



Emerging Groups
Mentoring Schemes
Ref: PL-GNR-004



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Emerging Groups Mentoring Scheme

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1. INTRODUCTION

The Marqués de Valdecilla Research Institute (IDIVAL) is a foundation belonging to the regional public sector constituted under Law 50/2002, of December 26, on foundations being its founding institutions are the Government of Cantabria and the University of Cantabria, according to the deed of incorporation of the Foundation of June 18, 2013.

The creation of the Foundation derives from the activity carried out by the Marqués de Valdecilla Training and Research Institute during the years 2004 to 2013, as IFIMAV, under the auspices of the Marqués de Valdecilla Foundation, an institution that granted it a legal framework to execute the activities of the management assignment for biomedical research of the Cantabrian Health Service. which the Government of Cantabria had legislated by Law 7/2002, of 10 December, on Health Planning in Cantabria.

In accordance with its Foundational Statutes, IDIVAL carries out its activities mainly at the Marqués de Valdecilla University Hospital.

In the aims of the Institute reflected in article 6 of its founding statutes, one of the objectives of IDIVAL is "To develop and promote the development of research training programmes, with special attention to the scientific training of young researchers, training in research methodology and the needs of the field of primary care".

IDIVAL is formed following the model of the Health Research Institutes that the result of the association with the teaching and research hospitals of the National Health System, Universities and other Public and Private Research Centers. The aim is to strengthen the hospital as a research centre by providing it with the necessary instruments to resolve the questions that arise in the relationship between the health professional and the patient and the population. IDIVAL, in accordance with the model of Health Research Institutes, has been constituted with the participation of the University of Cantabria both in its governing bodies and in its research groups, and aims to promote research, and the generation of scientific and technological knowledge as key tools for the citizen to be properly cared for within the framework of a quality Health System.

The training of new talent is key for scientific communities. The development of new talent implies an improvement in the institutions that achieve it based on the positive effects of the incorporation of young and dynamic people who seek knowledge with impetus and innovative approaches and also acts as a preparatory work for generational change. In line with this premise, IDIVAL is involved in the training of new researchers in all its facets, as reflected in the Training Plan and in the intense training activity that, added to the research

and healthcare activity, has been developed and is being carried out by the institute's researchers.

In fact, in the aims of the Institute reflected in article 6 of its founding statutes, one of the objectives of IDIVAL is "To develop and promote the development of research training programmes, with special attention to the scientific training of young researchers, training in research methodology and the needs of the field of primary care".

The actions proposed here are born from the lines of action that emerged in its latest strategic plan 2016-2020. During the design of this IDIVAL Plan, in line with its functions and objectives, it advances in the strategies to support the training and development of new talent, having the Marqués de Valdecilla University Hospital as a reference for its activity. This is considered to be the case after continuing to detect the need to promote policies and the professional growth of its staff through different actions that make it possible to reconcile the Institute's scientific activities with care and teaching tasks, increasing both the critical research mass and the skills and capacities of all professionals.

This objective of training new generations of researchers and promoting talent must be achieved through various strategies, one of them supporting emerging groups and researchers of special relevance in our environment. This is due to the existing needs in IDIVAL to promote the prioritized lines of research in the health system that currently have a specific weight in the Institute, which implies a limitation in the approach to certain health problems and in certain health areas of strategic importance. Likewise, there are an appreciable number of research groups led by researchers in the final phase of their professional career, in many cases with excellent objective results, with the consequent risk for the continuity of their lines of research.

To this end, IDIVAL has within its Strategic Plan two specific action plans aimed at guaranteeing generational renewal and the promotion of new research groups and empowerment of emerging groups, from which this operational plan derives, with actions aimed at supporting these groups and researchers in their development process.

This Plan for the Protection of Emerging Groups updates the contents of the previous Plan in force since 2009 and updated in 2014, based on the Institute's new strategic planning.

2. PURPOSE AND SCOPE

Detail the actions aimed at promoting, advising, and supporting the Emerging Groups and researchers linked to IDIVAL, as well as the monitoring and evaluation of their development, which aims to achieve the status of Consolidated Group, and the promotion of new talents and Emerging Groups. The specific objectives of this plan are:

- a. To promote the quality, relevance and impact on health outcomes of IDIVAL research.
- b. To promote the scientific activity of emerging research groups, through the development of competitive lines of work and with a stable source of funding, providing the necessary support.
- c. To promote the development and identify researchers with the capacity to generate new groups, guiding them in the development of new strategic lines, with a translational orientation. To this end, special attention may be paid to researchers in training, in order to promote their professional development.
- d. To promote the development of joint and collaborative research activities both among the IDIVAL groups themselves and with other related groups in their environment.
- e. Increase IDIVAL's critical research mass.
- f. To implement a scientific culture in the Institute and to highlight its relevance in the field of clinical practice, thus favouring translational research and knowledge transfer.
- g. To promote the development of new scientific vocations in the biomedical field of Cantabria.
- h. To promote the development of new research groups with special attention to the fields of nursing and primary care care.

3. GRUPOS IDIVAL

3.1. DEFINITIONS

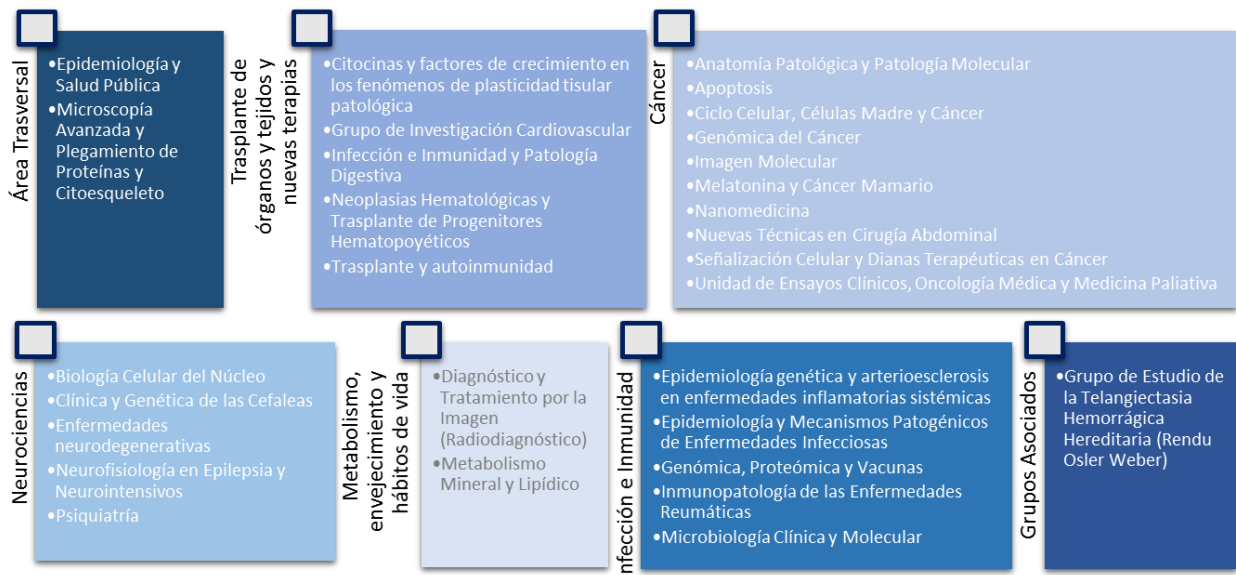
The Internal Operating Regulations of IDIVAL include the existence of different types of research groups defined according to the criteria of the IDIVAL External Scientific Council:

- 1. **CONSOLIDATED.** Groups with their own relevant stable scientific production, projects with stable external competitive funding for at least the last five years, and with technical or research staff who exclusively carry out research tasks.

2. **EMERGING.** Groups with research activity recently formed as such that have been carrying out their activity for less than three years. An IDIVAL group cannot be emerging for more than three years since at the end of this period it must be classified after the corresponding evaluation by the External Scientific Council as Associate or Consolidated. Exceptionally, the External Council may maintain an Emerging Group after the evaluation after three years, another two years in this condition.
3. **ASSOCIATED.** Research Groups with more than three years of experience that, in the opinion of the External Scientific Council, do not reach the thresholds that allow them to be framed within the category of Consolidated Group.
4. **TRANSVERSE.** They will exist without the need for classification and without the need to be framed in a specific Research Area. The Transversal Research Groups are characterized by the fact that their research activity is carried out with the consideration of basic for other groups and with a transversal theme.
5. **RECENTLY CREATED.** Groups that have a history of more than three years so that they cannot be considered as Emerging but that are integrated into the institute de novo without reaching the lintels of the Consolidated groups.

3.2. IDIVAL GROUPS MAP

In August 2009, a new call was opened for research groups of the Cantabrian Health Service and the University of Cantabria for the updating of information related to the research



activity and structure of the Group (applicable to the Groups already belonging to IDIVAL) and for the incorporation of those who wish to belong to the groups selected by IDIVAL (Call for linkage published in the BOC on August 24, 2009).

As a result of this call, subsequent incorporations and the evaluation of the Emerging Groups in 2013, all with evaluation by the External Scientific Council and following the procedure set out in its Regulations, IDIVAL has 29 Research Groups that are framed in 6 areas and five typologies. The Institute's research areas are as follows: Cancer (10 groups), Neurosciences (5 groups), Organ and tissue transplantation and new therapies (5 groups), Infection and Immunity (5 groups), Metabolism, ageing diseases and lifestyle habits (2 groups) and Cross-Cutting Area (2 groups). The four types of groups of the Institute defined in accordance with the recommendations of the External Scientific Council are included in the IDIVAL Regulations and are: Consolidated (15 groups), Clinical Associate (8 groups), Emerging (3 groups), Newly Created (3 groups) and Associate (1 group). The two groups of the cross-sectional area do not fit into any typology.

3.3. EMERGING GROUPS

3.3.1. Evaluation of Emerging Groups.

After the definition of the group map in 2009 through a call published in the Official Gazette of Cantabria, the Institute's Emerging Groups were evaluated by the External Scientific Council in a meeting on February 1, 2013. These groups were evaluated with the following general criteria:

- Translational interest of the Group's lines of research.
- Total number of publications.
- Number of publications within the first quartile of Impact Factor
- Number of publications with the first or last author of the Group.
- Global impact factor.
- Impact factor of publications with the first or last author of the Group.
- Number of projects funded.
- Funding received for research projects.
- Doctoral theses read or supervised.
- Obtaining patents, royalties, intellectual property, etc.
- Membership of research networks.
- Participation in Clinical Trials and Clinical Practice Guidelines.

The result of the evaluation of the Emerging groups by the External Scientific Council in 2013 to the 5 existing Emerging groups has been as follows:

- The group Cytokines and growth factors in the phenomena of pathological tissue plasticity. Principal Investigator: Juan Francisco Nistal Herrera moved to Grupo Consolidado.
- The Clinical and Genetics of Headaches group. Principal Investigator: Agustín Oterino Durán, moved to Associated Clinical Group.
- The group Pediatrics (Metabolism, Genetics, Nutrition) and Chronobiology (Sleep Disorders – Ventilation. Principal Investigator: Miguel García Fuentes) was extinguished.
- The Genomics, Proteomics and Immunogenetics of Bacterial Infections and Inflammatory Processes groups. Principal Investigator: Carmen Álvarez Domínguez and Cell Cycle, Determination of Stem Cells and Cancer. Principal Investigator: Alberto Gandarillas Solinis) remained as Emerging and a review of their group activity was proposed after two years.

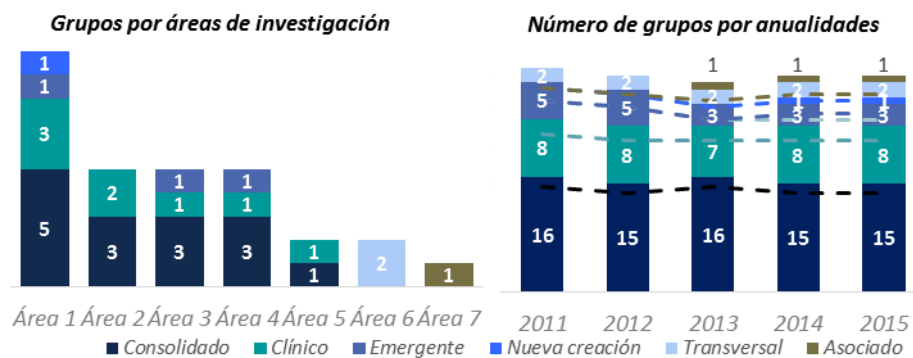
In addition, a new IDIVAL Emergent group (Infection and Immunity and Digestive Pathology. Principal Investigator: Emilio Fábrega García).

To date, there have been no additions of new emerging groups or the consolidation of those already mentioned. The following graph shows the temporal evolution of the composition of IDIVAL groups.

In 2015, the Genomics, Proteomics and Immunogenetics of Bacterial Infections and Inflammatory Processes groups. Principal Investigator: Carmen Álvarez Domínguez and Cell Cycle, Determination of Stem Cells and Cancer. Principal Investigator: Alberto Gandarillas Solinis) were re-evaluated by the External Scientific Council in accordance with the established plan with the following result:

- The Genomics, Proteomics and Immunogenetics of Bacterial Infections and Inflammatory Processes Group. Principal Investigator: Carmen Álvarez. It remains as an Emerging Group with a new reevaluation after 2 years.
- The Cell Cycle, Stem Cell Determination and Cancer Group. Principal Investigator: Alberto Gandarillas Solinis moved to Grupo Consolidado.

Distribución de Grupos por áreas de investigación y por anualidades



4. FACILITATING ACTIONS

IDIVAL develops numerous actions to promote research, talent generation and training aimed at all levels.

These actions, closely linked to the Integration Plan and the R+D+i Training Plan of the institution, are described in this document.

4.1. AIMED AT PRIMARY AND SECONDARY SCHOOL STUDENTS

The aim of this activity is to promote the emergence of new scientific vocations and to bring the world of biomedical research closer to the general population, with the idea that social support for the activity is only possible if there is widespread recognition of the benefits that research entails for patients and for society in general due to its socio-economic driving effect.

This takes the form of the development of specific activities in collaboration with the Ministry of Education with guided visits of compulsory secondary education students to IDIVAL, which in the long run will result in the Institute and society in general. To this end, it is proposed to organize scheduled visits to IDIVAL on a regular basis with the participation of researchers, and staff from the Central Research Support Unit who act as guides.

IDIVAL also participates in regional or national actions within chapters such as Science Week or the researchers' night.

The continuity of these actions is expected throughout the period 2016-2020.

4.2. AIMED AT UNDERGRADUATE STUDENTS

The aim is to promote the development of the research training programme for bachelor's degrees in health sciences, to disseminate the importance of research and motivate future researchers. To this end, the following initiatives will be taken:

- a. To collaborate in research training in the degrees of Medicine and Nursing of the University of Cantabria.
- b. Participate, through IDIVAL groups, in the supervised internships of the different biomedicine degrees both in Cantabria and in other Autonomous Communities.
- c. Call for summer laboratory practices for IDIVAL groups through calls at the national level.

4.3. AIMED AT RESIDENTS and MASTER'S STUDENTS

IDIVAL develops numerous activities to support the training of residents and master's students that include:

- a. Contracts Wenceslao Lopez Albo. Contracts of 1.5 to 3 years for the development of a research or innovation project in healthcare, with a stay abroad phase.
- b. Call for predoctoral contracts initiated in 2015 jointly with the University of Cantabria in which 7 annual contracts are promoted (4 funded by IDIVAL and 4 by the UC) of up to 4 years duration. It is expected that from 2018 there will be 28 active predoctoral contracts from this call.
- c. Mentoring call for excellent residents that plans a research training program for them with specific funding through a call inaugurated in 2016.
- d. Collaboration with the HUMV Teaching Unit in the programmes for the incorporation of new residents, and especially in the contents related to training in research methodology.
- e. Development of training programmes in the use of scientific bibliography and databases by the Marquesa de Pelayo Library.
- f. Award for the best publication promoted by the Marqués de Valdecilla University Hospital that includes a section for the best publication of Residents.
- g. Collaboration with the Doctoral School of the University of Cantabria for the development of doctoral programmes, paying special attention to Residents, with special participation in the Doctorate in Health Sciences led by an IDIVAL researcher at the time of developing this Plan.
- h. To encourage the participation of Residents, as collaborators, in the Research Projects of the different services to which they are attached.
- i. Promotion of participation in Rio Hortega programs. To this end, the budgetary priority is given to the co-financing of these projects in the Institute's budget.
- j. Promotion of the participation of residents in the Institute's training activities, specifically in the programme of Research Seminars and IDIVAL Sessions.
- k. Participate through the IDIVAL groups in the theoretical training and in the practices of the master's degrees, related to research.
- l. Establish, in agreement with the management of the HUMV, a personnel policy programme that includes research merits as a priority criterion for the provision of new positions.

4.4. AIMED AT NEW RESEARCHERS IN THE HEALTH ENVIRONMENT AND THE UNIVERSITY OF CANTABRIA

IDIVAL's training and dissemination activities are aimed at IDIVAL groups and also at HUMV and UC professionals who are not part of the research groups. These activities pursue synergies according to the IDIVAL Scientific Project of new groups that can join the Institute. In fact, in the section dedicated to External Communication of the Institute's Communication Plan, the objective is to incorporate, include new researchers from the HUMV and the UC in the IDIVAL groups and the appearance of new research groups. These activities include:

- a. Call for Next-Val grants (Next generation Valdecilla) aimed at new researchers (young researchers who have never opted as PI to a project of the National Plan), inaugurated in 2016 with a vocation of permanence.
- b. Promotion of the figure of the new researcher in the groups through their recognition in production grants (inaugurated in 2016, with a vocation of permanence)
- c. Promote the organisation of a plan of activities to improve the research capacity of health personnel.
- d. Identification of existing synergies between university and health professionals, in order to promote their integration into existing groups and promote the implementation of new emerging groups.
- e. Implement measures to encourage health professionals to access master's and doctoral programmes.
- f. Strategies to promote research training and for the incorporation of nursing and primary care personnel into research. IDIVAL collaborates with the Nursing Department of the Marqués de Valdecilla University Hospital in the promotion of nursing research and the training of new vocations through the design of activities, the design of participation in forums, the development of a primary care research award and the support of the Central Research Support Unit.
- g. Strategies to promote research training and for the incorporation of nursing and primary care personnel into research. IDIVAL collaborates with the Primary Care Teaching Unit in the promotion of research in Primary Care and the training of new vocations through the design of activities, participation in forums, the development of a research award in primary care and the support of the Central Research Support Unit.

4.5. TARGETING EXISTING EMERGING GROUPS

In order to stimulate the growth, consolidation and achievement of their objectives of the IDIVAL Emerging Groups, a series of actions will be developed that include the following:

- a. To facilitate, through the activity of the Central Research Support Unit, individualised and prioritised support for all aspects related to research, including administrative support, assistance in the application for projects, training in methodology, writing of articles, projects and reports, support in transfer, training in techniques developed by the technological support services and use of these services.
- b. Support clinical groups for their participation in intensification programs.
- c. Facilitate the location of the Emerging groups in the laboratory spaces of the IDIVAL building.
- d. To stimulate the search for external funding at national and European level through personalised advice to emerging groups.
- and. Stimulate the transfer of results through individualized advice.
- f. To promote direct channels of communication with the management of the Institute and the coordinators of the research areas through periodic presentations by the heads of these groups before the Research Committee.
- g. Prioritise them in the distribution of students for master's tutorials and facilitate the availability of doctoral students in the future.
- h. Facilitate their access to contracts and projects with private entities.
- i. Facilitation of their presence in scientific activity forums, research seminars and IDIVAL Sessions, through the presentation of their lines and projects and through the invitation of researchers from other national or international centres
- j. Prioritisation of the visibility of their activity by publishing the works published by these groups on the web.

5. DESCRIPTION OF THE ACTIONS

5.1. AID

5.1.1. CONTRACTS WENCESLAO LOPEZ ALBO

This is a training program for clinical researchers active since 2002 that has trained more than 30 researchers, of which a dozen have joined the Marqués de Valdecilla University Hospital as staff members. It is articulated through a competitive call at the national level that finances a contract of up to 3 years that is developed in one or more international centers and in the Marqués de Valdecilla University Hospital. It has an annual budget of €200,000. This program is considered as a way to train and attract new clinical researchers from the Marqués de Valdecilla University Hospital.

5.1.2. PRODUCTION AID

IDIVAL has annual grants calculated according to the production of the groups using a mathematical formula that takes into account various elements, including the consideration of the number of researchers in training and the prioritisation of aid to Emerging Groups. The calculation of this grant takes into account the following elements: publications of the group, the funding granted in the year managed through the FMV, the number of doctoral theses directed or carried out by any of the members of the group, membership of RETICS or CIBER, the number of researchers in training, patent applications

not counting PCTs, and the responsibility of an IDIVAL platform. In addition, in the Emerging groups, funding is prioritized over the associated clinical groups. The budget for these grants in 2016 can be consulted in section 7.

5.1.3. CO-FINANCING OF RESEARCH TRAINING CONTRACTS AND EARLY STAGE RESEARCHERS

IDIVAL maintains through its budget the co-financing of contracts for researchers in training and young researchers obtained with competitive external grants such as Rio Hortega, Sara Borrell and Miguel Servet contracts, once each proposal is evaluated by the Internal Scientific Council.

5.1.4. IDIVAL PREDOCTORAL CONTRACTS

IDIVAL, in collaboration with the University of Cantabria, maintains a programme of predoctoral contracts of up to four years for the completion of the doctoral thesis, in order to attract research talent.

5.1.5. MENTORING PROGRAM (MENT-VAL)

Mentoring programme for HUMV residents that seeks to support specialised, personalised and excellent healthcare training, prioritising innovation and research. Aimed at new residents who choose the HUMV as a specialist training centre, it grants €8,000 to residents from their second year to carry out research activities.

5.1.6. NEXT GENERATION VALDECILLA GRANTS (Next-Val)

Grants created in 2015 in order to develop translational research projects (lasting one or two years) led by novice principal investigators who have never accessed competitive access grants as such, with the aim of promoting new incorporation of researchers in the Valdecilla environment.

Priority will be given especially to groups in the field of Primary Care and Nursing.

5.1.7. National Call for Research Projects "Valdecilla Nursing"

This call is aimed at promoting the participation of Nursing Professionals in the preparation and development of Research Projects, through the financing of two-year projects, led by this group; with a special interest in research in Care in Cantabria.

Two different modalities will be contemplated:

- Best Project
- Best Project to be developed in the Autonomous Community of Cantabria

5.1.8. INN-VAL GRANTS

Grants to support innovation created in 2015 for technological and healthcare innovation projects funded by the Government of Cantabria and the Botín Foundation.

These grants, aimed at teams led by a principal investigator linked to the SCS, or as a professor linked to the UC with healthcare activity and/or as staff of an IDIVAL research group, seek to promote the transfer of knowledge to society and the market and integrate agents from the environment in the Valdecilla environment. The participation in these projects of members of other national or international institutions as part of the research team is contemplated. The following lines will be prioritized, among others:

-Development of innovative technologies in health: medical devices, services, diagnostic tools, medical software and/or management of new therapies. Ergonomics, usability and the human factor.

-Clinical and/or technological validation of a health technology: Medical or surgical devices and procedures used in healthcare.

-Development, implementation and validation of new processes or care techniques in a clinical environment

- Development of innovations in the fields of Primary Care and Nursing.

5.2. TRAINING PROVIDED

5.2.1. GENERAL SESSIONS OF THE MARQUÉS DE VALDECILLA UNIVERSITY HOSPITAL

These are weekly sessions given by regional, national and international experts. They are mandatory for residents of the Marqués de Valdecilla University Hospital. One of these sessions a month is organized by IDIVAL and is dedicated to research.

5.2.2. RESEARCH SEMINARS

Launched in 2012, they are designed as a meeting point for researchers in the health and university fields and to provoke the interaction of young researchers. On a weekly basis, in its first year involved in development, 2012, it has involved more than 40 speakers. In 2013

the program has been accredited by the Continuing Education Commission of the Ministry of Health.

5.2.3. RESEARCH METHODOLOGY COURSES

IDIVAL currently develops research methodology courses for Residents within its mandatory research training, coordinated and taught by specialists in the health environment. All first- and second-year residents at the Marqués de Valdecilla University Hospital receive this training.

5.2.5. POSTGRADUATE AND MASTER'S TRAINING

IDIVAL researchers participate in the supervision of doctoral theses. Every year IDIVAL groups participate in the reading or direction of around twenty doctoral theses. IDIVAL participates in research training in various master's degrees, specifically IDIVAL researchers participate in the training given in the Master's Degree in Initiation to Research in Mental Health, in the Master's Degree in Study and Treatment of Pain at the University of Cantabria, in the Master's Degree in Molecular Biology and Biomedicine at the University of Cantabria. It is worth highlighting the especially active participation, both theoretical and practical, in the latter developed in the IDIVAL laboratories. In addition to this, the IDIVAL-UC mixed predoctoral grant programme significantly enhances this phase of research training.

5.2.5. TRAINING RELATED TO RESEARCH SUPPORT

The Central Research Support Unit provides support to researchers and training in the various areas related to research tools:

Research Management. The R+D management area, in addition to personalized support, involves training aimed especially at early researchers.

In this regard, it is worth highlighting the program launched by IDIVAL, called GesVal, for the training of research managers, inaugurated in 2016 (in mirror of the FGIN program of the ISCIII), which has a training itinerary with a specific program of 2 years extendable to 3 years.

Clinical Research. The Central Support Unit promotes training in clinical research through a specific training programme in clinical trials and good clinical practices that prioritises early stage researchers. The programme is coordinated by the Clinical Trials Agency and the Clinical Trials Unit, through courses accredited by the Continuing Education Commission.

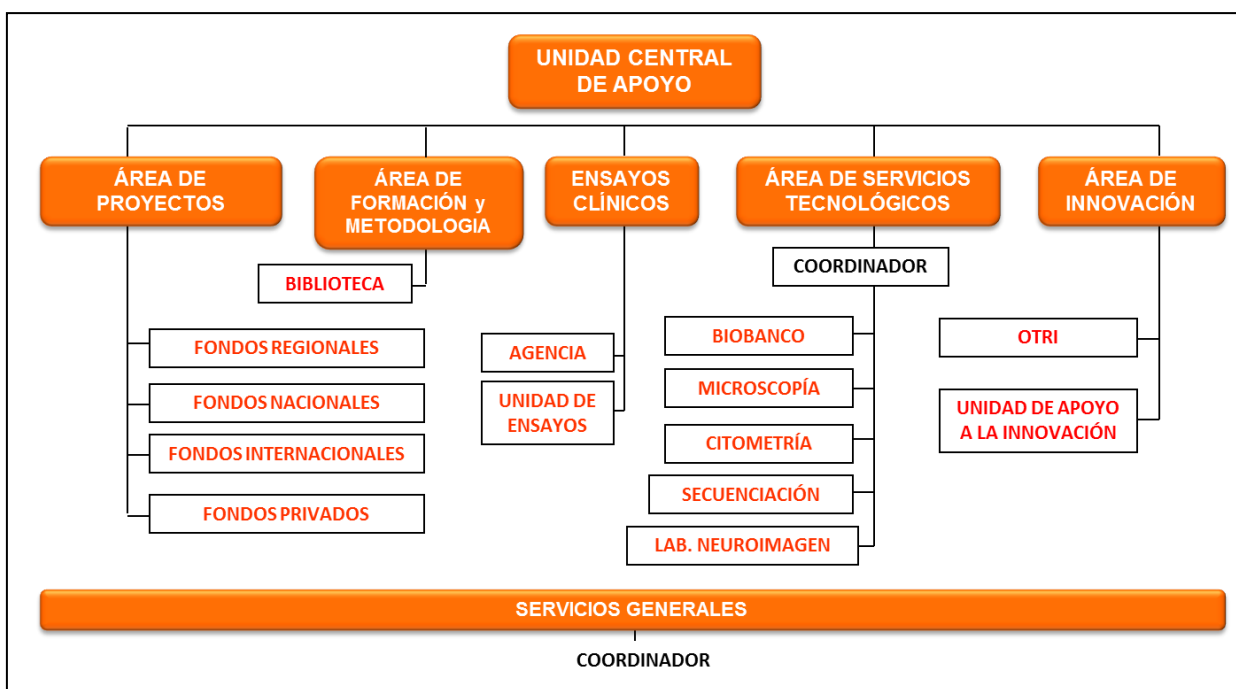
Technological Services. The training provided in this area prioritizes the training of new researchers and includes training activities in the following areas:

- Library
- Biobanks
- Microscopy

Innovation and transfer. IDIVAL's innovation area provides training in the fields of creativity, capturing ideas and industrial and intellectual property.

5.3. RESEARCH SUPPORT

The Central Research Support Unit provides support to researchers through its different Areas. Its activity prioritizes early childhood researchers through its services, accompaniment, advice, and training, in its different facets that prioritize early researchers.



5.3.1. PROJECT AREA

The Management Area provides support in the application, execution and justification of aid. This support is especially relevant in the grants of the National Plan (AES) where the

requests of researchers are monitored to improve management aspects, both through the presentation of the grants in the annual session and in personalized advice.

5.3.2. TRAINING AREA AND METHODOLOGY

This area focuses its efforts on supporting the most novice researchers through the organization of training activities and methodological advice based on teams of researchers from the Institute. It also promotes training activities (General Sessions, seminars) with the participation of these researchers as speakers.

It includes the Marquesa de Pelayo library. The Marquesa de Pelayo library located in the Marqués de Valdecilla University Hospital has excellent historical bibliographic collections and online resources for all the doctors and nurses of the Cantabrian Health Service. Its librarian is an IDIVAL staff and the budget for annual subscriptions is around €250,000.

The library organizes multiple training activities for the use of biomedical bibliography and databases. These courses include: Immersion courses for new residents and Introductory courses to biomedical information.

5.3.3. CLINICAL TRIALS AREA

Support for the management, start-up and development of Clinical Trials is supported by the Trial Agency and the Clinical Trials Unit. Both provide the specific support that corresponds to them and provide training in clinical research and advice.

5.3.4. TECHNOLOGICAL SERVICES

IDIVAL technological services carry out support activities that include technical and advisory aspects, as well as training and dissemination. IDIVAL's technological services are as follows:

- **Valdecilla Biobank**
- **Laser and Electron Microscopy Unit.**
- **Flow cytometry and cell separation**
- **Genomics**
- **Neuroimaging Laboratory**

Each of these services prioritizes the support, advice and training of new researchers and emerging groups, with specific training activities.

5.3.5. INNOVATION AREA

El Área de innovación promueve la cultura de la innovación y da soporte en los proyectos de cooperación público privada en el desarrollo de nuevas ideas. Su actividad tiene una parte muy dirigida a la incorporación de nuevas vocaciones a la cultura de la innovación mediante talleres de innovación, y actividades de difusión y asesoría.

5.3.6. GENERAL SERVICES AREA

This area was formed in 2014 with the creation of IDIVAL. It is responsible for registration, reception, invoicing, accounting, budgeting, and human resources.

6. EVALUATION OF RESEARCHERS AND EMERGING GROUPS

Evaluation of Emerging Groups. The activity of the different emerging groups is monitored. These groups are evaluated as indicated in the IDIVAL Regulation every 3 years to determine their progression and the protection measures that are considered appropriate. The levels to reach the status of Consolidated Group after these three years are established in accordance with the guidelines of the External Scientific Council. As mentioned above, the Institute's Emerging Groups were evaluated by the External Scientific Council in a meeting on February 1, 2013.

The evaluation parameters are based on international standards and mainly take into account the following aspects:

- Total number of publications, with the first or last author of the group and with the first or last author of the group within the theme included in the group's lines of research.
- The group's global Impact Factor, of publications with the first or last author of the group and with the first or last author of the group within the theme included in the group's lines of research.
- Number of publications in the group with Impact Factor within the first quartile, with the first or last author of the group and with the first or last author of the group within the topic included in the group's lines of research.
- Number of publications in the group with an Impact Factor within the first decile, with the first or last author of the group and with the first or last author of the group within the topic included in the group's lines of research.

- The number of projects funded by competitive agencies.
- Total income from R+D+i activities.
- Total income from R+D+i activities/total funding provided by the Institute to the group.
- Number of publications/Number of R+D+i projects.
- Number of sessions held by each emerging group, and number of seminars held by emerging groups/total number of seminars.
- Aid for the production of emerging groups/total aid for production.
- European projects requested by emerging groups/European projects requested by all the Institute's groups.
- Patent applications made by emerging groups/Patent applications made by all IDIVAL groups.
- Emerging groups located in the laboratories of the IDIVAL building/total of groups located in the IDIVAL laboratories.
- Doctoral theses read or supervised by members of emerging groups.

Evaluation of Emerging Researchers. The management of IDIVAL, in collaboration with the Research Committee, carries out a follow-up activity for new researchers. Specifically:

- Evaluation by review of the reports of the researchers Miguel Servet at a meeting of the Research Commission.
- Evaluation of Wenceslao Lopez Albo contracts through his semi-annual reports and final reports that attach a report from his tutor. These contracts hold periodic exhibitions to monitor their projects at the meeting of the Research Committee.
- Public presentation in the General Session of the results of their projects.

7. PRESUPUESTO

The actions related to actions related to this plan have the following budget for the year 2016:

- Wenceslao López Albo post-MIR scholarships: €290,000
- Predoctoral contracts: 166000€ in 2016
- NEXT generation VALdecilla grants: €100,000 in 2016
- Inn-Val grants: €130,000 in 2016
- National Call for Research Projects "Valdecilla Nursing": 7.000€
- Coverage of the expenses for the development of patents of the research groups: 10,000 €
- Productivity grants: €400,000 in 2016
- Co-financing of contracts of researchers Rio Hortega, Sara Borrell and Miguel Servet: €100,000.
- Mentoring Program (Ment-Val): €16,000

8. EVALUATION

A series of indicators have been defined with the aim of evaluating the degree of implementation and satisfaction among users of the Guardianship Plan for Emerging Groups:

- Total number of emerging research groups.
- Total number of new groups created by Research Area.
- Total number of new researchers incorporated.
- Number of publications of the Emerging Groups.
- Impact Factor of Emerging Groups.
- Publications in the first quartile and first decile of Impact Factor of Emerging Groups.
- Clinical Trials under development with the participation of Emerging Groups.
- Net income from R+D+i activity of emerging groups / total liquid income.

The aforementioned indicators will be measured annually, which together with the results of the satisfaction surveys will serve as a basis for the reformulation of the Guardianship Plan for Emerging Groups, incorporating the preventive, corrective or improvement actions that are deemed necessary to achieve the objectives set.

The result of this process will be transmitted to the External Scientific Committee and to the governing bodies of IDIVAL for approval.

9. DIFFUSION

In order to publicize the actions embodied in IDIVAL's Emerging Groups Protection Plan, both the initially approved version and its successive reformulations will be made known to the community that constitutes IDIVAL through the following channels:

- IDIVAL Intranet.
- Distribution lists.
- Signage at IDIVAL facilities.