

UMH ACTION PLAN 2022-2024

Proposed Actions	GAP Principle (s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Targets
<p><i>Free text -100 words max</i></p> <p><i>Each Action (ACC) has several associated activities: a), b), c), ..., which will be carried out as successive previous steps to complete the Action.</i></p> <p><i>Total = 4 new Shares.</i> <i>(22ACT, 23ACT,..., 25ACT)</i></p>	<p><i>Retrieved from the GAP Analysis</i></p>	<p>Deadline Compliance</p> <p><i>The first date is the fulfillment of the Action (ACC). The following dates are the compliance dates for the actions. They are indicators of compliance or not with the established guidelines</i></p>	<p><i>The person in charge of the adequate fulfillment of the action is the one named in the first place.</i></p> <p><i>In some activity there may be explicit Participants who support.</i></p>	<p>Indicators:</p> <p><i>Each Action (ACC) has several associated activities: a), b),..., with a deadline for compliance. Indicators (i) will correspond to the quarterly monitoring of compliance with these activities and other measurements specified in this column.</i></p> <p><i>The Objectives (*) correspond to having the Action already completed</i></p>
<p>22ACT: CREATE A DOCTORAL SCHOOL</p> <p><i>a) Review reports and regulations of prestigious doctoral schools.</i></p> <p><i>b) Drafting of a report on the creation and operation of the Doctoral School by the Doctoral Studies Commission.</i></p> <p><i>c) Participation of all coordinators</i></p>	<p>19, 20, 21, 22, 25, 28, 33.</p>	<p>Action completed date</p> <p>22ACT. December 2022</p> <p>Activity completed date</p> <p>a)September 2021</p> <p>b)December 2021</p> <p>c) March 2022</p>	<p>Vice-Rector of Research</p> <p>Participate</p> <p>Secretary of the Doctoral Commission</p> <p>Coordinators of Doctoral Programs</p> <p>Members of the Investigation Commission</p>	<p>Indicator</p> <p>1i. Percentage of Coordinators of Doctorate Programs that have participated in the preparation of the memory of creation of the Doctoral School.</p> <p>2i. Percentage of researchers satisfied with the creation of the Doctoral School</p> <p>3i. Number of Minutes of the Doctoral Studies Commission that have addressed the creation of the Doctoral School</p>

<p>of Doctoral Programs in the revision of the draft: contribution of suggestions for improvement.</p> <p>d) Approval of the report of creation of the School of Doctorate by the Commission of Studies of Doctorate.</p> <p>6) Raising the report to the Governing Council for approval and referral to the Valencian Government body with powers in Universities</p>		<p>d) July 2022</p> <p>e) September 2022</p>		<p>Objective Create a doctoral school at the UMH</p>
<p>23ACT: SPECIFIC CALLS FOR THE PROMOTION OF MOBILITY</p> <p>a) Budgetary approval of an extraordinary significant financial endowment for calls of national and international mobility of researchers of the UMH.</p>	<p>18, 29.</p>	<p>Action completed date</p> <p>23ACT December 2023</p> <p>Activity completed date</p> <p>a) May 2021</p>	<p>Vice-Rector of Research</p> <p>Participate Vice-Rector of International Relations</p> <p>Vice-Rector for Faculty</p> <p>Vice-Rector of Studies</p>	<p>Indicator</p> <p>1i. Number of applicants in the calls</p> <p>2i. Percentage of researchers who get the financial grant out of the number of applicants (success rate)</p>

<p>b) Publication of a number of specific calls for this action.</p> <p>c) Resolution of the calls.</p> <p>d) Period of completion of the stays (academic years 2021/22 and 2022/23).</p>		<p>b) July 2021</p> <p>c) December 2021</p> <p>d) December 2023</p>		<p>Objective Significantly increase the mobility of human research resources increasing the training and promotion of UMH researchers</p>
<p>24ACT: INVEST IN OPEN ACCESS PUBLICATION OF SCIENTIFIC ARTICLES</p> <p>a) Analysis of the funding needs of researchers to publish in open access</p> <p>b) Analysis of the possibilities of agreeing with prestigious publishers (Elsevier, Springer, Willey, Frontiers, ...) to reduce open access publication costs.</p> <p>c) Carry out annual calls for grants for the financing or co-financing of open</p>	<p>8, 9, 30.</p>	<p>Action completed date</p> <p>24 ACT September 2024</p> <p>Activity completed date</p> <p>a) December 2021</p> <p>d) December 2021</p> <p>d) June 2022-2023-2024</p>	<p>Vice-Rector of Research</p> <p>Participate Head of the Library</p>	<p>Indicator</p> <p>1i Number of commercial advantage agreements signed with scientific publishers.</p> <p>2i Number of articles published in open access by UMH researchers.</p>

<p>access publications.</p> <p>d) Dissemination and training actions related to open access by branches of knowledge and campus.</p>		<p>d) September 2024</p>		<p>Objective Increase the number of scientific articles published in open access by UMH researchers</p>
<p>25ACT: EVALUATION OF ALL DOCTORAL THESIS BY THE RESEARCH ETHICS AND INTEGRITY COMMITTEE</p> <p>a) Implement an online form for the evaluation regarding ethics and integration in the investigation of the UMH Doctoral Thesis reports</p> <p>b) Carry out training actions for the dissemination and training of R1 researchers and Doctoral Thesis directors on this matter.</p> <p>c) Modify regulations and protocols for assessment is mandatory for all doctoral thesis prior to their evaluation</p>	<p>1, 2, 3, 6, 32, 35.</p>	<p>Action completed date</p> <p>25ACT October 2023</p> <p>Activity completed date</p> <p>a) September 2022</p> <p>b) December 2022</p> <p>c) January 2023</p> <p>d) March 2023</p>	<p>Vice-Rector of Research</p> <p>Participate Head of the Responsible Research Office</p>	<p>Indicator</p> <p>1i Percentage of Doctoral Thesis that have passed the evaluation by the ethics and integrity committee in the investigation with respect to the total number of Doctoral Thesis</p>

<p>d) Obtain the opinion of the coordinators of the UMH PhD Programs and incorporate suggestions for improvement.</p> <p>e) Approve the necessary procedures to achieve an efficient evaluation in a reasonable response time to requests.</p>		<p>e) September 2023</p>		<p>Objective Achieve that 100% of the Doctoral Thesis of the UMH pass the evaluation of the ethics and integrity committee in the investigation.</p>
<p>26 ACT: CREATE AN OFFICE FOR INTERNATIONAL RESEARCH PROJECTS</p> <p>a) Analysis of different international project management systems in Spanish and European universities</p> <p>b) Selection of the UMH management model</p> <p>c) Endowment of highly qualified personnel</p> <p>d) Assignment of promotion and</p>	<p>18, 29.</p>	<p>Action completed date</p> <p>26ACT April 2023</p> <p>Activity completed date</p> <p>a) March 2022</p> <p>b) September 2022</p> <p>c) December 2022</p> <p>d) March 2023</p>	<p>Vice-Rector of Research</p> <p>Participate Head of the Research Management Service</p>	<p>Indicator</p> <p>1i Number of promotion actions for international calls carried out annually.</p> <p>2i Success rates</p>

<p>management functions</p> <p>e) Creation of the new office by the Council of government</p>		<p>e) April 2023</p>		<p>Objective Create a specific office for the management and promotion of international research projects.</p> <p>Increase 25% success rates in attracting European and international funds</p>
<p>27ACT: PROMOTE FORMATIVE ACTIONS FOR TRAINING IN INCLUSION, EQUALITY AND DIVERSITY</p> <p>a) Entrust the Equality and Diversity Units with the programming of specific training actions for each academic year</p> <p>b) Entrust the Disability Care Unit with the</p>	<p>10, 24</p>	<p>Action completed date</p> <p>23ACT March 2024</p> <p>Activity completed date</p> <p>a) January 2022</p> <p>b) January 2022</p>	<p>Vice-Rector of Inclusion, Equality and Athletics</p> <p>Participate Head of Equality Unit Head of Diversity Unit Head of Disability Care Unit</p>	<p>Indicator</p> <p>1i. Number of training actions for year.</p> <p>2i. Percentage of attendees to training courses</p>

<p><i>programming of training and awareness-raising actions aimed at research staff</i></p> <p><i>c) Make a schedule of activities for each academic year</i></p> <p><i>d) Delivery of courses and workshops by specialized personnel</i></p>		<p><i>c) March 2022</i></p> <p><i>d) September 2022-March 2024.</i></p>		<p>Objective <i>Increase the training and level of awareness of researchers in the fields of inclusion, equality, diversity and respect for minorities</i></p>
<p>28ACT: <i>IMPLEMENT A SYSTEM FOR ASSESSMENT THE IMPACT OF EACH RESEARCH PROJECT ON THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)</i></p> <p><i>a) Create an efficient system of indicators to measure the impact of a research project on sustainable development goals</i></p> <p><i>b) Program a computer application for the evaluation of this impact for any type of research project</i></p>	<p>8, 9, 30</p>	<p>Action completed date</p> <p><i>23ACT January 2023</i></p> <p>Activity completed date</p> <p><i>a) January 2022</i></p> <p><i>b) March 2022</i></p> <p><i>c) April 2022</i></p>	<p><i>Vice-Rector of Research</i></p> <p>Participate <i>Head of the responsible investigation office</i></p>	<p>Indicator</p> <p><i>1i. Number of projects assessment per year</i></p>

<p>c) Entrust the Responsible Research Office with the management of these evaluations</p> <p>d) Dissemination and training for researchers</p>		<p>d) May 2022- November 2022</p>		<p>Objective To know the impact the research projects in the (SDGs) and increasing the researchers awareness</p>
<p>29ACT: SCHEDULE LEADERSHIP TRAINING AND MENTORING COURSES FOR RESEARCHERS</p> <p>a) Take courses in leadership training for supervisors and group leaders research (R3 and R4)</p> <p>b) Carry out programs mentoring for researchers to collectives R1 and R2</p> <p>c) Conduct a satisfaction survey</p>	<p>38</p>	<p>Action completed date</p> <p>23ACT December 2023</p> <p>Activity completed date</p> <p>a) July 2022</p> <p>b) July 2023</p> <p>c) September 2023</p>	<p>Vice-Rector of Research</p> <p>Participate Head of Departments and Research Institutes</p> <p>Doctoral School</p>	<p>Indicator</p> <p>1i. Percentage of R3 and R4 attendees to training courses on leadership. 2i. Percentage of R1 attendees to training courses on mentoring. 3i. Degree of satisfaction of researchers with the courses</p> <p>Objective Achieve the acquisition of advanced competencies on leadership for R3 and R4 and on mentoring for R1</p>

<p>30ACT: APPROVE AN ACADEMIC-RESEARCH CAREER DOCUMENT</p> <p>a) Review reports and regulations of European and Spanish Universities.</p> <p>b) Drafting of a an academic-research career document</p> <p>c) Participation of all members of the Research Commission in the revision of the draft: contribution of suggestions for improvement.</p> <p>d) Participation of unions members in the revision of the draft: contribution of suggestions for improvement.</p> <p>6) Raising the report to the Governing Board for approval.</p>	<p>19, 20, 21, 22, 25, 28, 33.</p>	<p>Action completed date</p> <p>22ACT. December 2022</p> <p>Activity completed date</p> <p>a) September 2021</p> <p>b) December 2021</p> <p>c) March 2022</p> <p>d) July 2022</p> <p>e) November 2022</p>	<p>Vice-Rector of Research</p> <p>Participate Vice-Rector for Faculty</p> <p>Research Commission</p> <p>Works Council</p>	<p>Indicator</p> <p>1i. Percentage of researchers satisfied with the research career document</p> <p>2i. Percentage of suggestions implanted with respect to the total of suggestions received</p> <p>Objective Approve an efficient and attractive academic-research career document from the UMH to attract talent</p>
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ACTIONS 2019-2021 IN PROGRESS

1ACC: HAVE AN UPDATED CODE OF GOOD SCIENTIFIC PRACTICE AND DISSEMINATE IT ACROSS THE VARIOUS FIELDS OF KNOWLEDGE. START-UP OF ANNUAL TRAINING ACTIONS

Actions already executed

Expected date: September 2020

Approval date: 30/09/2020

New action/s

The planned schedule is met. However, it requires a boost to training actions on ethics and integrity in research as well as on specific issues related to experimentation with laboratory animals, the environment and risk prevention.

Expected data: Academic year 2021-2022

2ACC: PROMOTE COLLABORATION AMONG UMH RESEARCH GROUPS: CREATION OF A DOCTORAL SCHOOL AND ORGANIZATION OF AN ANNUAL CONGRESSES FOR DOCTORAL STUDENTS.

Actions already executed

Expected date: September 2020

Approval date: 02/02/2021

There was six months delay in the implementation of this action. The COVID-19 pandemic hit Spain hard, universities were closed in March 2020, the non-essential population was confined and all activity began to take place electronically. The First Congress of Doctoral Students and the presentation of the UMH research groups took place in February 2021. However, prior to this date, videos of the presentation of the UMH research groups were recorded as they were unable to carry out this activity in person. A total of 35 research groups accepted this initiative.

New action/s

Expected data for creation a Doctoral School: September 2022.

Expected Data for carried out Annual Congress of Doctoral Students: Academic year 2021-2022.

6ACT: PRODUCE A DIVERSITY PLAN

Actions already executed

Produce a Diversity Plan

Expected date: October 2020

Approval date: 25/03/2020

This action is currently in progress because of the detection a lack of training in this matter, a new action related to training is proposed not only in terms of diversity but also in equality and respect for minorities.

New action/s

Training actions

14ACT: ADAPT THE RESEARCH STAFF REGULATION REGARDING THE CAREER DEVELOPMENT OF RESEARCHERS

Actions already executed

Expected date: November 2020

Approval date: In progress

Although a regulation for hiring research personnel has been approved, it is necessary to approve a consensual document of academic-research career. Therefore, a new action has been proposed to achieve this goal.

New action/s

Approve a new document of academic and research career of researchers

Expected date: March 2022

ACT 16: ADAPT THE INTERNAL TOOL FOR THE EAITTDiC, TO BE ABLE TO APPRAISE THE PROFESSIONAL CAREER OF RESEARCH STAFF

Approval date:19/11/2020

This action is in progress because it is a trial action in our 4 Research Institutes and we want extent it to all the research Departments.

ACT 19: CREATE A UNIFIED PLAN FOR BASIC RESEARCHER TRAINING AND DISEMMINATE IT

Approval date: 22/07/2020

This action has been reinforced with a new action that involves specific training actions of specific mentoring for R1 and leadership and conflict resolution for R3 and R4.

This Plan will be officially presented at the Annual Congress of Doctoral Students that will take place on 4 February 2021.

Link: <https://congresoestudiantesdoctorado.umh.es/>

ACT21: TRANSLATE REGULATION AND PROTOCOLS RELATED TO RESEARCH ACTIVITY AND RECRUITING PROCESSES INTO ENGLISH, AND PUBLISH THEM ONLINE

All new documents and regulations approved in the new Action Plan will be translated into English