



RESULTS OF THE SURVEY ON THE NEW HRS4R ACTION PLAN 2025-2027

INTRODUCTION

The data was gathered between September and April 2024 through a Google Docs form with a total 15 items. Annex I lists the items.

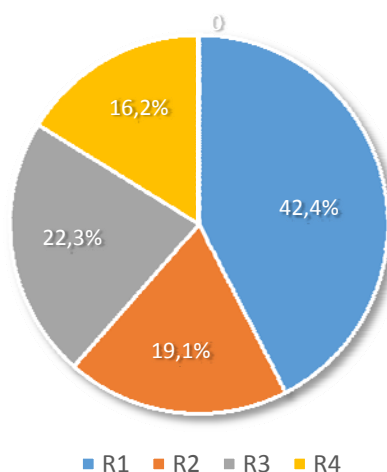
The response scale for the satisfaction items was comprised by: Highly irrelevant (1); Irrelevant (2); Nor relevant nor irrelevant (3); Relevant (4); Highly relevant (5).

The survey is aimed at the Teaching and Research Staff and Research Staff of the Miguel Hernández University, which is composed of 790 full-time members (R2 to R4). A total 238 answers were gathered, which represents a response rate of 30.1 %. Furthermore, a total 175 researchers in training (R1) of the 597 students enrolled in the 13 doctoral programmes of the UMH also answered the survey, which represents a response rate of 29.3%.

1. Please state which European research profile you belong to

Category	No. Ans.
R1: First Stage Researcher (up to the point of PhD)	175
R2: Recognised Researcher (PhD holders or equivalent who are not yet fully independent)	79
R3: Established Researcher (researchers who have developed a level of independence)	92
R4: Leading Researcher (researchers leading their research area or field)	67
	413

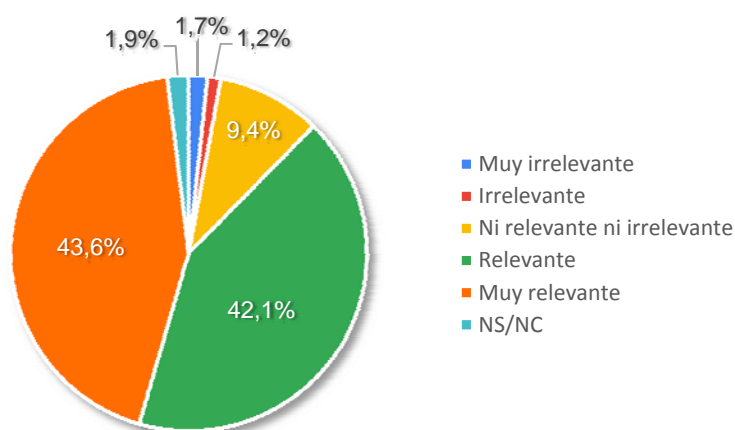
% of Answers by Category



2. How relevant do you consider the creation of a Research Career Development Unit at the UMH?

Highly irrelevant	7
Irrelevant	5
Nor relevant nor irrelevant	39
Relevant	174
Highly relevant	180
DK/NA	8
	413

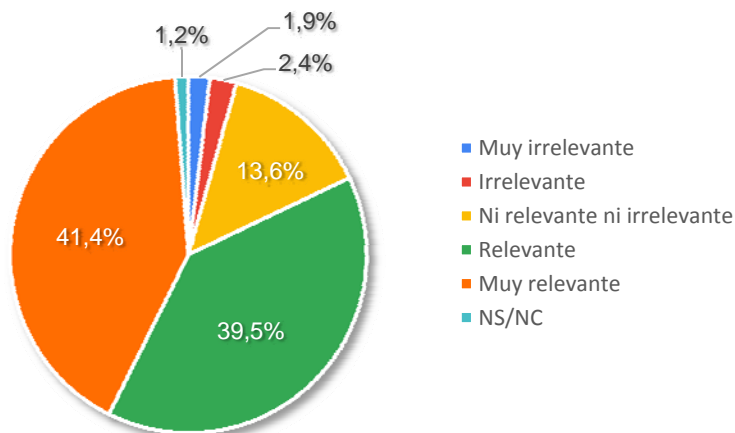
Percentage of relevance assigned to the creation of a Research Career Development Unit at the UMH



3. How relevant do you consider the preparation and execution of the UMH Healthy Plan at the UMH?

Highly irrelevant	8
Irrelevant	10
Nor relevant nor irrelevant	56
Relevant	163
Highly relevant	171
DK/NA	5
	413

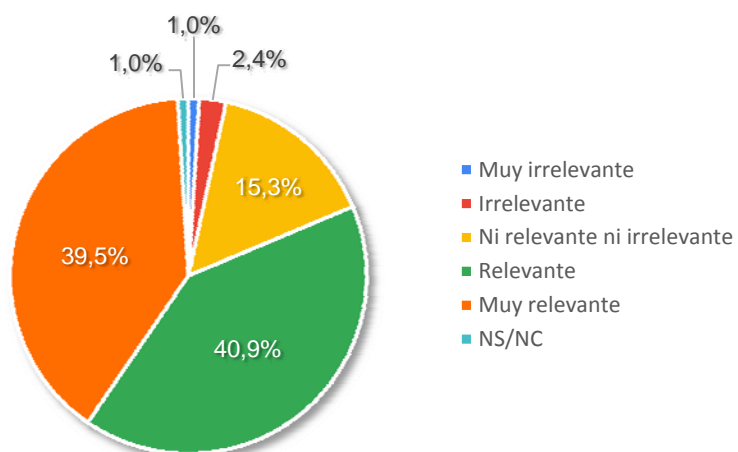
Percentage of relevance assigned to the preparation and execution of the UMH Healthy Plan



4. How relevant do you consider the inclusion of assessable actions that make it possible to optimise work performance and healthy habits at the UMH?

Highly irrelevant	4
Irrelevant	10
Nor relevant nor irrelevant	63
Relevant	169
Highly relevant	163
DK/NA	4
	413

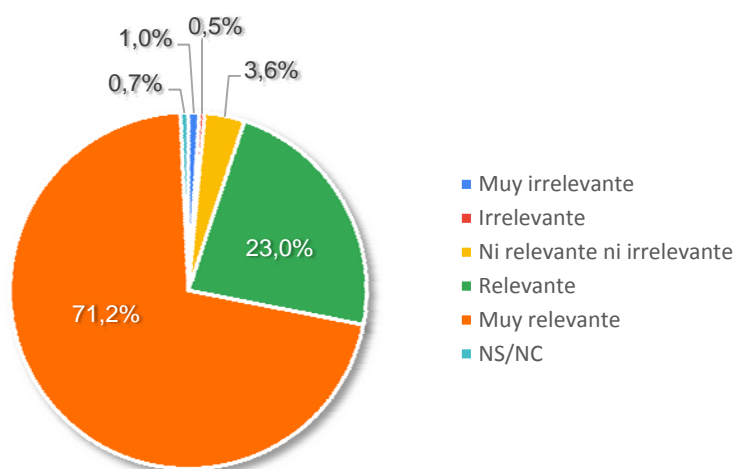
Percentage of relevance assigned to the inclusion of assessable actions



5. How relevant do you consider the preparation of research calls for emerging groups and brilliant young researchers?

Highly irrelevant	4
Irrelevant	2
Nor relevant nor irrelevant	15
Relevant	95
Highly relevant	294
DK/NA	3
	413

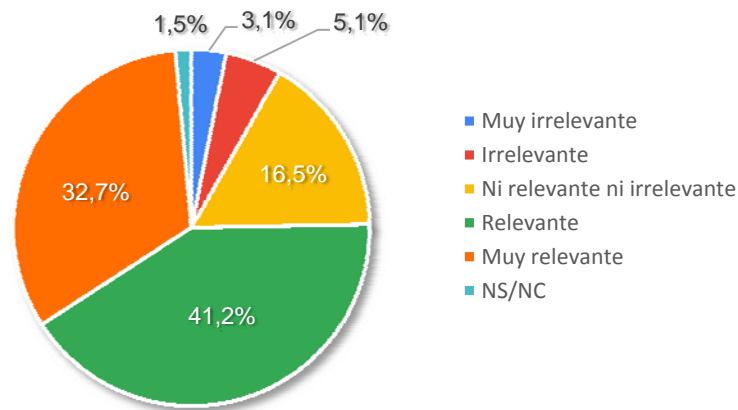
Percentage of relevance assigned to preparing research calls



6. How relevant do you consider the alignment of research with the principles of Social University Responsibility through the creation of the Responsibility Index in University Research (IRIU, in Spanish)?

Highly irrelevant	13
Irrelevant	21
Nor relevant nor irrelevant	68
Relevant	170
Highly relevant	135
DK/NA	6
	413

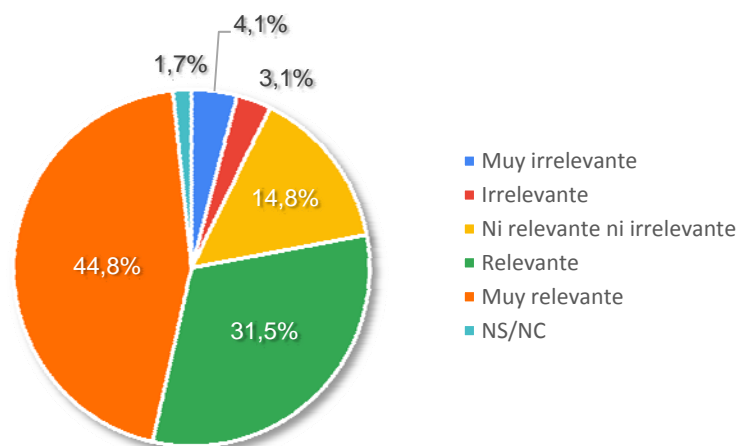
Percentage of relevance assigned to aligning research with Social University Responsibility principles



7. How relevant do you consider keeping the UMH Equality Plan updated?

Highly irrelevant	17
Irrelevant	13
Nor relevant nor irrelevant	61
Relevant	130
Highly relevant	185
DK/NA	7
	413

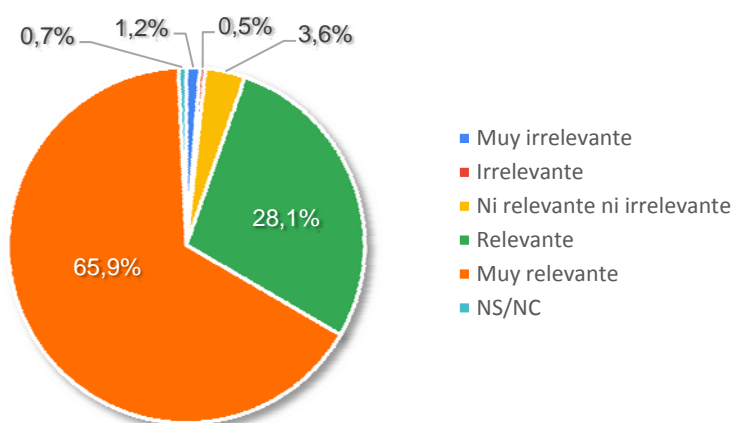
Percentage of relevance assigned to updating the UMH Equality Plan



8. How relevant do you consider increasing the proportion of full-time teaching staff and of teaching staff members with doctoral degrees?

Highly irrelevant	5
Irrelevant	2
Nor relevant nor irrelevant	15
Relevant	116
Highly relevant	272
DK/NA	3
	413

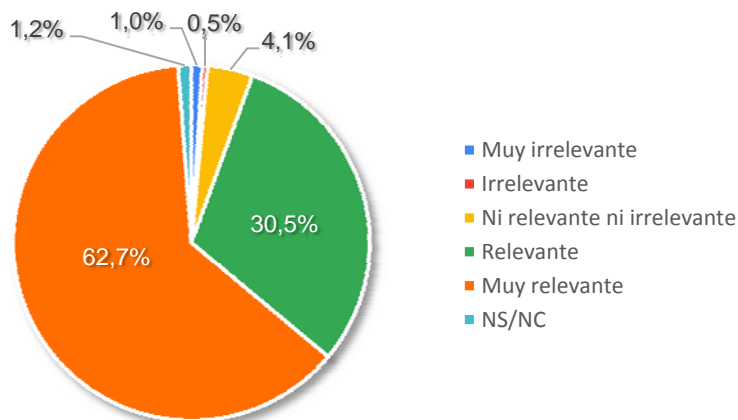
Percentage of importance assigned to an increase in full-time teaching staff and teaching staff members with doctoral degrees



9. How relevant do you consider the promotion, dissemination and exploitation of research results at the UMH?

Highly irrelevant	4
Irrelevant	2
Nor relevant nor irrelevant	17
Relevant	126
Highly relevant	259
DK/NA	5
	413

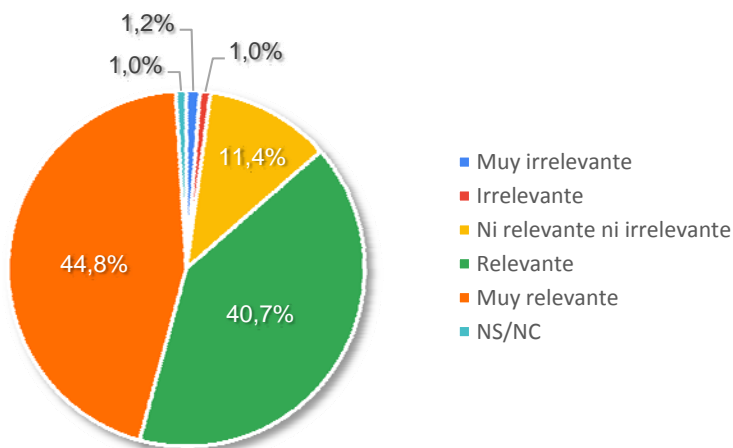
Percentage of relevance assigned to the promotion, dissemination and exploitation of results



10. How relevant is it to you that the UMH redesigns the training offerings for its doctoral students?

Highly irrelevant	5
Irrelevant	4
Nor relevant nor irrelevant	47
Relevant	168
Highly relevant	185
DK/NA	4
	413

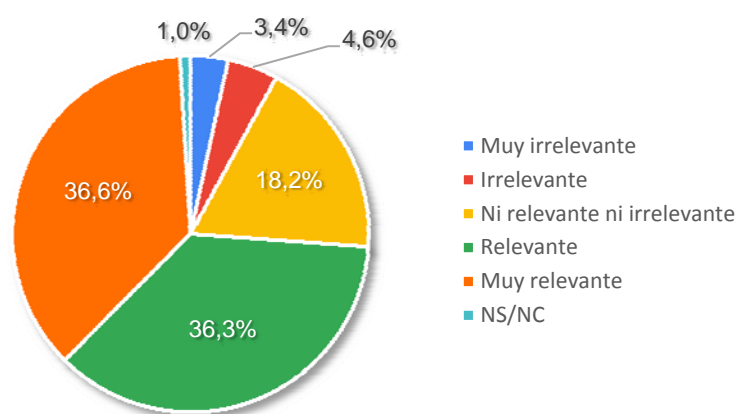
Percentage of relevance assigned to redesigning the training offerings



11. How relevant do you consider strengthening training actions on equality?

Highly irrelevant	14
Irrelevant	19
Nor relevant nor irrelevant	75
Relevant	150
Highly relevant	151
DK/NA	4
	413

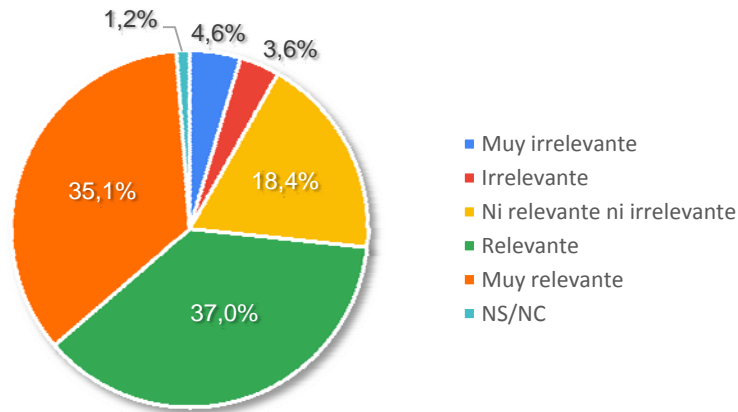
Percentage of relevance assigned to strengthening training actions on equality



12. How relevant do you consider strengthening training actions on diversity?

Highly irrelevant	19
Irrelevant	15
Nor relevant nor irrelevant	76
Relevant	153
Highly relevant	145
DK/NA	5
	413

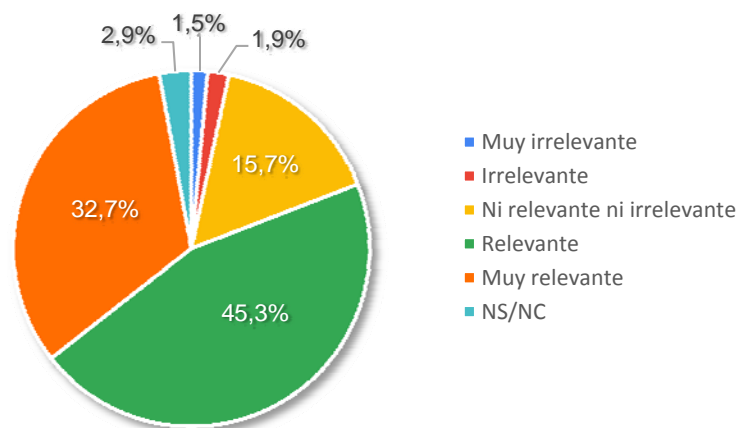
Percentage of relevance assigned to strengthening training actions on diversity



13. How relevant do you consider strengthening training actions on mentoring for R1 and R2 researchers?

Highly irrelevant	6
Irrelevant	8
Nor relevant nor irrelevant	65
Relevant	187
Highly relevant	135
DK/NA	12
	413

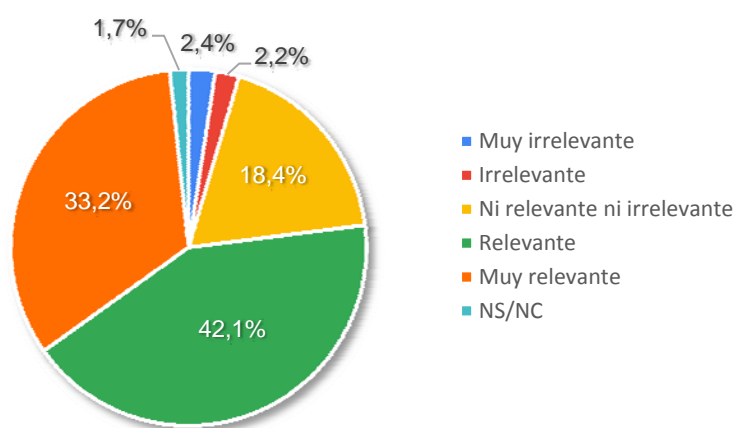
Percentage of relevance assigned to strengthening training actions on mentoring



14. How relevant do you consider strengthening training actions on leadership for R3 and R4 researchers?

Highly irrelevant	10
Irrelevant	9
Nor relevant nor irrelevant	76
Relevant	174
Highly relevant	137
DK/NA	7
	413

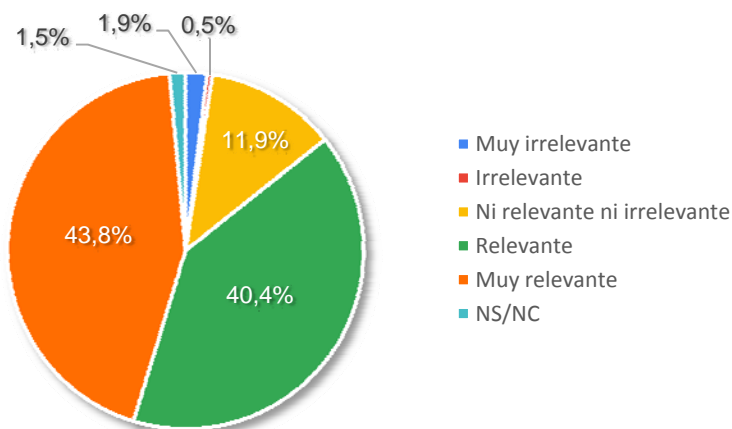
Percentage of relevance assigned to strengthening training actions on leadership



15. How relevant do you consider the revision and updating of the UMH academic-research career document and its adaptation to the new Spanish University Law (LOSU)?

Highly irrelevant	8
Irrelevant	2
Nor relevant nor irrelevant	49
Relevant	167
Highly relevant	181
DK/NA	6
	413

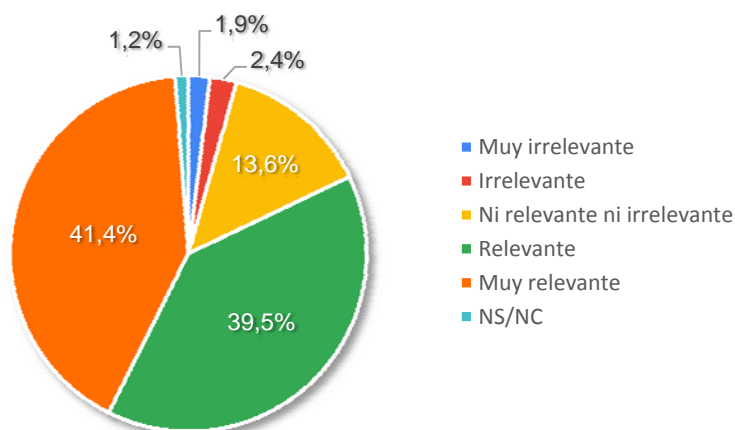
Percentage of relevance assigned to revising and updating the UMH academic-research career document



16. How relevant do you consider the creation of an email address / contact form to address questions about the HRS4R (in Spanish and English)?

Highly irrelevant	9
Irrelevant	7
Nor relevant nor irrelevant	101
Relevant	186
Highly relevant	102
DK/NA	8
	413

Percentage of relevance assigned to creating an email address / contact form



ANNEX I: Sections and items of the survey

FOLLOW-UP SURVEY ON THE ACTION PLAN OF THE HR EXCELLENCE IN RESEARCH AWARD

To answer, simply choose the answer that best reflects your point of view and check it. You must state which European research profile you belong to.

Thank you very much for participating.

European research profile you belong to *

R1: First Stage Researcher (up to the point of PhD)

R2: Recognised Researcher (PhD holders or equivalent who are not yet fully independent)

R3: Established Researcher (researchers who have developed a level of independence)

R4: Leading Researcher (researchers leading their research area or field)

How relevant do you consider the creation of a Research Career Development Unit at the UMH?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider the preparation and execution of the UMH Healthy Plan at the UMH?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider the inclusion of assessable actions that make it possible to optimise work performance and healthy habits at the UMH? Healthy Campuses and Sports Office (umh.es)

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider the preparation of research calls for emerging groups and brilliant young researchers?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider the alignment of research with the principles of Social University Responsibility through the creation of the Responsibility Index in University Research (IRIU, in Spanish)? Responsible Research Office (umh.es)

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant



How relevant do you consider keeping the UMH Equality Plan updated? II UMH Equality Plan

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider increasing the proportion of full-time teaching staff and of teaching staff members with doctoral degrees?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider the promotion, dissemination and exploitation of research results at the UMH? Presentation of IngeniUMH

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant is it to you that the UMH redesigns the training offerings for its doctoral students?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider strengthening training actions on equality?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider strengthening training actions on diversity?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider strengthening training actions on mentoring for R1 and R2 researchers? R1 Mentoring Workshop for Doctoral Students (umh.es)

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider strengthening training actions on leadership for R3 and R4 researchers? (access via @umh.es account)

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant



How relevant do you consider the revision and updating of the UMH academic-research career document and its adaptation to the new Spanish University Law (LOSU)? English academic career (umh.es)

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

How relevant do you consider the creation of an email address / contact form to address questions about the HRS4R (in Spanish and English)?

- ☐ Highly irrelevant
- ☐ Irrelevant
- ☐ Nor relevant nor irrelevant
- ☐ Irrelevant
- ☐ Highly relevant

If you would like to share any comments on previous actions with us, please write them here.