

## UniCa HRS4R strategy. Schedule of actions

	ACTIONS	C&C Principle(s)	Responsible Unit	YEARS							
				2024		2025		2026		2027	
				S1	S2	S1	S2	S1	S2	S1	S2
ETHICAL & PROFESSIONAL ASPECTS	Action 1	2.Ethical Principles	A; B; C								
	Action 2	5.Contract and legal obligations; 6.Good practice in research	D; E; G								
	Action 3/a	6.Accountability; 7.Good practice in Research	H; I; J; K								
	Action 3/b										
	Action 4	6.Accountability; 7.Good practice in Research	I								
	Action 5	6. Accountability; 7.Good practice in Research	D; G; L								
	Action 6	7.Good practice in Research	I; H; M								
	Action 7	8. Dissemination, exploitation of results; 9. Public engagement	I; H; M								
	Action 8	8. Dissemination, exploitation of results	B; H; I; N								
	Action 9/a	9. Public engagement	B; M; O								
Action 9/b											
RECRUITMENT & SELECTION	Action 10	12.Recruitment	D								
	Action 11	12.Recruitment - 13.Recruitment (Code)	B; D								
	Action 12	13. Recruitment (Code)	B; D; P								
	Action 13	14.Selection (Code)	A; C; Q								
	Action 14	17.Variations in the chronological order of CVs, 18.Recognition of mobility experience	B; D								
WORKING CONDITIONS & SOCIAL SECURITY	Action 15	22.Rec. of the profession 26.Funding and salaries	E; L								
	Action 16	22.Recognition of the profession	G; M								
	Action 17	23.Research environment	G; R								
	Action 18	26.Funding and salaries	B; D								
	Action 19	23.Research environment; 26.Funding and salaries; 28.Career development	D; G								
	Action 20	28. Career development; 30. Access to career advice	G								
	Action 21	28.Career development; 30.Access to career advice	I; M; S; J								
	Action 22	28. Career development; 30. Access to career advice	I								
	Action 23	2.Ethical Principles; 32.Co-authorship	A; B; D								
	Action 24	24.Working conditions; 34.Complains/appeals	T; B								
	Action 25	34.Complains/appeals	B; U								
TRAINING & DEVELOPMENT	Action 26/a	36.Relation with supervisors; 37.Supervision and managerial duties	B; D; F; G; I; L; P								
	Action 26/b										
	Action 27/a	37.Supervision and managerial duties; 38.Continuing professional development; 40.Supervision	D; G; I; L; P								
	Action 27/b										
	Action 28	39. Access to research training and continuous development	G; P								
	Action 29	38.Continuing Professional Development; 39.Access to research training and continuous development	D; I; M								

Legend	Responsible Unit
A	Ethics Committee
B	Governing Bodies (Academic Senate/ Administrative Board)
C	Manager for the prevention of corruption and transparency (RPCT)
D	Personnel, Organization, Performance Division
E	PhD Coordinators/PhD Boards
F	PhD Coordinators' Board
G	Departments
H	Quality, Library services and museums' Division
I	Research and territory Division
J	Digital Infrastructures and Data Division
K	Privacy Office
L	Education and Orientation Division/PhD office
M	Communication, Students and general Services Division
N	Administration and Finance Division
O	Vice-Rector for communication and visual identity
P	Quality Assurance Presidium
Q	Rector's Delegate for Gender Equality policies/CUG President
R	Prevention and Protection Service
S	Vice-Rector for Research
T	Guarantee Committee - CUG
U	Student Independent Guarantor Authority

Actions	Area
1-9	ETHICAL & PROFESSIONAL ASPECTS
10-14	RECRUITMENT & SELECTION
15-25	WORKING CONDITIONS & SOCIAL SECURITY
26-29	TRAINING & DEVELOPMENT