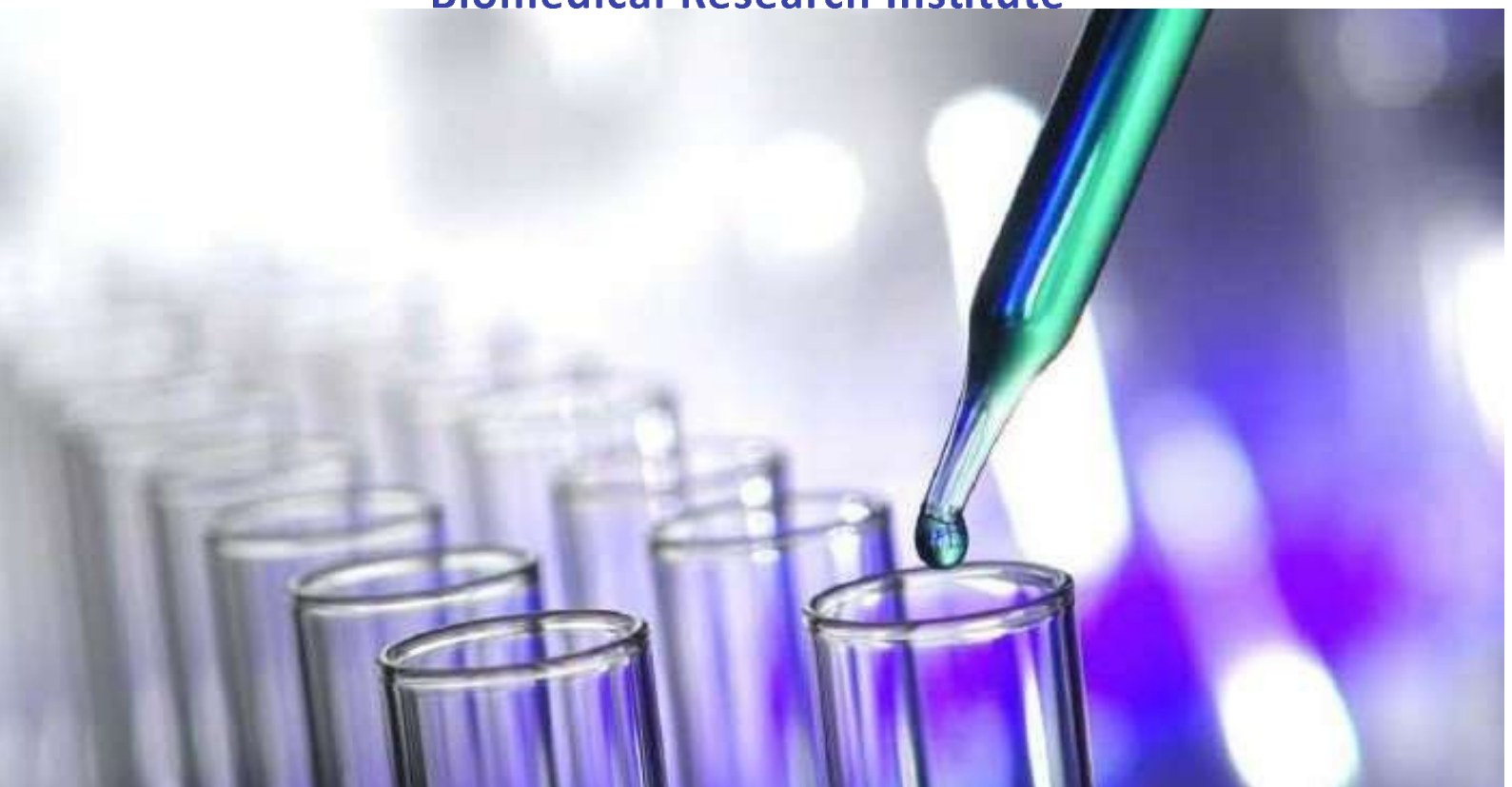
INTEGRATION PLAN

INCLIVA | VLC

Biomedical Research Institute



Version	Reviewed by:	Approved by:
V2	CCI and research staff groups accredited by INCLIVA (February and March 2024)	Board of Governors (26/03/2024)

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1. INTRODUCTION

The Biomedical Research Institute of the Clinical University Hospital of Valencia (INCLIVA) was established on January 19 of 2000 before a notary, with the participation of Regional Ministry for Health of the Valencian Government, the Clinical University Hospital of Valencia and the University of Valencia. On September 19 of 2011, INCLIVA was accredited as a Biomedical Research Institute (IIS by its Spanish acronym) by the Institute of Health Carlos III. The aim of INCLIVA, as stated in its statutes, is to encourage, promote, favor and execute scientific and technical research and teaching, as well as to monitor and control it within the Clinical University Hospital of Valencia, Valencia Clinical-Malvarrosa Health Department and the Faculty of Medicine of the University of Valencia. The Collaboration Agreement currently in force was signed on December 19, 2018, between the University of Valencia, INCLIVA, and the Carlos Simon Foundation to regulate the conformation of INCLIVA.

After a first Strategic Plan 2010-2014 with which the foundations of INCLIVA were laid, achieving as main milestone the accreditation as a Biomedical Research Institute by the Carlos III Institute of Health, and a second Strategic Plan 2015-2019 with which a very important growth of the institution was achieved both at scientific and management level, the Strategic Plan 2020-2024 of INCLIVA, based on the results achieved in the implementation of the previous one, will mark the roadmap to consolidate the work done in these ten years and establish the IIS as a benchmark of quality research at national and international level.

A strategic reflection has been carried out in the elaboration of the Strategic Plan that has allowed to redefine the mission, vision and values, considering all the internal and external research agents of INCLIVA.

MISION: TO RESEARCH IN ORDER TO ADDRESS UNMET MEDICAL NEEDS.

VISION: TO BE AN INTERNATIONAL CENTER OF REFERENCE IN TRANSLATIONAL RESEARCH AND MEDICAL INNOVATION AIMED AT PRESERVING AND IMPROVING THE HEALTH OF CITIZENS.

VALUES:

Citizen orientation and commitment to society: The search for solutions to society's main health problems with transparency, respect for the environment and in a sustainable manner.

Excellence: Permanent orientation towards scientific and management excellence.

Innovation: Innovation orientation and transfer of results.

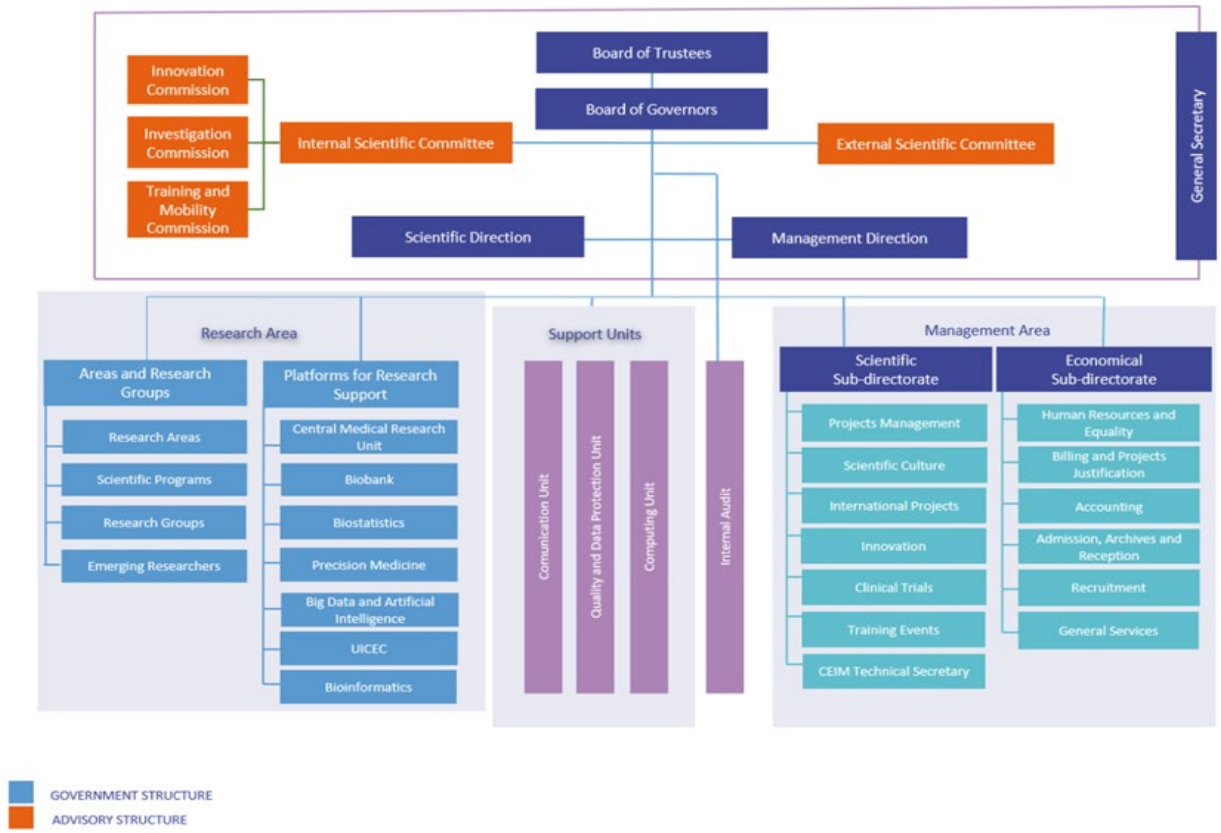
Responsibility: Equal opportunities, attraction of young talent and retention of consolidated talent.

This integration Plan is developed detailing the interrelation between the units that currently make up the Institute, the procedures to be followed for the registration of new entities and the form of assignment of research staff and groups to the Institute. The document also details the mechanisms foreseen to favor the interrelation between groups, as well as their evaluation.

2. ORGANIZATIONAL CHART

ORGANIGRAM

INCLIVA's organization is composed of research staff, technical, and management staff, around three major organizational structures and advisory bodies. The research structure is formed both by the activity of the research groups around transversal areas and programs, and by a set of central support units and external agents. The organizational structure of INCLIVA is shown in the following organizational chart:



The governing bodies of INCLIVA, reflected in the statutes of INCLIVA Foundation are: the Board of Trustees, the Board of Governors, the Management, the Scientific Direction, the Internal Scientific Committee and the External Scientific Committee.

BOARD OF TRUSTEES

The Governing Body of INCLIVA is the Board of Trustees, chaired by the Minister of Health of Valencian Region. The Board of Trustees is a collegiate management body in which are present, in addition to the Clinical University Hospital of Valencia, the University of Valencia and the Carlos Simón Foundation, and representative entities and people of the Valencia society.

The functions of the Board of Trustees are described in articles 4 to 17 of INCLIVA Foundation statutes.

The resolutions of the Board of Trustees are adopted by majority vote of the attendees, with one vote for each trustee. In the event of a tie, the chairman has the casting vote and may settle the differences. Votes may not be delegated. In order to adopt resolutions, half plus one of the members of the Board of Trustees must be present, except in cases where the law or the bylaws provide otherwise.

BOARD OF GOVERNORS

The Board of Governors is the advisory body responsible for preparing and approving proposals for research activities and projects, deciding and allocating budgetary resources, and executing and enforcing the agreements of the Board of Trustees, among others. It has, in its composition, representatives of the institutions attached to INCLIVA.

Its functions are set forth in articles 18 and 19 of INCLIVA Foundation's bylaws. The agreements are taken by simple majority of the attendees, and, in case of a tie, the presidency will decide.

EXTERNAL SCIENTIFIC COMMITTEE

The External Scientific Committee is formed by well-known professionals of recognized prestige from the national and international scientific and clinical community, establishing at least one expert for the Institute's priority lines of action contemplated in the Strategic Plan.

The members of this Committee are appointed by the Board of Trustees after approval of the proposal presented by INCLIVA's Management and the Scientific Direction. They must accept their appointment in writing, attaching a copy of their curriculum vitae to form part of the corresponding file.

Its functions are set out in the articles 23 and 24 of the statutes of INCLIVA.

The External Scientific Committee must act as an evaluative and advisory body for the collegiate management bodies and the Scientific Direction in R&D&I matters, proposing when appropriate, the recommendations they deem necessary and ensuring the quality of the research carried out.

INCLIVA'S External Scientific Committee is a collegiate, independent, informative and advisory body, without executive functions, with powers of information, advise and proposal within its scope of action.

The operation, composition, functions and regularity of meetings of this Committee are set forth in the Internal Regulation of the Scientific External Committee.

MANAGEMENT

INCLIVA'S Management is the maximum responsible for the execution of the scientific, economic and administrative policy established by the Board of Trustees.

It has the capacity for the staff and economic management, as established by INCLIVA

Foundation's statutes in its article 20.

INTERNAL SCIENTIFIC COMMITTE

The composition of the Internal Scientific Committee is regulated by article 24 of INCLIVA's statutes. It is formed of a number of researchers no less of 5 members and no more than 10 members, who will be appointed for periods of four years and will be chaired by the Scientific Direction.

The Internal Scientific Committee is chaired by the Scientific Direction and its members are as follows:

Management Direction of INCLIVA.

Medical Direction of the Malvarrosa Clinical Hospital.

Primary Care Director of Valencia Clinical-Malvarrosa Health Department.

Member of the Faculty of Medicine at the proposal of the Dean.

Researchers of the Clinical University Hospital of Valencia.

Researchers of the University of Valencia.

The Scientific Subdirectorate will act as the secretariat of the Committee, attending the meetings with voice, but without vote. The Economic Direction of INCLIVA will be invited to the meetings of the Committee to present, if the agenda requires it, the topics under its responsibility. The Scientific Subdirectorate attends the meetings with voice, but without vote. At the request of the members of the Committee, and with the approval of the Presidency, whoever is deemed appropriate may be invited to the meetings of the Committee. Attending the meetings with voice, but without vote. The operation, composition, functions and frequency of the meetings of this Committee are set out in a Standard Operating Procedure "PR-IN-FCCi".

The Internal Scientific Committee has two work commissions: the Research Commission and the Innovation Commission.

The President of Internal Scientific Committee chairs the Innovation Commission.

The Scientific Director Attached chairs the Research Committee.

The Research Commission acts as a support body for the Institute's research and its rules of operation and composition are set forth in its "PR-EG-CI" regulations.

In turn, the Innovation Commission acts as an institutional advisory body on innovation and its composition and operation is regulated by the Standard Operating Procedure “PR-UAI-Cin”.

SCIENTIFIC DIRECTION

The Scientific Director of the entity is appointed by its governing bodies. The candidate will be selected among the staff of the Clinical University Hospital of Valencia. The functions are included in article 21 of the statutes of INCLIVA Foundation. In case the Scientific Director is not able to perform his/her functions, due to illness or force majeure, the Governing Board will proceed to the provisional appointment of an acting Scientific Director. This appointment must be ratified by the Board of Trustees. Similarly, if the Board of Governing deems it appropriate, it shall propose to the Board of Trustees the dismissal of the Scientific Director, submitting a new candidacy for approval.

MANAGEMENT

The Management is appointed by the direction bodies. It is responsible for the execution and coordination of the economic policy set by Board of Trustees. Its functions are set out in article 20 of the statutes of INCLIVA Foundation.

3. MONITORING COMPLIANCE WITH THE AGREEMENTS WITH THE INSTITUTIONS ASSIGNED TO THE INSTITUTE

The collegiate management bodies, in their ordinary meetings, will monitor the degree of compliance with the commitments and agreements assumed in the specific agreement signed with the University of Valencia, the Carlos Simon Foundation and INCLIVA Foundation for the assignment of research groups to INCLIVA Biomedical Research Institute.

Likewise, every year, if necessary, the annex to the agreement will be updated, in which the resources of personnel, equipment and work spaces assigned to INCLIVA will be established. On an annual basis, the Scientific and Economic Report will be approved, analyzing, especially, the degree of cooperation in the joint execution of projects and research programs of common interest for the institutions that form the institute.

For the implementation, control and monitoring of the activities foreseen in the Agreement, the

Joint Commission for Coordination and Monitoring is created, integrated by the Management and the Scientific Direction of INCLIVA, by the Vice-rectorate for Research and the Vice-manager of Research of the University of Valencia, and by the General Director and/or Scientific Director of the Carlos Simón Foundation, or by persons delegated by them. The Director of the Central Research Unit (UCIM) will attend the meetings with voice, but without vote, and other members of the parties may attend as advisors, with voice, but without vote. The Commission will meet during the term of the Agreement in ordinary session at least once a year and in extraordinary session whenever the matter to be dealt with so requires, at the request of one of the parties. The decisions of the Committee shall be taken by consensus. Once the possibility of reaching consensus among its members has been reasonably exhausted, agreements shall be adopted by majority vote. Minutes shall be taken of the meetings of the Joint Coordination and Follow-up Commission. The functions of this Committee shall be, at least, the following:

Analyze and propose actions that, in research and methodology matter, are considerate convenient for the achievement of INCLIVA objectives.

Plan, follow and evaluate the actions undertaken by INCLVA, especially those referred to the study and report of the proposals for joint research projects.

Approve the annual memory of activities of INCLIVA.

Propose the updating of the Annexes of the Agreement, according with the management bodies of the signatory entities.

Create joint work groups.

Evaluate the degree of compliance with the Agreement.

Effectuate the following and solve conflicts that could be suggest in relation with the intellectual property of the results obtained from this collaboration, as well as the exploitation by a 3rd party, and in general, other.

Urge the parts of the Agreement to obey its obligations when an anomaly that does not represent the resolution of itself, if detected.

Any other that appears in the Agreement and that belongs to the function of the Mixed Commission of Coordination and Following.

4. ASCRIPTION OF NEW ENTITIES

As established in clause 2 of the Collaboration Agreement between the University of Valencia, INCLIVA Foundation and the Carlos Simón Foundation for the regulation of the INCLIVA Biomedical Research Institute, other public or private entities, interested in the development of the objectives of the Institute, which justify alliances and scientific production, can be linked to INCLIVA. The assignment of new entities must be approved by the highest governing bodies of INCLIVA and, previously, by the governing bodies of the current signatories of the Agreement. If so agreed, the incorporation will be instrumented through an addendum to the Agreement which will include the conditions of participation of the new entity and which will have to be signed together with it by the parties signing the Agreement. This addendum must be approved by the corresponding bodies of the co-owning institutions.

5. ASCRIPTION OF NEW GROUPS

- The glossary of the Guía Técnica de Evaluación del Instituto de Salud Carlos III (Technical Evaluation Guide of the Institute of Health Carlos III) defines a Research Group as a group of researchers, led by a principal investigator, that accredits stable collaboration, sharing one or several lines of research, and that verify, at least, the following characteristics:

- Joint development of research projects funded through competitive public, state, or international calls in the last 5 years.

- Joint scientific production, with publications of shared authorship, maintained over time, with proven quality and sufficient number.

Currently, R&D&I groups can be affiliated with INCLIVA through 3 types of estates, whose definitions have been approved by the External Scientific Committee and are described below:

CONSOLIDATED RESEARCH GROUP

It is a group of researchers led by a principal investigator (PI) who have jointly developed research projects and who have constant trajectory in research and innovation activity, maintaining a stable scientific production and resource uptake in recent years. It is, therefore, a solid core of research/ innovative activity with production and resource attraction capacity.

Those research groups that, due to their scientific trajectory, excellence in research and production, have demonstrated a contrasted quality and are willing to abide by a series of

objectives established in the Strategic Plan, will be able to join INCLIVA.

In order to apply for the registration as a consolidate research group and according with the ISCIII Technical Evaluation Guide, the group must demonstrate, in the last 5 years:

To capture resources in public, state or international competitive calls for the development of new investigation lines and the incorporation of human resources.

Stable lines of research, developed with successive projects.

Collaborative scientific production, of corroborate quality, with an innovation activity expressed in the development of a sustained way during the same period, of innovation and translational actions in the clinic field (establishment of the clinical practice guide, innovation in healthcare processes) and to the productive sector (patents, development of healthcare products/ devices, etc.)

Proven capacity for training predoctoral researchers and technical support personnel.

As evidence of all the above, the group must demonstrate in the last 5 years:

Have at least 2 public or private international or national projects.

Have at least five publications as a senior author or to correspond to the first quartile and at least have led a doctoral thesis.

Have at least five publications as a senior author or to correspond to the first quartile and at least have led a doctoral thesis.

In addition, during the evaluation process by the Internal Scientific Committee and the External Scientific Committee, it will be evaluated:

The leadership on independent research clinical trials promoted by the industry.

To have patents, utility models or registered software.

Experience creating businesses based on technology.

Obtained funding through industry contracts.

To participate on research networks (CIBER, RICORS, etc.).

Other merits related with Responsible Research and Innovation (RRI).

In this category the PI must have the duty to name a Co-PI at least 6 years before his/her retirement. During the transition period, the Co-PI must confirm the I3/R3 and demonstrate its

independency.

There is also the possibility of appointing a Co-PI without being in the situation described in the previous paragraph. In this case, the purpose is to provide greater strength and competitiveness to the group and/or benefit integration between basic or experimental R&D&I and clinical research. The new Co-PI must have the I3/R3 certificate or the equivalent. Both principal researchers must demonstrate that they participate jointly on the fundraising, in the development of competitive funding projects, sharing publications with principal authorships or in the jointly training of research personnel, among others.

EMERGING RESEARCH GROUP

Emerging groups are characterized for being led by research personnel with I3/R3 category, with a proven track record and future projection. Nevertheless, they have not yet reached maturity in scientific activity, either because they do not have the capacity to constantly attract funds from the national or European level, or because they do not have a constant production over time, so that the group has not achieved a consolidated standard of activity.

The emerging group will have a proven scientific growth potential and its own research line, defined and independent from its mentor group.

To be classified as an emerging research group, according to the Evaluation Technique Guide from the ISCIII, the group must have the following characteristics:

To have obtained, independently, funding for their first project in public competitive calls at the state level, in the last three years.

Demonstrate a stable research activity and, in the last five years have obtained at least 2 research projects in public competitive calls, on a regional level, with authorship (like first, last author or corresponding author) in proven quality projects on their research area.

Emerging groups will also be considered newly created groups led by research personnel mainly from the calls corresponding to Incorporation Programs such as Miguel Servet, Joan Rodés, Plan GenT, Ramón y Cajal or equivalent. In order for these researchers to form an emerging group recognized by the institution, they must: (1) have successfully completed their Incorporation Program; (2) have obtained the I3/R3 certificate from the Ministry of Science, Innovation and Universities; and (3) have received a positive evaluation from the Internal Scientific Committee and External Scientific Committee of the institution. The fulfillment of the ISCIII criteria to be PI

of an emerging group only implies the right to be evaluated by INCLIVA committees. The Internal Scientific Committee will evaluate the strategic adequacy of the R&D&I of the new group and the External Scientific Committee will carry out a final global evaluation based on the strategic adequacy and merits of the group. To be eligible for the Support Plan, emerging groups must define and present to the Internal Scientific Committee a medium-term (3 years) action strategy, and the aspiration to meet the criteria of a consolidated group within 5 years.

HOSPITAL SERVICES / ASSOCIATED CLINICAL GROUP

Associated Clinical Research Groups are those professional groups active in the Health Department Valencia Clinical-Malvarrosa or a research group that, while not meeting the quality criteria to be considered consolidated or emergent research groups, demonstrate stable collaboration with another research group (consolidated or emergent) from the Institute over the last five years (this stable collaboration must be proven during the accreditation process). Through the collaboration, the Associated Clinical Research Group will develop activities like attracting participants, collect data and/or analyze the information on research projects of frequent competitiveness. In this definition would be also included those groups with research activity on isolated projects with no competitive funding.

ASCRIPTION OF CONSOLIDATED RESEARCH GROUPS FROM EXTERNAL ENTITIES TO INCLIVA

Those R&D&I groups from external INCLIVA entities that, due to their scientific trajectory, excellence in research/ innovation and production, have demonstrated a proven quality and are willing to follow the objectives established in the Strategic Plan and the Cooperative Scientific Project of the entity, may join INCLIVA.

These groups must have the requirements stablished on the section 5.1 for the appoint of the consolidation groups. Likewise, the principal investigator must have proven scientific quality: H-index equal to or higher than the average of principal Investigators in the Institute.

In this case, the Board of Governors will approve signing a specific appoint agreement of research groups with the origin institute that will be confirmed by the Board of Trustees.

6. AFFILIATION PROCESS TO INCLIVA AS A NEW R&D&I GROUP

New R&D&I groups wishing to join to INCLIVA, should write to the Scientific Production Unit of INCLIVA (memoria@incliva.es) expressing their interest in accreditation.

Once the application is received, the relevant documentation will be requested (composition, scientific production in recent years, lines of research and scientific objectives for the next 5 years, etc.). This documentation will be reviewed and presented to the Internal Scientific Committee for evaluation. In the event that there are several groups with a similar research theme and sufficient critical mass, the Internal Scientific Committee will be the body responsible for evaluating the appropriateness of forming a new research area. Those proposals reported favorably by the Internal Scientific Committee must be approved by the External Scientific Committee and submitted by the Scientific Direction to the governing bodies for ratification. The admission process is permanently open. The assignment of new groups or cancellation of existing groups of the University of Valencia and the Carlos Simón Foundation will be included in the annual modification of the corresponding annex in the Specific Agreement of Assignment signed with the institution to which the group belongs. INCLIVA will prioritize some research lines based on excellence and scientific production without detriment to the research carried out within the rest of the research groups.

Finally, and giving that INCLIVA is responsible for the management of all the R&D&I carried out in the Valencia Clinical- Malvarrosa Health Department, the Services of the Hospital that carry out research/ innovation will be part of it, unless they formally request appoint as an associated, emerging or consolidated clinical group and undergo the evaluation process described above.

Group registration	Procedure	Approval and confirmation by:
New group registration	Expression of interest by sending an e-mail to memoria@incliva.es and after completion of the documentation with information about the group (letter of affiliation, CVN of the PI and Excel of merits)	Approved by Internal Scientific Committee (March, June, September, December) Confirmation by the External Scientific Committee (November), Board of Governors (March, June, September,

		and December) and Board of Trustees.

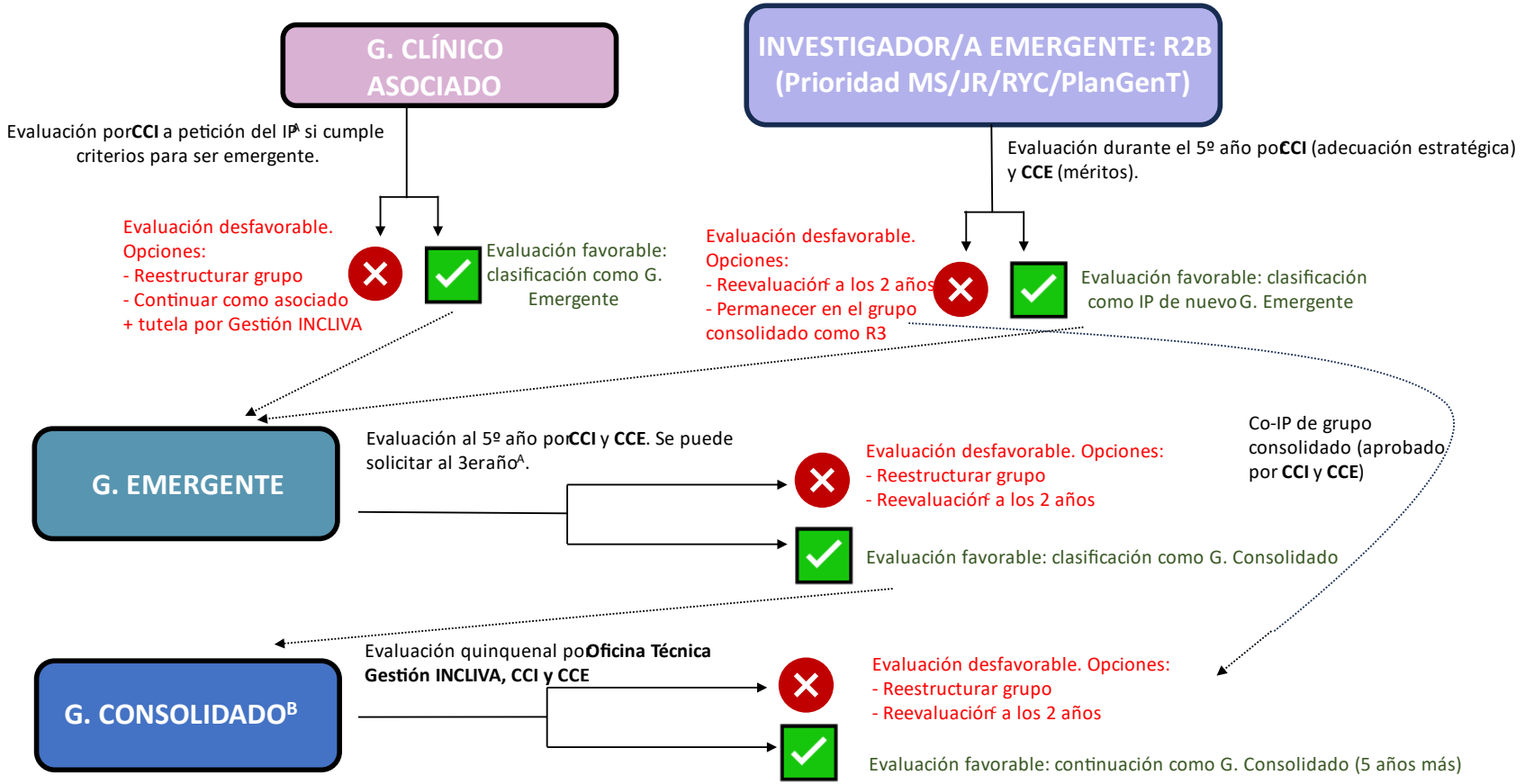
7. MODIFICATION PROCESS OF ALREADY CONSOLIDATED GROUPS

In the same way as described in previous paragraph, the incorporation or leave of new researchers to the groups already registered will be propose by the Principal Investigator of the receiving group.

Type of upgrade in existing group	Procedure	Approval and confirmation by:
1. Change the PI of the group	Complete letter I and send it to memoria@incliva.es, attaching CVN	Favorable report by ISC and approval by the Board of Governors and communication to the ESC
2. Registration/ leave Co-PI	Complete letter II and send it to memoria@incliva.es, attaching CVN in case of registration	Favorable report by Internal Scientific Committee and approval by the Board of Governors and communication to the External Scientific Committee
3. Registration/ leave of a group member or change to another group	Complete form III, IV, V, respectively and send it to memoria@incliva.es	Communication to the Internal Scientific Committee
4. Total group leave due to PI leave	Complete letter VI and send it to memoria@incliva.es INCLIVA Management office, together with the members of the group, will look for possible alternatives: designation of a new PI or migration of the members to other groups.	Favorable report by Internal Scientific Committee and approval by the Board of Governors and communication to the External Scientific Committee
5. Change of category of the PI or group member: R1-R2a-R2b emerging -R3-R4	Complete letter VII and send it to memoria@incliva.es	Favorable report by Internal Scientific Committee and approval by the Board of Governors and communication to the External Scientific Committee: (1) R2a to R2b, (2) R2b to R3 and (3) R3 to R4
6. Change the group's name	Send it to memoria@incliva.es	Communication to the Internal Scientific Committee
7. Modifying the lines and objectives of the group	Send it to memoria@incliva.es	Communication to the Internal Scientific Committee

8. Request for entry or exit of Transversal Program	Send it to memoria@incliva.es	Approval of the coordinator of the transversal program

8. OUTLINE OF THE GROUP EVALUATION PROCESS



[A] Para solicitar **evaluación** por parte de G. Asociado o G. Emergente: memoria@incliva.es

[B] IP de grupo ha de nombrar Co-IP al menos 6 años antes de jubilación y Co-IP debe acreditar I3 y demostrar independencia durante transición. Puede existir Co-IP sin finalidad de relevo generacional.

[C] Solamente habrá una posible reevaluación en cada caso

- **Plazos de evaluación CCI**: marzo, junio, septiembre y diciembre
- **Plazos de evaluación CCE**: noviembre
- **Plazo de evaluación Oficina Técnica Gestión INCLIVA**: junio

9. LEVELS AND TYPES OF RESEARCHERS

According to the European Commission's classification of research personnel, the different researcher profiles are differentiated according to the stage of their professional career. Through this classification, a distinction is made between Research Staff in Training (R1), Novel Recognized Researcher (R2A), Emerging Recognized Researcher (R2B), Consolidated Researcher (R3) and Leading or Senior Researcher (R4).

The characteristics and competencies of each category according to the European descriptors[1] and the ISCIII[2] described below:

R1, First Stage Researcher

The research personnel have the following characteristics:

- On the first phase of their research activity.
- They are not doctors.
- Transitory and defined contractual position (< 5 years) with expectations of progressing to other positions.
- From competitive calls or not (contracted to R&D&I projects).
- Their activity is supervised.
- Examples. Marie Curie ITN (CE), Río Hortega (ISCIII), FPI (MINECO), PFIS (ISCIII), Competitive calls of the BRI, hired researcher's projects …

Their competences are:

- Researchers who carry out research/innovation work under supervision.
- Researchers with vocation to develop knowledge on research methodology and subject area.
- They must have demonstrated a good knowledge of their field of study, and the ability to produce results under supervision.

[1] Research profiles descriptors | EURAXESS (europa.eu) / frequently ask questions (isciii.es)

- They must be able to perform critical analysis, and to evaluate and synthesize new and complex ideas.
- They must be able to explain the research results and the value of other researchers.

Their desired competencies are:

- Develop integrated language abilities, communication and environment, especially on international context.

R2, Recognized Researcher

Necessary competences:

- Doctors that still do not have a significant independence level.
- In addition to complying with the competencies described for the R1 profile, R2s must accredit:
    - Systematic and demonstrated understanding of and research expertise in their field of study.
    - Being able to create, design, implement and adapt a research program.
    - To have made relevant contributions through original research that goes beyond the frontier of knowledge by developing a line of work, innovation or application (merit in national or international publications or patents).
    - Critical analysis, evaluation, new synthesis and new complex ideas.
    - Capacity to communicate with their colleagues, explaining the results of the R&D&I and giving value to the research community.
    - Responsible for their own career by managing their progression, setting achievable and realistic milestones and identifying and developing ways to improve their employability.
    - Co- authorship of papers in workshop and conferences.

Desirable competences:

- They understand the industry agenda and other hiring sectors, the value of their work on the

productive context and services.

- They are able of promote social, cultural or technological progress on a society based on knowledge, and acts as a personal mentor for R1 researcher.
- They are able of communicate to society about their expertise area.

2 subtypes:

Recognized Researcher, R2A:

These are research personnel with the following characteristics:

- Contractual transitory position and defined.
- They are not PIs of competitive research projects, although they may direct some studies or projects with INCLIVA own funding or in agreement with different sectors and institutions, although of a non-competitive nature.
- Examples: Sara Borrell o Río Hortega with a doctorate degree (ISCIII), Juan de la Cierva, Marie Skłodowska-Curie A…

Recognized Researcher, R2B:

These are research personnel with the following characteristics:

- They are project PIs or have been on their previous research trajectory.
- They sign scientific articles of seniority position (last author).
- Examples: Miguel Servet (ISCIII), Ramon y Cajal (MINECO), Joan Rodés (ISCIII), Marie Sklodowska-Curie…

Postdoctoral researchers who meet these criteria may be recognized as emerging researchers and incorporated to INCLIVA after evaluation of their merits by the Internal Scientific Committee. Preference for recognition as an emerging researcher will be given to the research personnel of the Miguel Servet, Ramón y Cajal, Joan Rodés, Plan GenT or equivalent programs, in their first year of support. He/she will be recognized as an individual but will maintain a close link to a consolidated group and must demonstrate a relevant scientific production, the adequacy of the research to the prioritized lines of research and the existence of collaborations with INCLIVA groups. Likewise, it must declare the commitment to become an emerging group within a maximum period of 5 years from its recognition. If after 5 years the emerging researcher has not been considered as an emerging group, he/she will maintain his/her link with the group of origin.

R3, Established Researcher

These are research personnel with the following characteristics:

- Their contractual positions are permanent or at least with the possibility of extensions.
- They are PIs with a high level of independency.
- They must be recognized or accredited by the External Scientific Committee of INCLIVA after their own evaluation or evaluation by a recognized external organization (e.g. ANECA).
- They are evaluated on a continues way by INCLIVA.
- Examples: Joan Rodés, Miguel Servet, Ramón y Cajal established as…

Necessary competences:

- Researchers that have independency.
- Besides having the competences of the research personnel on previous phases, they have a based reputation on excellent research on their field, making positive contributions to the development through cooperation and collaboration.
- They identify problems of the R&D&I and opportunities on their expertise areas.
- They identify methodologies and suitable approximations.
- They conduct research/innovation independently that advances a research program.
- They lead the execution of collaborative projects cooperating with colleagues and partners.
- They publish papers as principal author or organize conferences or workshop sessions.

Desirable competences:

- They stablish collaborations with R&D&I groups of the industry.
- They effectively communicate their research/ innovation to the research community and to society.
- They are innovative on their approximations.
- They can form research consortia and obtain funding, budgets and resources from public bodies or industry.

- They are compromised with the professional development of their own career as a mentor to others.

R4, Leading Researcher

Along these lines, the European classification of research personnel contemplates the following requirements for the classification of a Leading Research (R4):

Necessary competences:

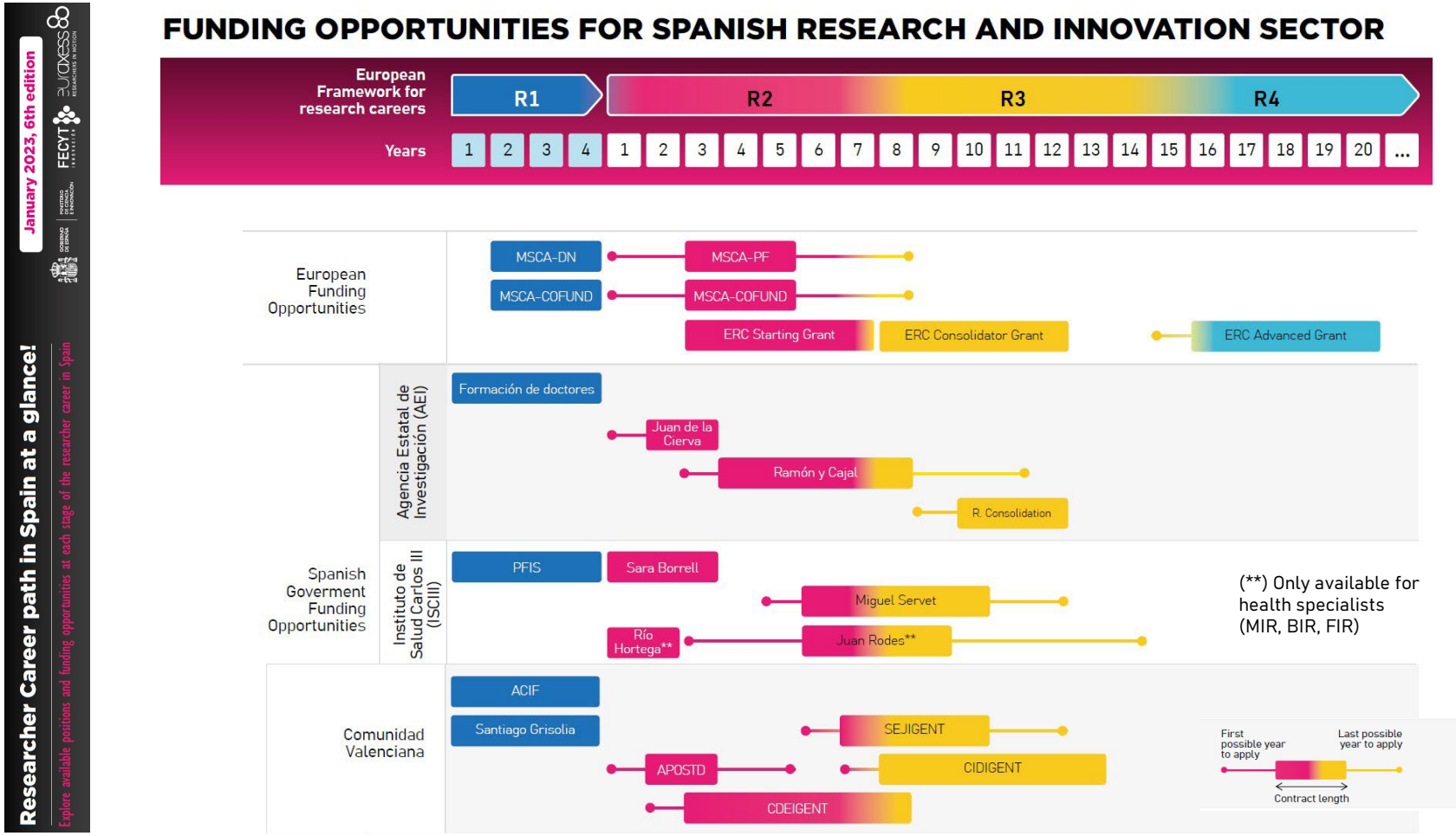
- They lead their research line or research. Includes being PI of a research group or is responsible of R&D laboratories of the industry. On specific disciplines can operate as an independent researcher (without group).
- In addition to meeting the competencies required of R3 researchers:
    - They have international reputation based on the existence of the research made on their area.
    - Critical judgment in the identification and execution of their research activities.
    - They make a substantial contribution to their field of research or cover multiple areas.
    - They recognize the implications and applications to their research.
    - They publish and present influential papers, books, participate in organizing committees of workshops and conferences and give invited presentations.

Desirable competences:

- Experts in project management and leadership.
- Experts on coordination and professional development of other people.
- Proven capacity in raising funds, budgets and resources.
- Beyond team building and collaborations, they are able to focus on a long-term work plan (e.g., securing funding for research staff maintenance).
- Excellent communicators and generators of new collaborations inside and out of the research community.

- They are able of create a new innovative and creative environment for the R&D&I.
- They act as a professional development model for others.

10. RESEARCH CAREER DIAGRAM



11. MERITS TO GET A PROMOTION IN THE RESEARCH CAREER AT INCLIVA

Evaluation	Merit
Promotion from R1 to R2A	Doctor title
Promotion from R2A to R2B	Obtaining competitive postdoctoral funding such as Ramón y Cajal, Joan Rodés, Miguel Servet, Plan GenT or equivalent
Promotion from R2B to R3 Group leader	Certificate R3. The creation of a new group must be approved by the Internal Scientific Committee (ISC) and the External Scientific Committee (ESC)
Promotion from R2A to R2B to R3 (without being the Group Leader)	Certificate R3. In case of appointment as the Co-PI inside the consolidate group, this must be approved by the ISC and the ESC

Evaluation	Publications	Competitive Projects	Thesis Supervision	Innovation/Recognition
Promotion from R2A or R2B to R3 (Without being a Group Leader) * (evaluation period: 5 years)	• 5 original articles on Q1 journals. • 1 of them as a principal author** (Q1 journals).	At least a competitive aid as PI or as Co-PI	Supervision of a thesis or a master's student	• Knowledge and technology transfer activities (patents, licenses, etc.). • Participation in journal editorial committees, conference organization committees, science dissemination activities.
Promotion from Group Leader R3 to Group Leader R4 (evaluation period: 5 years) Approval by the ISC and the ESC	Continued excellence in research with high impact on the field and/or changes in clinical practice. The minimum indicators are: • 5 original articles on Q1 journals. • 2 of them in D1 journals. • 3 of them as a principal author** (journals Q1). High-impact publications as lead author will be especially valued and may lead to the above requirements not being applied.	Continued funding as PI by public national agencies. International competitive funding will be especially valued	Supervision of 2 dissertations. At least one completed	• Knowledge and technology transfer activities (parents, licenses, etc.). • Invited to speak at high-impact international conferences. • Participation in editorial committees of journals. • Committees of conference organization, activities of science dissemination. • Participation in collaborative international and national studies with a relevant role, including leadership.
Promotion to R3 o R4 Group Leader with an **assisted activity** (evaluation period: 5 years) Approval by the ISC and the ESC	Ability to conduct clinical and translational research that includes studies of disease mechanisms, diagnosis techniques or other research that provides fundamental knowledge about the prevention, diagnosis, or management of disease. Minimum indicators are: • Original articles on Q1 journals. • Of them as a principal author** (Q1 Journals). High-impact publications as principal author will be especially valued and may lead to the above requirements not being strictly applied.	At least a competitive national aid as a principal researcher	Supervision of 1 dissertation, ideally completed	• Knowdledge and technology transfer activities (patents, licenses, etc.) • Invited to speak on international conferences. • Participation in journal editorials, conference organization committees, science dissemination activities. *Merits in the absence of R3 certificate R3 **last or author of correspondence

12. MODIFICATION OF THE EVALUATON PERIOD OF MERITS

Interruptions due to the following reasons shall be excluded from the evaluation periods indicated in the preceding paragraphs:

- Periods of leave derived from maternity or paternity, adoption or guardianship for the purpose of adoption or foster care enjoyed in accordance whit the protected situations included in the General Social Security Regime. An extension of one year will be applied for each child.
- Temporary leave due to serious illness or accident of the applicant, with medical leave equal to or greater than three months. An extension of one year will be applied.
- Temporary leave during pregnancy due to pregnancy-related causes, with medical leave of more than 2 months. An extension of one year will be applied, which will be accumulated, if applicable, to the extension included in the first point.
- Care for people in a situation of dependency, in accordance with the provisions of the Spanish Law 39/2006, of December 14,2006, on the promotion of personal autonomy and care for people in a situation of dependency, for a minimum period of three months. An extension of one year will be applied.

13. RIGTHS AND RESPONSABILITIES OF THE ACCREDITTED R&D&I GROUPS

Rights of the accredited R&D&I Groups

- To be a beneficiary of aid programs and/or the guardianship plans established for each group category.
- Receive internal and external institutional visibility on its subject matter, activity and composition, as well as any other aspect of interest.
- Obtain certification by the institution of the volume and type of R&D&I activities carried out in a given period.

Being part of the scientific participation structure of INCLIVA.

- Collaborate on the development of the Cooperative Scientific Plan.
- To use the name and image of INCLIVA, in conjunction with the linking entity (affiliation regulations), in its publications and research activity in general in the terms established by the applicable regulations.
- Making use of the common support services of the IIS INCLIVS: Platforms – INCLIVA – Biomedical Research Institute.
- Participate on calls and lines funding of INCLIVA.
- Participate in calls promoted exclusively or preferentially for accredited institutes.
- To opt to participate in the cooperative research structures of which INCLIVA is part.
- To opt for INCLIVA co-financing.
- To be registered in the Registry of Groups and Personnel of INCLIVA.
- To be part of the Scientific Memory of INCLIVA.

Responsibilities of the accredited R&D&I groups

- Communicate to the Scientific Production Unit the request, both the cancellations and the incorporation of new members and collaborators approved by the Principal Investigator, as well as any incident that occurs in relation to the activity of the group, so that they can be adequately reflected in the Register of recognized groups.
- To deliver the information requested for INCLIVA'S Scientific Report.
- Attend the annual meetings of the Transversal Programs and deliver the information requested to prepare Transversal Programs Results Reports. Review of these once they have been created.
- Deliver presentations and photographs for the research group's website and of the PI, COPI and emerging researcher of the group.
- Comply with INCLIVA's Signature Policy

- Comply with the Open Science criteria (publications and group data).
- Creation of ORCID number by research personnel and its use in their scientific production and *Curriculum Vitae.*
- Keep actualized the Curriculum Vitae (in CVN and CVA format).
- To develop as diligently as possible the projects under calls for proposals or contracts with external entities, in order to achieve compliance with the objectives set forth therein within the period of execution and budget foreseen.
- To collaborate on the dissemination of INCLIVA's research activity.
- To promote the technological transference and of the knowledge of the results obtained on developed projects.
- Abide by the Good Practice Code of INCLIVA.
- Provide as a means of communication the institutional e-mail of the entity to which the member of the group is linked, avoiding personal e-mail addresses.

14. INSTITUTIONAL POLICIES

Institutional policies approved by the Direction Bodies of INCLIVA are indicated below:

QUALITY POLICY

In its commitment to provide high quality services to researchers attached to INCLIVA, as well as to the promoters of studies and research projects and other interested parties, INCLIVA has a quality management system whose scope includes both management activities performed and scientific services to research personnel.

The institutional Quality Policy is based on compliance with legal and regulatory requirements applicable to each service, continuous improvement of the activities carried out and meeting the needs and expectations of the different sectors to which it provides services.

INNOVATION POLICY

The aim of INCLIVA's Innovation Policy is to ensure that its R&D&I activity generates a high impact on society. This policy is based on four lines of action: regulatory compliance, the

promotion of strategic alliances for the development of R&D&I activities and the permanent creation of value through the transfer and translation of the innovation generated that contributes to improving people's lives.

TRANSPARENCE POLICY

All information related to the use of public resources and the planning and management of the activity related to biomedical research is provided in a structured and easily accessible way in the "Transparency Portal" of the website, in compliance with Law 2/2015, of April 2, of the *Generalitat*, on Transparency, Good Governance and Citizen Participation of the Valencian Community and Law 19/2013, of December 9, on transparency, access to public information and good governance.

EQUALITY PLAN

INCLIVA declared its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men in May 2016. The Institute has an II Plan for Equality of Women and Men where a series of fundamental principles based on values and commitments that allow us to access the experience of equality between women and men are developed.

OPEN SCIENCE POLICY

INCLIVA has an Open Science Policy whose main objective is to develop an open and collaborative scientific activity in favor of society. INCLIVA's Open Science Policy includes a series of commitments to achieve the goal of promoting unrestricted access to scientific results and the participation of citizens in research. These commitments have been developed taking into account the eight ambitions of the Open Science policy established by the European Commission: Open Data, European Open Science Cloud (ESOC); New generation of metrics; Future of scholarly communication; Rewards; Research integrity; Education and skills; and Citizen science.

15. COMUNICATION CHANNELS

INCLIVA has a Communication Plan which main act lines are: internal communication, scientific communication and social communication.

The current communication channels are:

Web page

INCLIVA has a web page (www.incliva.es) that includes the following sections:

Home page: This page includes INCLIVA's main figures and the headlines of the latest news in the top banner. From the top menu it is possible to access directly to the news, active calls and training events.

News: In this section you can look up all the news sent to the media and others that are only published on the web, as well as the latest newsletters sent and the agenda of events.

Training: Collects information about the courses and imparted seminars given, as well as the conferences organized by INCLIVA.

Intranet: This open section allows obtain general institution information of the management system, as well as other documents of interest. Through this section is possible to access to a restricted access space to the hired personnel through which it is possible to access to the personal documentation related to the labor relationship with INCLIVA.

The Unit of Scientific Culture and Innovation (UCC+i)

INCLIVA makes part of the Unit of Scientific Culture and Innovation network of the Spanish Foundation for Science and Technology-FECYT.

The UCC+i are today one of the main agents in the dissemination and popularization of science and innovation in Spain and constitute a key service to improve and increase training, culture and scientific knowledge to society.

Likewise, the actions of open days and visits by young students, both university and non-university students, are aimed at helping young people to learn about the impact of science and technology on our lives ant to acquire a more critical participative opinion. These actions help to awaken scientific vocations from an early age and contribute to the objective of attracting young talent set by the institution.

All the actions promoted from the UCC+i require the participation of the researchers appoint.

Social Media

INCLIVA has profiles on the main social media (Facebook, LinkedIn, X e Instagram) through which news and events of interest to the community of researchers and collaborators of the institute

are published daily.

Mailing lists

Researchers who have so requested are included in the mailing list. Thought this mailing list information of interest is send so that it can be accessed as soon as possible.

Intranet of the Clinical University Hospital of Valencia

The Clinical University Hospital of Valencia has a restricted intranet for those computers connected to the hospital network of the center and whose bulletin board includes the reference to the news that are published in INCLIVA's web that could be of interest for the personnel and the direct access to the same, to be able to obtain the extended information.

Newsletter

On a monthly basis, an institutional newsletter is sent to the distribution list, which includes news related to the development of INCLIVA's activities and upcoming events.

Weekly bulletin of research and innovation

A bulletin containing the calls for new aid calls, the actives and the ones that soon will close, as well as formative events and other information of interest.

Informative circulars

In those cases, in which the information to be published is considered to be of special interest, an informative circular is generated, containing a summary of the data of interest, and is sent to the Group PIs and the Service Chiefs so that they can disseminate the information among the members of the staff.

Regular meetings with the Scientific Direction

On a regular basis, the scientific management meets with the assigned research staff to report on the status of the institute and to obtain feedback for decision making.

Personalized information

The scientific management area of INCLIVA, after analyzing the available information, and especially, the published calls for grants, and based on the knowledge of the needs of the different research groups, informs the responsible researchers of the particularities of the calls

for grants.

Videoconferences

INCLIVA's installations have videoconference equipment in case of being required to the development of the activities.

16. MANAGEMENT QUALITY SYSTEM

As part of the institution's commitment for quality, present since the beginning, it has been decided to adapt normalized management models in each of its functional units to through audits from a third party, to give certainty to its customers and stakeholders of its proper operation.

The objectives of Management Quality System are the following:

- Describe how the various existing management systems are integrated to ensure, as a whole, the proper management of INCLIVA.
- Define and develop the institutional quality policy, to which the quality policies for each management system must be aligned.
- Describe the resources integration plan that allows a more efficient operation.
- Facilitate the understanding of the management system in the incorporation of new members of the organization, as well as external organizations interested in its operation.

Each operational unit of INCLIVA is considered an independent management system, with its own resources, objectives and processes. Each of them operates on the basis of the standardized management model that has been determined as the most appropriate to its characteristics.

In general, the ISO 9001 model is used for service delivery processes. Some technical processes of great relevance to clinical research have been accredited with the ISO 15189 model.

Each of these systems identifies its own customers and stakeholders, which can be found both inside and outside the institute.

17. TRAINING PLAN

INCLIVA has a biannual Training Plan addressed to all the staff of the Institute, including both research staff and technical support and management staff. The objective of the Training Plan is to cover the training needs of the institute including, among others, training in research methodology, good practices in research, translation of results to the healthcare practice, transversal competences of leadership in science (including scientific communication addressed to society), specialized technical training addressed to professionals of the support units, and mentoring actions addressed to centers and emerging research groups. The training Plan is developed in alignment with the Institute's Strategic Plan and takes into account the needs of the scientific areas identified by the Internal Scientific Committee and through surveys directed to all the Institute's stakeholders. The training Plan is reviewed by the Training Commission, which also acts as the responsible body for its follow-up.

18. SHARED RESOURCES

The agreement signed for the assignment of research groups from the University of Valencia and the Carlos Simón Foundation to INCLIVA establishes the commitments assumed, among which are included the material means (scientific infrastructures) and physical spaces.

INCLIVA provides its research personnel with its own management platforms:

- Biobank.
- Precision Medicine Unit.
- Bioinformatic Unit.
- Biostatistics Unit.

On the part of the University of Valencia, the research platforms of the Central Unit for Medical Research (UCIM) are available.

The management of the UCIM of the Faculty of Medicine is coordinated, so that all the scientific-technical infrastructures acquired by INCLIVA are installed in the laboratories of the UCIM, establishing the shared use of the same.

Likewise, INCLIVA participates in the FEDER strategies led by the Regional Minister for Health of

the Valencian Government, which have provided the research foundations of the Valencian Community with scientific-technical infrastructures for shared use and accessible to all researchers.

In the case of bibliographic resources, the University of Valencia has a wide variety of subscriptions to scientific journals available from any network point of its facilities. The University also has the institutional repository RODERIC for open access and digital dissemination of knowledge. Meanwhile, INCLIVA's staff has access to the library of the Valencian School of Health Studies (EVES), Through the Hospital's intranet.

19. INTERRELATIONSHIP ACTIONS BETWEENN THE STRATEGIC PLAN, INTEGRATION PLAN

INCLIVA's strategy, defined for the period 2020-2024 and renewed every five years, includes a series of actions for the promotion of research and innovation and the promotion of cooperation between research groups within the framework of the institute, as well as through the development of alliances and collaborations with other institutions at regional, national and international level.

For this, the Strategic Plan for the 2020-2024 period establishes as strategic objectives for the institution the following:

1. To ensure that INCLIVA acts as an excellent translational research organization that creates knowledge that impacts the National Health System and its reference area.
2. Create knowledge on the attraction processes of international resources of research and innovation.
3. To orient the action of INCLIVA to the products, processes, and organizational practices useful to improve the Valencia Clinical- Malvarrosa Health Department.
4. Promote talent attraction and retention.
5. Promote the integration of innovation in all areas and in relation to the productive sector.
6. Promote alliances with other research centers and actors in the research and

innovation environment, both public and private. To project its knowledge to the public and involve them in its decision-making bodies and programs.

With these strategic objectives in mind, the following strategic points have been defined for the fulfillment of each of the strategic objectives: Translation, Institutional Positioning, Governance and Management, Talent, Innovation, and Institutional Relations and Alliances. Each of these axes includes a series of Action Plans, through which the activities to be carried out are set out, defining those responsible for carrying them out, the estimated timetable, the necessary means and monitoring indicators.

Actions specifically aimed at promoting research and fostering cooperation within the framework of the institute's activities are included in **POINT 1. TRASLATION**. Within this point, the actions at the development of the present Integration Plan of the institute, as well as the guidelines for the elaboration of the Shared Scientific Project and the Action Plan of the Scientific Areas of the Institute stand out.

Within the framework of **POINT 2. INSTITUTIONAL POSITIONING** it is worth mentioning those specific actions of internalization of INCLIVA which aim to achieve greater cooperation and competitiveness at a global level. Among the actions contemplated, it is worth mentioning the promotion of the participation of management staff in events organized by Spanish representatives of ISCIII, CDTI Or FECYT as well as information days on H2020 organized by other Spanish institutions that allow to make known the structure of INCLIVA, its research potential and the projects presented or in preparation.

The **POINT 3. GOVERNANCE AND MANAGEMENT** includes actions at the development of Responsible Research and Innovation Policies, which are developed through the Communication Plan and whose ultimate goal is to improve the flow of information between governing bodies, management and research staff of INCLIVA and enhance the development of collaborative projects. Finally, it is worth mentioning that this point develops the Quality and Improvement Plan and, in turn, the Quality Policy of the Institute.

Through the **POINT 4. TALENT,** the actions related to the attraction, retention and training of the personnel that integrates INCLIVA are developed. This point includes among its plans, the Support Plan for Emerging Groups and the Training Plan. Furthermore, within this point, the plan for monitoring of the human resources strategy (HRS4R Strategy). Finally, this point includes a series of actions to encourage and strengthen the research activity carried out in the Hospital's

services and to encourage the participation of healthcare personnel from the early professional stages.

POINT 5. INNOVATION aims to promote the integration of innovation in the field of INCLIVA in relation to the productive sector, establishing a framework in which all the agents involved in biomedical/health innovation (administrators, health professionals, pharmaceutical industry, patients...) work cooperatively.

Finally, **POINT 6. INSTITUTIONAL RELATIONS AND ALLIANCES** includes those actions aimed at promoting the development of alliances and collaborations with other Institutions, as well as participation in regional, national and international research networks.

The development of INCLIVA's Training Plan is based on the actions included in the **POINT 4. TALENT** of the Strategic Plan 2020-2024. In addition, the Training Plan Includes actions developed along different points and action plans of the Strategic Plan. For example, it is worth highlighting the actions on scientific communication aimed at key non-scientific stakeholders, training on activities and mechanisms for translation to healthcare practice, and training actions on participation and co-creation in scientific research or other ways of opening up participation in research to key non-scientific stakeholders. Along these lines, Action Plan 6.1. Incentivization of Research Directed to Hospital Services proposes a series of training actions to encourage research by healthcare personnel from the early professional stages. Similarly, Action Plan 6.1. Institutional Relations and Alliances contemplates the implementation of training actions or seminars on intellectual industrial property management in different cultures (Europe, USA and Asia). Promote the exchange of professionals. In this way, as in the Integration Plan, a close alignment between training activities and institutional strategy is achieved.

20. INTERELATION MECHANISMS ON A SCIENTIFIC LEVEL

The Management and the Scientific Direction of INCLIVA have as advisory bodies the External Scientific Committee and the Internal Scientific Committee, which ensure the fulfillment of the research objectives and commitments. Likewise, each Transversal Program has scientific coordinators who collaborate in ensuring the interrelation between the different research groups.

In addition, seminars, informative sessions or working days will be held periodically for the

research personnel, in order to transmit the most important aspects of each group and to share suggestions, identify opportunities for improvement, present new elements incorporated into the research, etc.

Likewise, the scientific management structure is in permanent contact with the directors of all the research groups and centralizes requests, proposals for activities and collaborations between the different units and groups.

TRANSVERSAL PROGRAMS

With the aim of coordinating and structuring the scientific activity of the research groups of INCLIVA and promotion collaboration between groups that share a common area of knowledge, the transversal programs are coordinated through the program coordinators. This coordinator has specific functions assigned to him/her:

- To convey to the components of its program the decisions taken by the Institute's Management and to ensure that the agreed research commitments are fulfilled.
- To structure the scientific activity of the research groups that address and share a common area of knowledge.
- To hold periodic meetings, at least every six months, among the research groups of the Program, making proposals for their annual activities and the Strategic Plan.
- To promote interaction and scientific cooperation between the groups that make up each program and between programs.
- To propose to the Internal Scientific Committee, scientific objectives of the program, and indicators to evaluate their degree of fulfillment.
- To propose annually to the Internal Scientific Committee the training needs of the groups that make up the Program, oriented to the fulfillment of the scientific objectives.

In short, its functions are related to the promotion of the interrelation and cohesion of the activity developed by each of the groups.

Similar to what happens at the institutional level in the context of the Strategic Plan, its research groups have prepared a document where the current activities and the challenges and objectives for the future are gathered. This scientific planning for the coming years is included in the

Cooperative Scientific Project and reflects the interests and lines of research to be developed by all the groups, as well as the objectives they hope to achieve during the life of this Project. The coordinators prepare a common project for each of the programs, where they integrate the objectives of their respective groups and define the major projects to be undertaken collaboratively among them.

21. FOLLOWING AND EVALUATION OF THE INTEGRATION PLAN

In order to ensure that the Institute maintains a correct level of integration of all its members and the activity carried out, as described in this Integration Plan, the following annual monitoring and evaluation procedure is established.

The bodies responsible for this process will be the Management and the Scientific Direction, with the support of the Institute's Scientific Sub-Directorate and the Technical Secretariat and Economic Direction, which will be in charge of analyzing the following general objectives:

a) Incorporation of the necessary information on all the research groups in the Institute's Personnel and Data and Activities Registries.

b) Information registered of the research groups (staff, data and the institute's activity) on the scientific and economic annual memories.

c) Representation of all the entities comprising the institute in accordance with the provisions of the Agreement and the different procedures approved by the governing bodies.

d) To analyze the degree of fulfillment of the scientific objectives of the research groups included in each of the areas through the Cooperative Scientific Project.

e) Monitoring of the collaboration of the Institute's research groups through joint collaboration projects (research projects and publications signed by different groups of the Institute, both intra- and inter- area).

f) To extract and analyze the annual conclusions of the Quality Management System of the Institute.

Through the processes developed by the Institute's Quality Management System, possible

deviations will be analyzed, and corrective actions will be implemented to improve the integration mechanisms and favor the interrelation of the parties.

22. APPENDIX

a) Statues of the Research Foundation of the Clinical University Hospital– INCLIVA Foundation.

b) Framework Cooperation Agreement between the Valencian Health Agency of the Regional Ministry of Health and the Biomedical Research Foundation of the Clinical University Hospital of Valencia (INCLIVA Foundation).

c) Specific collaboration agreement for the assignment of research groups of the University of Valencia to the Biomedical Research Foundation of the Clinical University Hospital.

d) Specific collaboration agreement between the University of Valencia, INCLIVA Foundation, and the Carlos Simón Foundation to regulate the Biomedical Research Institute INCLIVA.

e) PR-IN-PCCI – Working of the Internal Scientific Committee.

f) PR-EG-CI – Research Commission.

g) PR-UAI-Cin – Innovation Commission.

h) Internal Regulations of the External Scientific Committee.