

HR EXCELLENCE - UC3M'S ACTION PLAN 2019

No	Proposed ACTIONS	GAP Principle(s)	Initial Timing	Current Timing	Responsible Unit	Indicator(s) / Target(s)	Current Status	Remarks I
R1	Updating of UC3M Recruitment Regulation for non-tenured Faculty	12, 14, 16, 18	Q1 2017	Q1 2018	Vice-President for Faculty Human Resources Service & Organisation	RECRUITMENT REGULATION FOR NON-TENURED FACULTY approved on Governing Council on March 19th, 2018 - Presentation in Faculty Committee on September 28th, 2018 and subsequent presentations in different meetings with members of Selection Committees. Implemented since the second term of academic year 2018/2019 - Selection Committees sessions (the week of December 17th, 2018) - Requested evaluation criteria to the Departments - Contracts Renewal, according to the criteria of assessment surveys for Faculty	COMPLETED	https://www.uc3m.es/ss/Satellite/RHPdi/es/Detalle/Ficha_C/1371249629998/Ficha_C/1371245521965/PDI_CONTRATADO_NO_PERMANENTE
R2	UC3M Recruitment Guidelines on Post-doctoral Researchers, for UC3M Departments, adapted to Spanish regulation (certifications)	21	Q1 2017	Q4 2016	Vice-President for Faculty Human Resources Service & Organisation	REGULATION FOR RECRUITMENT OF UC3M SPECIFIC ASSISTANTS PROFESSORS approved on Governing Council on November 24th, 2018	COMPLETED	https://e-archivo.uc3m.es/handle/10016/23919
R3	Training the Selection Committee members, committing to compliance with the principles contained in the C&C	12	Q1 2017	Q4 2018	Vice-President for Faculty Human Resources Service & Organisation	ACTION INCLUDED IN UC3M FRAMEWORK PLAN FOR FOR FACULTY TRAINING published on November 29th, 2017 - Launch of the Video "Recruitment of Researchers in the European Area" December 14th, 2018	IN PROGRESS	https://www.uc3m.es/ss/Satellite/LogoHRS4R/en/TextoMixta/1371234170339/Recruitment
R4	Developing new Employee Portal	13, 15	Q2 2017	Q4 2018	Vice-President for Faculty Human Resources Service & Organisation Institutional Communication Service Library	INCLUDED IN THE PROJECT TO IMPROVE THE SITES OF UC3M HR SERVICE: - Launch of Faculty Intranet on May 23th, 2018 - Launch of the Corporate Portal of the HR service on October 30th, 2018 - Launch of the Employee and Talent Attraction Portal of UC3M in May 2019	IN PROGRESS	https://www.uc3m.es/ss/Satellite/RH/en/PortadaMiniSite/1371247228243/HumanResourcesandOrganisation
R5	UC3M Regulation on the use of English for all processes	19	Q4 2016	Q4 2020	Vice-President for International Relations and Cooperation International Relations Service	PROPOSED ACTIONS (2019 - 2022) 1- Launch of a University Services Survey: in July 2019 2- Report of the General Secretariat: Use of English in the Spanish Public University 3- Definition of the Regulation of the Use of English in UC3M documentation: in December 2020	EXTENDED	