

Dear Colleague:

From the project: "GENERA: Generating a More Inclusive and Competitive Economy of Knowledge" (FEM2013-48225-C3-1-R) funded by Spanish Ministry of Economy and Competitiveness, we want to invite you to participate in a focus group about excellence in research. We want to discuss about the processes of evaluation of the scientific career and the mechanisms of success/failure in research careers.

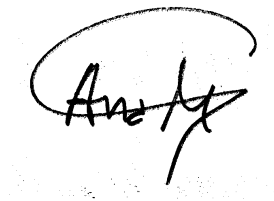
As senior researcher, you have a large experience regarding the R&D system and the support of young researchers to encourage them in pursuing successful careers. We need your help to know how do you identify the talent in young people and what kind of criteria are valuable in your field of knowledge. We also hope to examine how the specific culture in every knowledge field affects men and women, national or foreign researchers, or other diverse candidates.

The meeting will take place on Universitat Pompeu Fabra from 5pm to 6.30pm in the room 40.S01, during the MIC 2017/MAEB 2017 ([mic2017.upf.edu](http://mic2017.upf.edu)) in Barcelona.

If you have questions or suggestions, don't hesitate to contact us at [agonzalezram@uoc.edu](mailto:agonzalezram@uoc.edu).

Please, we need your opinion in order to make research an interesting career for young people. Send us a confirmatory email to know about your attendance.

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### Abstract of the project:

**GENERA** aims at promoting excellence in science to stimulate a more inclusive and competitive knowledge economy. The main purpose of GENERA is encouraging structural changes and promoting social innovation in research institutions. The current financial crisis presents challenges in research in regards to identify and promote efficiently the talent. Evidence prove a tension between individual trajectories, based on merits, and structural and cultural organisation in science. Men and women carry on diverse careers' paths because they face different milestones in professional and private lives. In addition, we lacks of information about informal values, practices and culture that regulate the process of hiring and mentoring candidates. Therefore, GENERA deploys a quantitative and qualitative strategy to examine the following hypothesis: The hegemonic structures and cultures in the R&D system create tensions on the management of talent, preventing an effective response to the challenges in a society based on knowledge economy. Findings of this project will launch strategies on human resources policy and will desing a gender agenda that advance in attracting young people to research careers, pursuing equality measures, and creating more competitive pillars in the knowledge economy.