



UNIVERSIDAD
DE GRANADA

Action Plan of the HRS4R Strategy of the University of Granada

2025-2028

Human Resources Strategy for Researchers (HRS4R)



HR EXCELLENCE IN RESEARCH



Ethical and Professional Aspects						
Nº	Actions	C&C Principle	Timing (year/quarter or semester)	Responsible Unit	Current Status	Indicator(s)
1	Enhancing Dissemination of the Institutional Commitment to Research Freedom	1. Research Freedom	Q4-2026; Q4-2027;Q4-2028	Vice-Rector for Research and Knowledge Transfer (VRKT); UCC+i	NEW	Number of dissemination actions carried out to promote awareness of the University's institutional commitment to research freedom 3
2	Including ethical principles and academic integrity as cornerstone values in the UGR's forthcoming Statutes	2. Ethical principles	Q1-2027 - Q4-2027	University of Granada Secretary	NEW	Publication of the new statutes of the UGR
3	Promote and disseminate institutional recommendations and guidelines regarding the responsible and ethical use of Artificial Intelligence in research, teaching, and administrative activities.	2. Ethical principles	Q2-2026; Q2-2027;Q2-2028	CEPRUD; UCC+i	NEW	Number of dissemination actions carried out regarding the responsible and ethical use of Artificial Intelligence 3
4	Enhancing the visibility and utilization of AI-powered academic and research tools for researchers	2. Ethical principles	Q1, Q2, Q4 (every year)	UGR Library (BUG)	NEW	Number of dissemination and training actions per year 3
5	Facilitate and promote the use of similarity detection software, such as Turnitin, by doctoral candidates and supervisors to ensure academic integrity, especially in doctoral theses.	2. Ethical principles	Q1, Q2, Q4 (every year)	UGR Library (BUG)	NEW	Number of training courses/sessions offered 9

6	Enhance and formalise training on ethical principles and good research practices for all research staff, especially new entrants, throughout the Academia UGR Plan.	2. Ethical principles	Q1-2026; Q1-2027; Q1-2028	VRKT; Vice-Rectorate for Quality, Teaching Innovation and Undergraduate Studies; UGR Ethics and Academic Integrity Committee (University of Granada Secretary); Human Resources and Organization Office	NEW	Number of training courses/sessions offered 3
7	Ensure that doctoral candidates are informed about the principles of the European Charter for Researchers and Code of Conduct and Euraxess resources, through integrated information within doctoral training activities and university support structures.	3. Professional responsibility	Q2-2027 /Q3-2027	VRKT	NEW	Integration of the this information within the doctoral training activities and/or univertsity support structures
8	Promoting Open Access Publication and Dissemination of Publicly Funded Doctoral Theses at UGR	8. Dissemination, exploitation of results	Q4-2025; Q4-2026; Q4-2027;Q4-2028	UGR Library (BUG)	NEW	Number of publicly funded doctoral theses defended annually at UGR and published in Open Access 450
9	Maximizing Open Access Publication through Transformative Agreements for UGR researchers	8. Dissemination, exploitation of results	Q4-2025; Q4-2026; Q4-2027;Q4-2028	UGR Library (BUG)	NEW	Number of Open Access articles published annually under signed Transformative Agreements where the corresponding author is a UGR author (including doctoral students with at least one co-author affiliated with UGR) 350
10	Training in intellectual property as well as in dissemination of science tools will be yearly offered to researchers.	8. Dissemination, exploitation of results	Q1-2026 / Q4-2028	Knowledge Transfer Office (OTRI)	NEW	Number of training courses offered 7

11	Develop and Offer Training and Resources on Bibliometric Tools, Research Metrics, and Responsible Metrics.	8. Dissemination, exploitation of results	Q3-2026 / Q1-2028	VRKT; Vice-Rectorate for Quality, Teaching Innovation and Undergraduate Studies	NEW	Number of training sessions/workshops offered 1
12	Develop and Implement Initiatives to Increase Awareness and Practical Application of Public Engagement and Societal Impact of Research.	9. Public engagement	Q2-2026 / Q4-2028	VRKT; Medialab	NEW	Number of workshops/seminars/meetings about public engagement/societal impact 10
13	Develop and Implement the Third University of Granada Gender Equality Plan, with a strengthened focus on Diversity, Inclusion, and specific training initiatives addressing Unconscious Bias for all staff involved in Recruitment, Evaluation, and Supervision processes.	10. Non discrimination	Q4-2026 / Q2-2027	Vice-Rectorate for Equality, Inclusion and Social Commitment; Rector	NEW	Publication of the new Third Gender Equality Plan of the UGR
14	Provide training to members of recruitment and selection committees focusing on Open, Transparent, Merit-Based Recruitment (OTM-R) principles, diversity, inclusion, and unconscious bias.	11. Evaluation/appraisal systems	Q4-2027	VRKT; Vice-Rectorate for Quality, Teaching Innovation and Undergraduate Studies	NEW	Development of the training program 1

Recruitment and Selection						
Nº	Actions	C&C Principle	Timing (year/quarter or semester)	Responsible Unit	Current Status	Indicator(s)
15	Fully implement and widely disseminate the updated UGR OTM-R Policy (2025-2028), ensuring transparency and fairness in recruitment and evaluation processes, including flexible criteria for career breaks.	13. Recruitment (Code)	Q3-2026 / Q1-2027	VRKT	NEW	Number of activities related to the dissemination of the OMT-R Policy 4
16	Advance Research Assessment Methodologies through Active Engagement in COARA Working Groups.	16. Judging merit (Code)	Q1-2026 / Q4-2028	VRKT	NEW	Participation in COARA working groups 2

17	Strengthen and disseminate the UGR Mentor Programme to promote seniority and intergenerational knowledge transfer, in order to address precariousness and improve stabilisation prospects, especially for novel researchers (R1-R2)	20. Seniority (Code)	Q2-2026 / Q1-2027	VRKT	NEW	Number of active mentoring relationships established annually through the UGR Mentor Programme 5
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Working Conditions						
Nº	Actions	C&C Principle	Timing (year/quarter or semester)	Responsible Unit	Current Status	Indicator(s)
18	Enhance dissemination and personalized guidance for career pathways	22. Recognition of the profession	Q3-2026 /Q4-2026	International School for Postgraduate Studies (Vice-Rector for Postgraduate Studies and Continuing Education)	NEW	Number of support actions implemented to promote the academic careers of researchers 4
19	Enhance and disseminate information about Support Structures and Information for International Researchers and Mobility	24. Working Conditions	Q1-2027 /Q2-2028	IWC; VRKT	NEW	Update of the Guide for International Researchers
20	Implementing a comprehensive Well-being and Safety Program for UGR researchers, focusing specially on mental health.	24. Working Conditions	Q4-2026	VRKT, Vice-Rectorate for Quality, Teaching Innovation and Undergraduate Studies; Health and Prevention Service (SSP)	NEW	Number of training courses offered 3
21	Integrating Intersectionality and Diversity into Research Practices and Institutional Policies at UGR	27. Gender balance	Q4-2026 / Q2-2027	UGR Observatory for Equality; Vice-Rectorate for Equality, Inclusion and Social Commitment	NEW	Number of training courses offered 3

22	Enhancing and formalizing comprehensive training and support for research supervisors and mentors for effective career guidance and people management at UGR	30. Access to career advice	Q4-2026 / Q3-2027	International School for Postgraduate Studies (Vice-Rector for Postgraduate Studies and Continuing Education); VRKT	NEW	Number of training programmes that includes career guidance content 1
23	Awareness-raising campaign on complaints and appeals mechanisms	34. Complains/ appeals	Q1-2027 / Q4-2027	Rector	NEW	Number of dissemination actions carried out to promote awareness of the University's complaints and appeals mechanisms 3

Research Training and Development						
Nº	Actions	C&C Principle	Timing (year/quarter or semester)	Responsible Unit	Current Status	Indicator(s)
24	Promoting and enhancing researcher engagement with DIGIBUG: the UGR's Open Access Institutional Repository	28. Career Development	Q4-2025; Q4-2026; Q4-2027;Q4-2028	UGR Library (BUG)	NEW	Percentage of annual growth of PDI registered in DIGIBUG 10 %
25	Enhancing Accessibility and Promoting the Use of UGR's Open Science and AI-Powered Resources for Data Management	28. Career Development	Q4-2026 /Q2-2027	UGR Library (BUG)	NEW	Number of dissemination and training actions per year 3



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