs area), Itziar Ahedo Raluy (UCC+I's technician) & Julia M^a Alvarez Gutiérrez (European projects office, Research ethics committee, PL)</p> | <ul style="list-style-type: none"> • Improvement of the TT activities performed. • Increase of 20% of the UNIOVI technology offers. • Number of visits to the technology offers website increased in a 20%. • Number of new transversal projects planned by laboratories from different areas, performed in the clusters increased in a 20%. • Updated scientific and technological capabilities catalogue. • 70% satisfaction in the quality survey. • Creation of a single point of communication with industry, and perform a satisfaction | <p>ONGOING</p> | <p>UO has signed an agreement to create a bank funded chair (Caja Rural) That provides financial aid to entrepreneurs (20000€);</p> <p>In addition, several events were performed at the UO to foster technology transfer and entrepreneurship,</p> <p>Entrepreneurship: 2022 Training</p> <ul style="list-style-type: none"> • Courses Banco Santander (12500€), • Courses INIE (2640€), Accelerator Ecosystem Lab (35000€); Awards (6000€). <p>Modules:</p> <ul style="list-style-type: none"> • Diploma in Entrepreneurial Skills and Process: from the idea to the business https://iude.uniovi.es/titulos/emprendimiento/plandocente • Specific Courses for self-employability (https://www.uniovi.es/talentuo/formacion-para-el-empleo/): Accreditation currently |



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| <p>and support by increasing opportunities to involve society in science</p> <ul style="list-style-type: none">• Ensure that social impact is taken into account from the early stages of research and innovation. Give voice to citizens by involving them in scientific debates and decision making, guaranteeing the participation of under-represented groups• Development of a plan to encourage participation in committees and working groups with social agents in the Asturian, Spanish, European and International fields• Recover the role of the University as a nerve center for debate and confrontation of ideas in all areas of culture• Include relevant information in the welcome manual and on the website. | | | | <p>survey about its performance.</p> <ul style="list-style-type: none">• Develop of and write an incentive plan for working with social agents.• Creation of an observatory for the R&D&I strategy of the Principality of Asturias.• Analysis of policies and strategies, preparation of an annual report on their impact on regional development and their materialization in the PCTI and RESOE.• Elaboration of a plan for the best management of talent and return of talent to the local system. | | <p>ongoing</p> <ul style="list-style-type: none">• Experiences on entrepreneurship: https://inie.uniovi.es/formacion/visor/-/asset_publisher/2Gg2/content/03-webinar-experiencias-de-emprendimiento-del-personal-docente-e-investigador?redirect=%2Fformacion%2Fcomun• Chair for Entrepreneurship: https://www.unioviedo.es/catedradeemprendimiento/ <p>In 2023, microcredentials:</p> <ul style="list-style-type: none">• Micro-credential I: Business Model Ideation, Creation and Validation• Microcredential II: Business Plan Implementation. <p>Accelerator program: https://www.unioviedo.es/EITL/Edition2022: https://www.unioviedo.es/EITL/casos-de-exito / 60 people (12 were faculty)</p> <p>In addition, there is an initiative of the regional government to create the observatory of the R+D+i strategy of the Principality of</p> |
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| | | | | | | <p>Asturias. At the moment, at university level there is a "chair for the analysis of innovation in Asturias": https://www.cinnova.es/es/ The main objective of the Chair is to study the economic and social impact of scientific research and innovative activity and to encourage academic debate on the role of science and innovation in the growth of territories.</p> |
| <p>ACTION 13. IMPROVE THE PERFORMANCE OF SUPERVISORS.</p> <ul style="list-style-type: none"> Develop a "Thesis Supervision Guide" to be distributed among supervisors. Provide specific training to supervisor on the management of junior researchers. Include relevant information in the welcome manual and on the web. | <p>37. Supervision and managerial duties 40. Supervision</p> | <p>Q3 2021</p> | <p>Jorge Rocés García (director of area of support to research groups) and Henar Pérez Herrero (director of doctoral area)</p> | <ul style="list-style-type: none"> Supervision guide published on UNIOVI's website. More than 95% of new supervisors receive training in HR management. More than 95% of researchers are familiar with the existence of this guide. 70% satisfaction of the supervised researchers in the quality survey. | <p>ONGOING</p> | <p>Three documents about supervision are cited and linked in the welcome manual:</p> <ul style="list-style-type: none"> The annexes of the document on regulation of doctoral studies describes the obligations and duties of supervisors: https://cei.uniovi.es/c/document_library/get_file?uuid=3bd2ad8f-0605-4809-b641-285b2c4b67de&groupId=49472 In addition, the UO has written the Guidelines on supervision of doctoral thesis. https://www.uniovi.es/documents/39158/45160/GU%C3%8DA+DE+BUENA+S+PR%C3%81CTICAS+PARA+LOS+ESTUDIOS+DE+DOCTORADO.pdf/395db4bf-2ed9-5f97- |



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| | | | | | | <p>e06a-e158a2a94bcd?t=1669796644488</p> <ul style="list-style-type: none"> The "Guidelines on supervision" of MSCA actions" <p>At this moment, no training for supervisors is available.</p> <p>INGENIUM project has a training module for supervisors that will be used to pilot further approaches of supervisors training at UO.</p> |
| <p>ACTION 14. IMPROVE THE MANAGEMENT OF RESEARCH BY EMPHASISING THE TRAINING OF RESEARCHERS.</p> <ul style="list-style-type: none"> Catalog the currently available training offer for the researchers. Perform a survey to detect the management training needs for researchers. Elaborate guides and offer courses for researchers on: <ul style="list-style-type: none"> Project management Human resource management Dissemination of science to | <p>4. Professional attitude</p> <p>9. Public engagement</p> <p>37. Supervision and managerial duties</p> <p>40. Supervision</p> | <p>Q4 2021</p> | <p>Lourdes Villalustre Martínez (director of INIE)</p> | <ul style="list-style-type: none"> Guidelines for training supervisors written and published on the web. Written guidelines and/or courses for training in project management, human resources management dissemination of science to society data management, RRI, and gender 70% completion of the quality survey. 90% of the R3 and R4 researchers have attended a | <p>ONGOING</p> | <p>The INIE: Institute for Educational Research and Innovation INIE - Universidad de Oviedo - Training (uniovi.es) is the UO's entity responsible of training. During course 2022-2023 105 courses were organized, with a participation of 2125 researchers.</p> <p>Breakdown by programs:</p> <ul style="list-style-type: none"> Training program in teaching and research strategies (course 22-23): number of courses given: 28 no. of course attendees: 521 Training program in digital teaching skills (course 22-23): no. of courses given: 35 |



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| <ul style="list-style-type: none"> ○ society ○ Data management ○ RRI ○ Gender • Include relevant information in the welcome manual and on the website. | | | | <p>training course.</p> <ul style="list-style-type: none"> • 70% satisfaction in the quality survey. | | <p>no. of course attendees: 707</p> <ul style="list-style-type: none"> • Micro-training program (course 22-23): no. of courses given: 24 no. of course attendees: 511 • Initial training program (course 22-23): https://inie.uniovi.es/formacion no. of courses given: 18 No. of course attendees: 386 <p>In 2022-23 academic year: the Ph.D. courses, specially designed for R1 researchers, provide 29 courses with 710 attendees.</p> <p>Other miscellaneous courses provided by UO are:</p> <ul style="list-style-type: none"> • Project management course (2 editions in 2023): 50 attendees • Courses on RRI (2 editions in 2023): 67 attendees • Course on gender in research (2022): 37 attendees • Course on scientific dissemination (2022): 30 attendees. |
| ACTION 15. UPDATE THE | ALL | Q1 2022 Q1 2023 | Jorge Roces (director of the | <ul style="list-style-type: none"> • Welcome manual is published on the | ONGOING | The welcome manual has been published at |



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| <p>WELCOME MANUAL.</p> <ul style="list-style-type: none"> • Write and update the welcome manual annually (in digital version), available in Spanish and English. • Present its content in the welcome sessions for new researchers. | | <p>Q1 2024 Q1 2025 Q1 2026</p> | <p>area of support to research groups)-y Julia M^a Alvarez Gutiérrez (European projects office, Research ethics committee, PL)</p> | <p>website.</p> <ul style="list-style-type: none"> • 99% of new researchers knew the existence of a welcome manual. • 70% satisfaction in the quality survey. | | <p>https://www.uniovi.es/investiga/hrs4r/manualbienvenida it contains information about:</p> <ul style="list-style-type: none"> • UO: facilities and locations, Transparency Portal, Complaint Mechanisms • General • Research; research ethics, Doctorate commission, gender, information for senior researchers, technological support, electronic website, data protection, labor, health, etc. • First working day information • Teaching information norms. evaluation tutorships, etc. • Research activity. Normalized CV, UO's research funding calls, research groups, evaluation of research, HRS4R, ethics, dissemination and outreach, library • Technology transfer • Training • Doctorate • International researchers support. |
| <p>ACTION 16. AWARENESS &</p> | <p>ALL</p> | | <p>Julia M^a Alvarez</p> | <ul style="list-style-type: none"> • WG HRS4R | <p>ongoing</p> | <p>Along these 2 years a series of</p> |



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| <p>COMMUNICATION; LAUNCH AND MONITORING OF HRS4R AND OTM-R.</p> <ul style="list-style-type: none">An implementation working group will be appointed with the task of defining and overseeing most of the actions, made up of people in charge of each topic, representatives of the different specific areas and services, and R1 to R4 researchers. It will insist on the awareness to attain an increasing application of the C&C criteria in the research community and in everyday research practices, by organising seminars or briefings for departments to influence the dissemination of the C&C key lessons to research staff. Awareness-raising seminar for researchers and managers (e.g. within the framework of the annual research summit).Training sessions on OTM-R for HR personnel, and C&C criteria for PI researchers and HR personnel will also be held.New contents on OTM-R and HRS4R will be | | Q1 2022 Q1 2023 Q1 2024 Q1 2025 Q1 2026 | Gutiérrez (European projects office, Research ethics committee, PL) | constituted. <ul style="list-style-type: none">WG OTM-R constituted.At least 50% of researchers attend C&C training sessions.At least 50% of HR staff attendees at C&C training sessions.Survey on HRS4R to address the awareness.Survey on quality satisfaction.• Zero deviation in chronogram of the Action Plan. | | seminaries to foster the knowledge in HRS4R award were performed: <ul style="list-style-type: none">Day I: Date: May 4, 2023 Xavier Ariño, head of institutional projects at the Office of the Rector of the Universitat Autònoma de Barcelona. The HRS4R logo and its benefits for the organization and researchers.42 participantsDay II: Date: 29 May 2023 Francisco José Ausín Díez, president of the Ethics Committee of CSIC Best Practices in Research. Ethics in Research', 66 participantsDay III: Date: 21 June 2023 Elisa García García, expert in mentoring and career development of the Project Office of the Spanish Foundation for Science and Technology (FECYT), Mentoring and research mobility in the academic career".59 participantsDay IV: |
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| <p>available in Spanish and English on the website.</p> <ul style="list-style-type: none"> • New survey on HRS4R will be sent to researchers before the intermediate review (2 years). • Monitoring of the action plan: a continuous supervision and monitoring of the plan will be established, holding quarterly meetings to review the development of the implementation of the tasks according to the plan's schedule. • Update relevant information in the welcome manual and on the web. Inform during the welcome session. • Periodic evaluation on user's satisfaction. | | | | | | <p>Date: July 17, 2023 Óscar Salazar, director of European Funds at Eurofunding; Cristina Fanjul, director of CEEI Asturias (European Business and Innovation Center) and, Laura Gutiérrez (professor at UO) and Andrea Acebes, researcher, both entrepreneurs). Funding of the transfer 47 participants</p> <ul style="list-style-type: none"> • Day V: 'Date: September 15, 2023. Lorena Muñoz, CEO at Effectia Innovation Solutions and European evaluator of the HRS4R Logo, The HRS4R Logo at the University of Oviedo. Good implementation practices 49 participants. <p>UO is presently building a new institutional web page. When this new webpage is launched, an HRS4R's award dissemination campaign is foreseen.</p> |
| <p>ACTION 17 IMPLEMENT UNIOVI'S INTERNACIONALIZATION PLAN</p> | <p>23. Research environment</p> | <p>Q12022 to Q42022</p> | <p>Julia Mª Alvarez Gutiérrez (European projects office, Research ethics committee, PL)</p> | <ul style="list-style-type: none"> • Increase by 15% the funding obtained for R+D+i projects in European calls | <p>Ongoing</p> | <p>As mentioned, the new UO's strategic plan defines talent attraction as one of its prioritized goals.</p> <p>The attraction of new talent is not</p> |



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| <ul style="list-style-type: none"> • Consolidation of the plan to promote participation in European calls <ul style="list-style-type: none"> ○ Increase participation ○ Increase the number of coordinated proposals from the University of Oviedo ○ Increase the success rate ○ Increase the income obtained in competitive international calls ○ Increase the number of people from the University of Oviedo evaluating calls • Development of a program for financing participation in strategic networks, platforms and other international organizations <ul style="list-style-type: none"> ○ Increase the attraction of international research funding | | | | <ul style="list-style-type: none"> • Increase the number of international projects by 15% | | <p>possible without an internationalization strategy.</p> <p>https://www.uniovi.es/documents/39158/87020/Propuesta+de+plan+estrat%C3%A9gico+-+Pendiente+de+aprobaci%C3%B3n+en+CG+del+29+de+abril+de+2022.pdf/dce11136-8c87-bf36-729e-6a240fa72f3d</p> <p>The UO's internationalization strategy plan is pending from approval. A advanced draft is shown at https://unioviedo-my.sharepoint.com/:b/g/personal/alvarezjulia_uniovi_es/ETXQD4kiYHdlvlGMJ33erKoBwpOrtaKu4UAjxEbWnFmOMg?e=cNUmDv</p> <p>Aligned with this internationalization plan, UO has increased its participation in European projects.</p> <ul style="list-style-type: none"> • 2021: 15 Projects; €=4,38M • 2022: 18 Projects ; €=6M <p>As mentioned above, there are several initiatives that are fostering the UO's internationalization:</p> <ul style="list-style-type: none"> • -INGENIUM • -BI4E Project funded under the Horizon Europe Program, WIDERA call • -Agreement with |
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| <ul style="list-style-type: none"> ○ Improve the positioning of UNIOVI in the rankings • Increase the number of foreign partners with whom we collaborate (academia, institutions and companies) | | | | | | <p>Complutense Collegium and Harvard University. Funding grants for research stays for teaching and research staff or through the organization of events and activities at Harvard. https://www.uniovi.es/conocenos/internacional/rcc</p> <p>In addition, funding has been awarded for the reinforcement of the European project office</p> |
| <p>ACTION 18 FOSTER THE GENDER BALANCE AT UO'S SENIOR RESEARCH STAFF</p> <ul style="list-style-type: none"> • Diagnose the gender inequalities among the different profiles of the Research community. • Consider the female leadership as a positive criterion in the selection of funding projects in the UO's self-funded calls | 27. Gender balance | Q1 (2025) | Jorge Rocés García (director of area of support to research groups), Paz Menéndez Sebastian (director of the area of equality) | <ul style="list-style-type: none"> • increase the number of research projects lead by women in a 15% | NEW | |
| <p>ACTION 19 FOSTER OPEN ACCESS</p> <p>Prepare a guide for creating the data management plan</p> | 8. Dissemination, exploitation of results | Q3 (2024) | Gema Martínez (Head of Technical Subdirectorate, Cooperation and Remote Services Service-UO's library) | <ul style="list-style-type: none"> • Number of downloads of the management plan. | NEW | |



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| ACTION 20 DEFINE AND IMPLEMENT A PLAN FOCUSED ON THE PROFESSIONAL CAREER SUPPORT FOR R1 RESEARCHERS. Including special events for R1 researchers (workshops, network meetings etc.) | 28. Career development | Q3 2024 | Henar Pérez Herrero (director of doctoral area) | <ul style="list-style-type: none">• The 90% of the R1 have attended to at least one event in professional careers | NEW | |
| ACTION 20. PERFORM AN SPECIAL HRS4R DISSEMINATION EVENT WHEN THE NEW INSTITUTIONAL WEB PAGE IS LAUNCHED | ALL | Q3 2024 | Julia M ^a Alvarez Gutiérrez (European projects office, Research ethics committee, PL) | <ul style="list-style-type: none">• At least 6 dissemination events were performed.• The survey showed that the 70% of the researchers are familiar with the HRS4R. | NEW | |
| ACTION 21 TRANSLATE ALL THE DOCUMENTS CONCERNING HRS4R AND THE INSTITUTIONAL WEBPAGE TO ENGLISH. | ALL | Q1 2024 | Humberto Rodríguez Solla (Vice Rector for Institutional Relations and Coordination) | <ul style="list-style-type: none">• All the documents were translated to English.• Number of downloads of documents is higher than the number of foreign researchers. | NEW | |