



HR EXCELLENCE IN RESEARCH

HR Strategy for UPM for the upcoming next 3 years term, 2021-2023



POLITÉCNICA

UNIVERSIDAD POLITÉCNICA DE MADRID

Actions and Calendar, paving the way for the renewal phase

“The next coming years will be guided by leveraging the impact of the work done in our different key actions on the university community”

Action	Completion date
<p>A2. Approve the MANUAL OF GOOD RESEARCH PRACTICES</p> <p>Training and dissemination (including evaluation) Permanent actions for the manual getting part of the culture of the institution</p>	<p>Fall 2021</p> <p>Biannually after approval</p>
<p>A6. ESTABLISH AND CONSOLIDATE PROCEDURES FOR THE OFFICIAL EVALUATION OF R1 AND R2 RESEARCHERS HIRED WITHIN RESEARCH PROJECTS</p> <p>Seminars and Training (including evaluation) Impact actions to integrate R1/R2 evaluation as part of the university daily life</p>	<p>Annual calls</p> <p>Once a year</p>
<p>A7. CREATE THE CENTRAL UNIT FOR THE RECEPTION OF FOREIGN RESEARCHERS.</p> <p>Reinforce present capacity to attend foreign students</p> <p>Creation of an expert central office capable of facing all the needs when doing research abroad. Easing the welcoming of foreign students contributes to make the university more attractive</p>	<p>Fall 2021</p> <p>Winter 2022</p>

<p>A9. IMPROVE THE ADVERTISEMENT OF UPM'S TRAINING OFFERS AND ENSURE THE TRAINING OFFER REACHES ALL RESEARCH PROFILES.</p> <p>Enabling agile contract procedures while full respect to OTMR principles is ensured</p>	<p>Continuously</p>
<p>A11. LAUNCH A PILOT MENTORSHIP PROGRAMME.</p> <p>Increase participation of R1 and R2 and conduct surveys evaluating all programmes</p> <p>Seminars and Training (including evaluation)</p>	<p>Annual calls</p> <p>Once a year</p>
<p>A14. REINFORCE SUPPORT FOR PROFESSIONAL CAREER DEVELOPMENT.</p> <p>Increase the number of Seminars and Workshops for R1 and R2 (including evaluation)</p>	<p>Two seminars / workshops per year</p>
<p>A18 IMPROVE GENERAL OTMR PROCEDURES.</p> <p>Permanent re-evaluation of internal contract procedures</p> <p>Approval of an institutional Charter of OTMR Services</p>	<p>Winter 2022</p> <p>Fall 2022</p>