

## MIGUEL HERNÁNDEZ UNIVERSITY HRS4R ACTION PLAN 2025-2027

ACTIONS	GAP PRINCIPLE (S)	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
<p><b>31 ACT. Opening of an e-mail box/contact form for questions about the HRS4R (in Spanish and English).</b></p> <p>a) Entrust the design of a functional and attractive suggestion box to IT services.</p> <p>b) Link the suggestion box to the emails of all HRS4R Permanent Committee members.</p> <p>c) Suggest box available to the entire university community.</p> <p>d) Inform the entire university community of the existence of this suggestion box through the Communication Service</p>	<p>2, 5, 7, 8, 9, 24, 30, 32, 33, 34, 36, 37, 38, 40</p>	<p><b>Action completed date</b> 31 ACT April 2025</p> <p><b>Activity completed date</b></p> <p>a) January 2025</p> <p>b) March 2025</p> <p>c) March 2025</p> <p>d) April 2025</p>	<p>Head of Quality Service</p> <p><b>Participate</b></p> <p>International Project Office</p> <p>IT Service</p>	<p><b>Indicator</b></p> <p>1i. Received annually.</p> <p>2i. Percentage of suggestions or proposals for improvement addressed.</p>



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<p><b>32 ACT. - Create a Research Career Development Advisory Unit at the Doctoral School.</b></p> <p>a) Training of doctoral school staff in research careers with the voluntary participation of doctoral program mentors.</p> <p>b) The staff of the Doctoral School will dedicate part of their day to answer questions about the career development of researchers (In-person 2 days a week for at least 2 hours).</p> <p>c) Create a specific email to resolve questions about research career.</p> <p>d) To enable researchers, especially R1 and R2, to work on their career options in advance, inside and outside academia.</p>	<p>8, 25, 28, 30, 39, 40</p>	<p><b>Action completed date</b></p> <p>32 ACT December 2025</p> <p><b>Activity completed date</b></p> <p>a) April 2025</p> <p>b) June 2025</p> <p>c) July 2025</p>	<p style="text-align: center;">Doctoral School</p> <p style="text-align: center;"><b>Participate</b></p> <p style="text-align: center;">Coordinators of Doctoral Programs</p> <p style="text-align: center;">Academic Committees</p> <p style="text-align: center;">Occupational Observatory</p>	<p><b>Objective</b></p> <p>Through a contact form all the UMH may send suggestions, doubts or questions about the HRS4R.</p> <p><b>Indicator</b></p> <p>1i. Number of assessments given by the Career Development Advisory Unit.</p> <p>2i. Number of questions solved by email.</p>



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		d) September 2025		<p><b>Objective:</b> To help researchers plan, within the resources available at regional, national and international level, all activities that foster job stability both outside and within the academia.</p>



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ACTIONS	GAP PRINCIPLE (S)	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
<p><b>33 ACT.- Implementation of a UMH Healthy Campus Plan to optimize work performance and healthy habits among university staff.</b></p> <p>a) To develop a UMH Healthy Campus Plan, distinguishing specific actions and/or indicators for research staff.</p> <p>b) Inclusion of a research staff representative in the Commission for Health Promotion.</p> <p>c) Conduct a survey for the research staff about specific health and risk management demands.</p> <p>d) Implementation of the Healthy Pause for the research staff.</p>	<p>7, 27, 23, 24</p>	<p><b>Action completed date</b></p> <p>33 ACT. December 2026</p> <p><b>Activity completed date</b></p> <p>a) December 2026</p> <p>b) December 2024</p> <p>c) July 2025</p> <p>d) July 2025</p>	<p>Rector's Delegation and Office of Healthy Campus and Sports.</p> <p><b>Participate</b> Risks Prevention Department.</p>	<p><b>Indicator</b></p> <p>1i. Plan approved by UMH's Governing Board.</p> <p>2i. Modification of the letter of appointment and establishment of the new commission.</p> <p>3i. % Responses of the research staff included in the census.</p> <p>4i. % of research staff participative in the Healthy Pauses</p> <p><b>Objective</b> Institutional commitment to health promotion and healthy campus policies, with specific actions for target groups. Providing opportunities for suggestions to research staff representatives in this consultation board.</p>



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ACTIONS	GAP PRINCIPLE (S)	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
<p><b>34 ACT. Establish research calls for emerging groups and early career researchers.</b></p> <p>a) Budgetary approval of an extraordinary significant financial endowment for calls of</p>	<p>30, 39</p>	<p><b>Action completed date</b></p> <p>34 ACT December 2027</p> <p><b>Activity completed date</b></p>	<p>Vice-Rector of Research and transfer</p> <p><b>Participate</b></p> <p>Deputy Vice-Rector for research evaluation</p>	<p>Listening to the opinions and needs of the research staff for strategic actions.</p> <p>Increase the participation of the research staff in the established Healthy Pause.</p> <p><b>Indicator</b></p> <p>1i. Number of applicants in the calls.</p> <p>2i. Success rate of the call</p>



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<p>emerging groups and early career researchers.</p> <p>b) Mobility Calls to acquire the International PhD mention in the Doctor's title from the Miguel Hernandez University of Elche</p> <p>c) Publication of several specific calls for this action.</p> <p>d) Resolution of the calls.</p>		<p>a) December 2024</p> <p>b) June 2025 and 2026</p> <p>c) April 2025, 2026, 2027</p> <p>d) July 2025, 2026, 2027</p>		<p><b>Objective</b> Increasing the training and promotion of UMH early career researchers</p>
<p><b>35 ACT. Implement a system of rewards for the most sustainable researchers through the creation of a Responsibility Index in University Research (IRIU), aligned with the principles of University Social Responsibility</b></p>	<p>1, 2, 3, 6, 32, 35.</p>	<p><b>Action completed date</b></p> <p>35 ACT December 2025</p>	<p>Vice-Rector of Research and Transfer</p> <p><b>Participate</b></p>	<p><b>Indicator</b></p> <p>1i. Number of evaluations carried out per year</p>



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ACTIONS	GAP PRINCIPLE (S)	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
<p>a) Implement an online form for the evaluation social responsibility in research at the UMH.</p> <p>b) Create a new Index in University Research (IRIU).</p> <p>c) Study what type of rewards can be given to the researchers taking into consideration the IRIU result.</p> <p>d) Approve the necessary procedures to achieve an efficient evaluation in a reasonable response time to requests.</p> <p>e) Communication actions to present IRIU to the UMH community</p>		<p><b>Activity completed date</b></p> <p>a) December 2024.</p> <p>b) December 2024.</p> <p>c) March 2025.</p> <p>d) May 2025</p>	<p>Head of the Responsible Research Office</p>	<p>2i. Percentage of projects evaluated with an index (IRIU) greater than 50 points out of 100.</p>



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		e) September 2025		<p><b>Objective</b></p> <p>Align, at least, the 70% of research projects with the principles of University Social Responsibility</p>
<p><b>36 ACT. Update the UMH Equality Plan.</b></p> <p>a) Follow up of the UMH Gender Equality Plan which will be in force until 2026.</p> <p>b) Together with the equality unit, the necessary data from the equality plan will be collected and integrated into the HRS4R action plan.</p> <p>c) Participation in the discussions of the III UMH Gender Equality Plan to encompass it to the HRS4R actions.</p>	10, 24, 14, 27	<p><b>Action date completed</b></p> <p>ACT 36 June 27</p> <p><b>Activity completed date</b></p> <p>a) June 2025, June 2026</p> <p>b) June 2025, June 2026</p>	<p>Head of Quality Unit</p> <p><b>Participate</b> Gender Equality Unit</p>	<p><b>Indicator</b></p> <p>1i. Number of HRS4R including gender perspective</p>



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		c) September 2026 2026		<b>Objective</b> To create a Gender Equality Plan completely embedded.
<p><b>37 ACT. Increase the proportion of full-time positions and those who hold doctorates.</b></p> <p>a) Analysis of the characteristics of the research and teaching staff at the UMH.</p> <p>b) Analysis of the number of retirements and terminations for the next years.</p>	8, 25, 28, 30, 39, 40	<p><b>Action date</b>    <b>completed</b></p> <p>37 ACT    December 2027</p> <p><b>Activity</b>    <b>completed</b> <b>date</b></p> <p>a) January 2025</p>	<p>Vice-Rector for Faculty</p> <p><b>Participate</b></p> <p>Research teaching staff service</p> <p>Works Council</p>	<p><b>Indicator</b></p> <p>1i. Percentage of full-time UMH teaching and research staff.</p> <p>2i. Percentage of UMH teaching and research staff holding a doctorate degree.</p>



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ACTIONS	GAP PRINCIPLE (S)	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
<p>c) Long and medium term staff renewal plan.</p> <p>d) Renewal or improvement of the public employment offer for research teaching staff each year.</p> <p>e) Approval of the offer of research and teaching positions by the government council</p>		<p>b) March 2025</p> <p>c) March 2025</p> <p>d) June 2025, 2026 and 2027</p> <p>e) July 2025, 2026 and 2027</p>		<p><b>Objective</b> Significantly improve job stability and research quality.</p>
<p><b>38 ACT. Promote dissemination and exploitation of research results.</b></p> <p>a) Internal promotion among researchers of the website 'INGENIUM', which contains UMH knowledge and technology offer.</p> <p><a href="https://ingeniumh.umh.es/">https://ingeniumh.umh.es/</a></p>	8,9, 31, 32	<p><b>Action completed date</b></p> <p>38 ACT December 2026</p> <p><b>Activity completed date</b></p> <p>a) January 2025</p>	<p>Vice-Rector of Research and Transfer</p> <p><b>Participate</b></p> <p>Knowledge Transfer Office (OTC)</p>	<p><b>Indicator</b></p> <p>1i. Percentage of applicants of TRANSFIERE call for proposals.</p> <p>2.i. Percentage of research results (patents, utility models,</p>

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<p>b) Launch of the TRANSIERE call for proposals to promote the participation of research staff in knowledge transfer activities (conferences, professional seminars in cooperation with the private sector, etc.).</p>		<p>b) March 2025</p>		<p>etc.) per full-time research staff.</p>
<p>c) Assistance and advice to increase the Technological Readiness Level (TRL) at UMH research groups (e.g. INOPROPEL Programme)</p>				<p>3.i.Percentage of spin-offs by full-time research staff.</p>
<p>d) Assistance and advice for the creation of spin-offs (e.g. MARATHON Programme).</p>		<p>c) April 2025</p>		
<p>e) Promote among the researchers the activities and services of the UMH Communication Service</p>		<p>d) October 2025</p>		

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		e) December 2025		<b>Objective</b> Increase the number of research results and bring them closer to the market.
<p><b>39 ACT. Redesigning of the training offer for PhD students at the UMH. Better coordination courses, a wide offer and a commitment to online training.</b></p> <p>a) Communicate the training offer of cross-cutting courses to the Coordinators of Doctoral Programs</p> <p>b) Request and review new proposals for cross-cutting training courses from the Academic Committees</p> <p>c) Broaden the training offer to include at least one cross-cutting course delivered in English</p>	31, 38	<p><b>Action date completed</b></p> <p>39ACT 2025    September</p> <p><b>Activity completed date</b></p> <p>a) September 2024</p> <p>b) September 2024</p>	<p>Doctoral School Unit</p> <p><b>Participate</b></p> <p>Coordinators of Doctoral Programs</p> <p>Academic Committees</p>	<p><b>Indicator</b></p> <p>1i. Number of PhD students attending to the program's focus on cross-cutting skills</p> <p>2i. Percentage of attendees to training courses</p> <p>3i. Number of cross-cutting skill courses in English</p>

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ACTIONS	GAP PRINCIPLE (S)	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
<p>d) Attain consensus on the cross-cutting training offer and submit it to the UMH Doctoral School EDUMH Steering Committee for formal approval</p> <p>e) Implement the approved transversal skills courses encompassing various topics such as databases, statistics, gender perspectives in research, results dissemination, entrepreneurship, research ethics, among others.</p>		<p>c) October 2024</p> <p>d) October 2024</p> <p>e) November 2024- september 2025</p>		<p><b>Objective</b> To offer a well-coordinated, comprehensive, and diversified training program for doctoral students, including online and English-taught courses, to enhance their research skills and professional development</p>

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<p><b>40 ACT. Strengthen training actions on equality.</b></p> <p>a) Entrust the Equality Unit with the programming of specific training actions for each academic year.</p> <p>b) Make a schedule of activities for each academic year</p> <p>c) Delivery of courses and workshops by specialized personnel.</p>	<p>10, 24</p>	<p><b>Action completed date</b></p> <p>40ACT September 2027</p> <p><b>Activity completed date</b></p> <p>a) January 2025</p> <p>b) March 2025</p> <p>c) September 2025-September 2027.</p>	<p>Vice-Rector of Culture, Equality and Diversity.</p> <p><b>Participate</b></p> <p>Head of Equality Unit</p>	<p><b>Indicator</b></p> <p>1i. Number of training actions per year.</p> <p>2i. Percentage of attendees to training courses</p> <p><b>Objective</b></p> <p>Strengthen the training and level of awareness of researchers in the fields of equality.</p>

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<p><b>41 ACT. Strengthen training actions on diversity.</b></p> <p>a) Entrust the Diversity Unit with the programming of specific training actions for each academic year.</p> <p>b) Entrust the Disability Care Unit with the programming of training and awareness raising actions aimed at research staff</p> <p>c) Make a schedule of activities for each academic year.</p> <p>d) Delivery of courses and workshops by specialized personnel.</p>	10, 24	<p><b>Action completed date</b></p> <p>41ACT September 2027</p> <p><b>Activity completed date</b></p> <p>a) January 2025</p> <p>b) January 2025</p> <p>c) March 2025</p> <p>d) September 2025-September 2027</p>	<p>Vice-Rector of Culture, Equality and Diversity.</p> <p><b>Participate</b> Head of Diversity Unit .</p> <p>Head of Disability Care Unit.</p>	<p><b>Indicator</b></p> <p>1i. Number of training actions per year.</p> <p>2i. Percentage of attendees to training courses</p> <p><b>Objective</b> Increase the training and level of awareness of researchers in the fields of, diversity and respect for minorities</p>

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<p><b>42 ACT. To organize conferences to explore international project research (R1 and R2)</b></p> <p>a) To prepare and publish the planning of conferences.</p> <p>b) To hold the conferences for researchers R1 and R2.</p> <p>c) Conduct a satisfaction survey at the end of the conferences.</p>	30, 38, 39	<p><b>Action completed date</b></p> <p>41ACT September 2026</p> <p><b>Activity completed date</b></p> <p>a) March 2025 to July 2026</p> <p>b) September 2026</p> <p>c) December 2026</p>	<p>Director of the Doctoral School.</p> <p><b>Participate</b></p> <p>Coordinators of Doctoral Programs.</p>	<p><b>Indicator</b></p> <p>1i. Number of R1 and R2 enrolled in the mentoring program.</p> <p>2i. Degree of satisfaction of researchers with the courses</p> <p><b>Objective</b></p> <p>Strengthen the acquisition of advanced competencies on mentoring.</p>
<p><b>43 ACT. Create a training leadership program for R3 and R4.</b></p>	5, 23, 38, 39	<p><b>Action completed date</b></p> <p>41ACT September 2026</p>	<p>Director of the Doctoral School.</p> <p><b>Participate</b></p>	<p><b>Indicator</b></p> <p>1i. Number of R3 and R4 attending to training courses on leadership.</p>



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<p>a) Advanced training plan in EU calls, Technical and financial management of EU funded projects.</p> <p>b) To communicate the specific services for these projects implemented at UMH to the R3 and R4</p> <p>c) Conduct a satisfaction survey after each training.</p>		<p><b>Activity completed date</b></p> <p>a) March 2025 to July 2026</p> <p>b) September 2026</p> <p>c) December 2026</p>	<p>Head of Departments and Research Institutes.</p>	<p>2i. Degree of satisfaction of researchers with the courses</p> <p><b>Objective</b> Achieve the acquisition of advanced competencies on leadership for R3 and R4.</p>
<p><b>44 ACT. Review and update the UMH academic-research career document and adapt it to the new Spanish University Law (LOSU).</b></p> <p>a) Review reports and regulations of European and new Spanish University Law (LOSU).</p>	<p>19, 20, 21, 22, 25, 28, 33.</p>	<p><b>Action completed date</b></p> <p>44ACT. December 2026</p> <p><b>Activity completed date</b></p> <p>a) September 2025</p>	<p>Vice-Rector for Faculty</p> <p><b>Participate</b></p> <p>Vice-Rector for and Research Transfer</p> <p>Research Commission</p>	<p><b>Indicator</b></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>

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<p>b) Drafting of an academic research career document.</p> <p>c) Participation of all members of the Research Commission in the revision of the draft: suggestions for improvement.</p> <p>d) Participation of worker representatives in the draft revision: suggestions for improvement.</p> <p>e) Presenting the report to the Executive Committee for approval</p>		<p>b) September 2026</p> <p>c) October 2026</p> <p>d) October 2026</p> <p>e) December 2026</p>	Works Council	<p><b>Objective</b> Approve a new, efficient, and attractive academic-research career document to attract talent to the UMH.</p>