ADMINISTRATION

BOARD OF TRUSTEES

Honorary President

Luis de Guindos Jurado
Minister of Economy, Industry and Competitiveness
Ministro de Economía, Industria y Competitividad

President

Carmen Vela Olmo
Secretariat of State for Research, Development and Innovation of the Spanish Ministry of Economy, Industry and Competitiveness
Secretaría de Estado de Investigación, Desarrollo e Innovación del Ministerio de Economía, Industria y Competitividad

Vice-President

Jesús Fernández Crespo
Director of the National Institute of Health Carlos III
Director del Instituto de Salud Carlos III

Appointed Members

José Javier Castrodeza Sanz
Secretary General for Health and Consumer Affairs of the Spanish Ministry of Health, Social Services and Equality
Secretario General de Sanidad y Consumo del Ministerio de Sanidad, Servicios Sociales e Igualdad

Marina Pilar Villegas Gracia
Director of the Spanish State Research Agency
Director de la Agencia Estatal de Investigación del Ministerio de Economía, Industria y Competitividad

Cristina Ysasi-Ysasmendi Pemán
Director of the Department of National Affairs of the Cabinet of the Presidency of the Government
Directora del Departamento de Asuntos Nacionales del Gabinete de la Presidencia del Gobierno

Margarita Blázquez Herranz
Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
Subdirectora General de Redes y Centros de Investigación Cooperativa, Instituto de Salud Carlos III

Luis Gabilondo Pujol
Director General of the Health Department of the Government of Navarre
Director General de Salud de la Consejería de Salud del Gobierno de Navarra

Carlos Pesquera González
Head of Cabinet of the Healthcare Counsellor of the Government of Cantabria
Jefe de Gabinete de la Consejería de Sanidad del Gobierno de Cantabria

Elected Members

Rafael Pardo Avellaneda
Director, BBVA Foundation
Director de la Fundación BBVA

Jaume Giró Ribas
CEO of “la Caixa” Banking Foundation Caixa d’Estalvis i Pensions de Barcelona
Director General de la Fundación Bancaria Caixa d’Estalvis i Pensions de Barcelona, “la Caixa”

Ignacio Polanco Moreno
Chairman, Grupo PRISA
Presidente del Grupo PRISA

Caja Madrid Foundation (until September 2016)
Fundación Caja Madrid

In accordance with the Spanish Transparency Legislation (Spanish Royal Decree 451/2012, of March 5), the following information is hereby provided:

- At the close of the financial year, the accumulated remuneration received by the Top Management of the Foundation – the CNIO’s Director plus the Managing Director – has amounted to a total of 203,845 Euros. This amount was received as base salary, seniority, and position supplement.
- Members of the CNIO Board of Trustees are not remunerated.
SCIENTIFIC ADVISORY BOARD

- Mariann Bienz, PhD, FRS, FMedSci (Chair)
  Joint Divisional Head
  Division of Protein and Nucleic Acid Chemistry
  Medical Research Council Laboratory of Molecular Biology
  Cambridge, United Kingdom

- Lauri A. Aaltonen, MD, PhD
  Academy Professor
  Director, Genome Scale Biology Research Programme
  Biomedicum, University of Helsinki
  Helsinki, Finland

- Geneviève Almouzni, PhD
  Director, Institut Curie Research Centre
  Head of Nuclear Dynamics & Genome Plasticity Unit
  Institut Curie, Paris, France

- J. Michael Bishop, MD
  Chancellor Emeritus
  Director, G.W. Hooper Research Foundation
  University of California at San Francisco
  San Francisco, USA

- José Costa, MD, FACP
  Professor of Pathology and of Orthopaedics and Rehabilitation
  Director, Translational Diagnostics; Director, Musculoskeletal Tumor Program
  Yale University School of Medicine
  New Haven, USA

- Sara Courtneidge, PhD, DSc (hc)
  Associate Director for Translational Sciences, Knight Cancer Institute
  Professor, Department of Cell, Developmental & Cancer Biology and Biomedical Engineering
  Oregon Health & Science University
  Portland, USA

- John F.X. Diffley, PhD
  Associate Research Director
  The Francis Crick Institute
  London, United Kingdom

- Stephen Frye, PhD
  Director
  Center for Integrative Chemical Biology and Drug Discovery
  Fred Eshelman Distinguished Professor
  The University of North Carolina at Chapel Hill
  Chapel Hill, USA

- Denise Galloway, PhD
  Associate Division Director, Human Biology
  Fred Hutchinson Cancer Research Center
  Research Professor of Microbiology at the University of Washington
  Seattle, USA

- Scott W. Lowe, PhD
  Chair, Geoffrey Brente Cancer Research Center
  Chair, Cancer Biology and Genetics Program
  Memorial Sloan-Kettering Cancer Center
  New York, USA

- Joan Massagué, PhD
  Director
  Sloan-Kettering Institute
  Memorial Sloan-Kettering Cancer Center
  New York, USA

- Ángela Nieto, PhD
  Full Professor and Head of the Developmental Neurobiology Unit
  Neuroscience Institute of Alicante (CSIC-UMH)
  Alicante, Spain

- Josép Tabernero, MD PhD
  Director
  Vall d’Hebron Institute of Oncology (VHIO)
  Head, Medical Oncology Department of Vall d’Hebron University Hospital
  P. Vall d’Hebron, Barcelona, Spain

- Janet M. Thornton, FRS, PhD
  Director Emeritus and Senior Scientist
  European Bioinformatics Institute (EMBL-EBI)
  Hinxton, United Kingdom

- Karen H. Vousden, PhD, CBE, FRS, FRSE, FMedSci
  Director
  The Beatson Institute for Cancer Research
  Cancer Research UK
  Glasgow, United Kingdom

- Alfred Wittinghofer, PhD
  Emeritus Group Leader
  Department of Structural Biology
  Max Planck Institute for Molecular Physiology
  Dortmund, Germany

- Ada E. Yonath, PhD
  Director
  The Helen and Milton A. Kimmel Center for Biomolecular Structure and Assembly
  Weizmann Institute of Science
  Rehovot, Israel
## MANAGEMENT

### DIRECTOR

**Blasco, María A.**

**SECRETARIATE**

- Alcamí, María Jesús

**Pedraza, Fernando**

**Noriega, Nuria**

**Fernández-Capetillo, Óscar**

**SECRETARIATE (COMMUNICATION, INNOVATION, SCIENTIFIC MANAGEMENT)**

- Pombo, Vanesa (Communications Officer) (until April)
- De Martos, Cristina (Communications Officer) (since April)

**TECHNOLOGY TRANSFER & VALORIZATION OFFICE**

- Sanz, Anabel Director
- Marín, M. Cruz (Technology Transfer Manager)
- Manzano, Rocío

**PROJECTS & CONSORTIA**

- Liébana, M. Dolores Head
- Acuña, Raquel

**EDUCATION & TRAINING PROGRAMMES**

- Molina, Juan Ramón Head
- Álvarez, Ana Vélez
- Vargas, Leyre (since December)

**SCIENTIFIC EVENTS**

- Moreno, Mercedes Head

**SCIENTIFIC PUBLISHING**

- Cerdá, Sonia Head

**LIBRARY & ARCHIVES**

- López, Victoria Head

**SECRETARIATE (COMMUNICATION, INNOVATION, SCIENTIFIC MANAGEMENT)**

- Rodríguez, M. Carmen

### DIRECTOR’S OFFICE

**INTERNATIONAL AFFAIRS**

**Pola, Carolina** Director (since May)

**SCIENTIFIC MANAGEMENT**

**Barthelemy, Isabel** Director

- Liébana, M. Dolores Head
- Acuña, Raquel

- Molina, Juan Ramón Head
- Álvarez, Ana Vélez
- Vargas, Leyre (since December)

- Moreno, Mercedes Head

- Cerdá, Sonia Head

- López, Victoria Head

- Rodríguez, M. Carmen

### MANAGEMENT

#### MANAGING DIRECTOR

**Arroyo, Juan**

**SECRETARIATE**

- Ámez, María del Mar

**SAP**

- Ferrer, Alfonso Head

**FINANCE & ADMINISTRATION**

- Fontaneda, Manuel Director

- Pérez, José Lorenzo Head
- Bardagí, Paúl

- Novillo, Ángelica
- De Luna, Almudena
- Luengo, Victoria Róis

**HUMAN RESOURCES**

- Pérez, José Lorenzo Head
- Bardagí, Paúl

- Carbonell, David
- Martín, Francisco (until December)

**ECONOMIC MANAGEMENT**

- Salido, M. Isabel Head
- Galindo, José Antonio
- García, Juan A.

- Rodríguez, M. José
- Fernández, But

**AUDIT**

- García-Risco, Silvia Head
- Moreno, Ana María Head (since April)

- Hernando, M. Elena
- Doyagüez, Laura

**INFRASTRUCTURE MANAGEMENT**

- de Dios, Luis Javier Director

- Garrido, Fernando Head (until May)

- Copón, Constantino Head

- Bertol, Narciso

**INFORMATION TECHNOLOGIES**

- Fernández, José Luis Head
- de Miguel, Marcos

- Echeverría, Rebeca (until December)

**EXTRAMURAL CLINICAL RESEARCH**

- López, Antonio Director (until December)

* Plan de Empleo Joven (Youth Employment Plan)
CNIO PERSONNEL 2016

464 TOTAL CNIO PERSONNEL

420 RESEARCH 91%

44 ADMINISTRATION 9%

GENDER DISTRIBUTION

312 FEMALE 67%

152 MALE 33%

AGE DISTRIBUTION

152 50 33%

160 31-40 34%

109 41-50 24%

43 > 50 9%

GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS

GROUP LEADERS, HEADS OF CLINICAL RESEARCH UNIT/SECTION
FEMALE 10
MALE 21

HEADS OF UNIT/BIOBANK
FEMALE 10
MALE 11

SCIENTIFIC DIRECTION, DIRECTORS, HEADS OF AREA
FEMALE 7
MALE 7

MANAGEMENT DIRECTORS, HEADS OF AREA
FEMALE 4
MALE 8

DISTRIBUTION BY PROGRAMMES

STRUCTURAL BIOLOGY AND BIOCOMPUTING 10%
BIOTECHNOLOGY 11%
CANCER CELL BIOLOGY 10%
HUMAN CANCER GENETICS 12%
CLINICAL RESEARCH 16%
MOLECULAR ONCOLOGY 10%
EXPERIMENTAL THERAPEUTICS 9%

DISTRIBUTION BY PROFESSIONAL CATEGORY

POST-D OCTORAL
FELLOWS 10%

GRADUATE STUDENTS 26%

STAFF SCIENTISTS 17%

PRINCIPAL INVESTIGATORS 12%

TECHNICIANS 26%

GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS

GROUP LEADERS, HEADS OF CLINICAL RESEARCH UNIT/SECTION
FEMALE 10
MALE 21

HEADS OF UNIT/BIOBANK
FEMALE 10
MALE 11

SCIENTIFIC DIRECTION, DIRECTORS, HEADS OF AREA
FEMALE 7
MALE 7

MANAGEMENT DIRECTORS, HEADS OF AREA
FEMALE 4
MALE 8

POST-D OCTORAL
FELLOWS
FEMALE 29
MALE 14

GRADUATE STUDENTS
FEMALE 73
MALE 21

STAFF SCIENTISTS
FEMALE 21
MALE 21

PRINCIPAL INVESTIGATORS
FEMALE 19
MALE 31

TECHNICIANS
FEMALE 111
MALE 40

TOTAL SCIENTIFIC PERSONNEL
FEMALE 283
MALE 137
**DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BASIC RESEARCH**

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Total Scientific Personnel</th>
<th>420</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-Doctoral Fellows</td>
<td>29</td>
<td></td>
</tr>
<tr>
<td>Graduate Students</td>
<td>71</td>
<td></td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>32</td>
<td></td>
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<tr>
<td>Principal Investigators</td>
<td>23</td>
<td></td>
</tr>
<tr>
<td>Technicians</td>
<td>56</td>
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<tr>
<td>Total 100%</td>
<td>211</td>
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</table>

**DISTRIBUTION BY PROFESSIONAL CATEGORY IN: TRANSLATIONAL RESEARCH**

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<thead>
<tr>
<th>Professional Category</th>
<th>Total Scientific Personnel</th>
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<tbody>
<tr>
<td>Post-Doctoral Fellows</td>
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<tr>
<td>Graduate Students</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>27</td>
<td></td>
</tr>
<tr>
<td>Principal Investigators</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Technicians</td>
<td>43</td>
<td></td>
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<tr>
<td>Total 100%</td>
<td>155</td>
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</tbody>
</table>

**DISTRIBUTION OF SCIENTIFIC PERSONNEL BY NATIONAL ORIGIN**

<table>
<thead>
<tr>
<th>National Origin</th>
<th>Total Scientific Personnel</th>
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<tbody>
<tr>
<td>Spanish</td>
<td>350</td>
<td></td>
</tr>
<tr>
<td>Non-Spanish</td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>Total 100%</td>
<td>420</td>
<td></td>
</tr>
</tbody>
</table>

**SCIENTIFIC PERSONNEL: NATIONAL ORIGIN**

- **Spanish**: 350
- **Non-Spanish**: 70
- **Total 100%**: 420

**FOREIGN SCIENTIFIC PERSONNEL: DISTRIBUTION BY PROFESSIONAL CATEGORY**

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Total Scientific Personnel</th>
<th>14</th>
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</thead>
<tbody>
<tr>
<td>Post-Doctoral Fellows</td>
<td>6</td>
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<tr>
<td>Graduate Students</td>
<td>14</td>
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<tr>
<td>Staff Scientists</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Principal Investigators</td>
<td>14</td>
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</tr>
<tr>
<td>Technicians</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Total 100%</td>
<td>48</td>
<td></td>
</tr>
</tbody>
</table>

**DISTRIBUTION BY PROFESSIONAL CATEGORY IN: INNOVATION**

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Total Scientific Personnel</th>
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</thead>
<tbody>
<tr>
<td>Post-Doctoral Fellows</td>
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<tr>
<td>Graduate Students</td>
<td>3</td>
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<tr>
<td>Staff Scientists</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Principal Investigators</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>Technicians</td>
<td>52</td>
<td></td>
</tr>
<tr>
<td>Total 100%</td>
<td>94</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL SCIENTIFIC PERSONNEL: NATIONAL ORIGIN**

- **Spanish**: 350 (83.3%)
- **Non-Spanish**: 70 (16.7%)
- **Total 100%**: 420

Percent values represent percentages of foreign employees of the total CNIO personnel in each category.