

MIGUEL HERNÁNDEZ UNIVERSITY HRS4R ACTION PLAN 2025-2027

ACTIONS	GAP PRINCIPLE (S) 2025	GAP PRINCIPLE (S) 2023	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
31 ACT. Opening of an e-mail box/contact form for questions about the HRS4R (in Spanish and English). a) Entrust the design of a functional and attractive suggestion box to IT services. b) Link the suggestion box to the emails of all HRS4R Permanent Committee members. c) Suggest box available to the entire university community. d) Inform the entire university community of the existence of this suggestion box through the Communication Service	2, 3, 8, 13, 17, 18, 19	2, 5, 7, 8, 9, 24, 30, 32, 33, 34, 36, 37, 38, 40	Action completed date 31 ACT April 2025 Activity completed date a) January 2025 b) March 2025 c) March 2025 d) April 2025	Head of Quality Service Participate International Project Office IT Service	Indicator 1i. Received annually. 2i. Percentage of suggestions or proposals for improvement addressed.



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					Objective Through a contact form all the UMH may send suggestions, doubts or questions about the HRS4R.
32 ACT. - Create a Research Career Development Advisory Unit at the Doctoral School. a) Training of doctoral school staff in research careers with the voluntary participation of doctoral program mentors. 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	3, 14, 17, 18, 19	8, 25, 28, 30, 39, 40	Action date completed 32 ACT December 2025 a) April 2025 b) June 2025	Doctoral School Participate Coordinators of Doctoral Programs Academic Committees Occupational Observatory	Indicator 1i. Number of assessments given by the Career Development Advisory Unit. 2i. Number of questions solved by email.



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days a week for at least 2 hours). c) Create a specific email to resolve questions about research career. d) To enable researchers, especially R1 and R2, to work on their career options in advance, inside and outside academia.			c) July 2025 d) September 2025		Objective: 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.



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33 ACT.- Implementation of a UMH Healthy Campus Plan to optimize work performance and healthy habits among university staff. a) To develop a UMH Healthy Campus Plan, distinguishing specific actions and/or indicators for research staff. b) Inclusion of a research staff representative in the Commission for Health Promotion. c) Conduct a survey for the research staff about specific health and risk management demands. d) Implementation of the Healthy Pause for the research staff.	3, 4, 7, 13	7, 27, 23, 24	Action completed date 33 ACT. December 2026 Activity completed date a) December 2024 b) December 2024 c) July 2025 d) December 2026	Rector's Delegation and Office of Healthy Campus and Sports. Participate Risks Prevention Department.	Indicator 1i. Plan approved by UMH's Governing Board. 2i. Modification of the letter of appointment and establishment of the new commission. 3i. % Reponses of the research staff included in the census. 4i. % of research staff participative in the Healthy Pauses

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					Objective 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. Listening to the opinions and needs of the research staff for strategic actions. Increase the participation of the research staff in the established Healthy Pause.



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34 ACT. Establish research calls for emerging groups and early career researchers. a) Budgetary approval of an extraordinary significant	17, 19	30, 39	Action completed date 34 ACT October 2027 Activity completed date a) December 2024	Vice-Rector of Research and transfer Participate Deputy Rector Vice-for research evaluation	Indicator 1i. Number of applicants in the calls. 2i. Success rate of the call



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financial endowment for calls of emerging groups and early career researchers. b) Mobility Calls to acquire the International PhD mention in the Doctor's title from the Miguel Hernandez University of Elche c) Publication of several specific calls for this action. d) Resolution of the calls.			b) June 2025 and 2026 c) April 2025, 2026, 2027 d) July 2025, 2026, 2027		Objective Increasing the training and promotion of UMH early career researchers



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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 a) Implement an online form for the evaluation social responsibility in research at the UMH. b) Create a new Index in University Research (IRIU). c) Study what type of rewards can be given to the researchers taking into consideration the IRIU result.	1, 2, 16	1, 2, 3, 6, 32, 35.	Action completed date 35 ACT December 2025 Activity completed date a) November 2024. b) December 2024. c) March 2025.	Vice-Rector of Research and Transfer Participate Head of the Responsible Research Office	Indicator 1i. Number of evaluations carried out per year 2i. Percentage of projects evaluated with an index (IRIU) greater than 50 points out of 100.

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d) Approve the necessary procedures to achieve an efficient evaluation in a reasonable response time to requests. e) Communication actions to present IRIU to the UMH community			d) May 2025 e) September 2025		Objective Align, at least, the 70% of research projects with the principles of University Social Responsibility

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36 ACT. Update the UMH Equality Plan. a) Follow up of the UMH Gender Equality Plan which will be in force until 2026. b) Together with the equality unit, the necessary data from the equality plan will be collected and integrated into the HRS4R action plan. c) Participation in the discussions of the III UMH Gender Equality Plan to encompass it to the HRS4R actions.	4, 5, 10, 13	10, 24, 14, 27	Action completed date ACT 36 September 2026 Activity completed date a) June 2025, June 2026 b) June 2025, June 2026 c) September 2025 – September 2026	Head of Quality Unit Participate Gender Equality Unit	Indicator 1i. Number of HRS4R including gender perspective Objective

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					To create a Gender Equality Plan completely embedded.
37 ACT. Increase the proportion of full-time positions and those who hold doctorates. a) Analysis of the characteristics of the research and teaching staff at the UMH. b) Analysis of the number of retirements and terminations for the next years. c) Long and medium term staff renewal plan.	3, 14, 17, 18, 19	8, 25, 28, 30, 39, 40	Action completed date 37 ACT September 2027 Activity completed date a) January 2025 b) March 2025	Vice-Rector for Faculty Participate Research teaching staff service Works Council	Indicator 1i. Percentage of full-time UMH teaching and research staff. 2i. Percentage of UMH teaching and research staff holding a doctorate degree.

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d) Renewal or improvement of the public employment offer for research teaching staff each year. e) Approval of the offer of research and teaching positions by the government council			c) March 2025 d) June 2025, 2026 and 2027 e) July 2025, 2026 and 2027		Objective Significantly improve job stability and research quality.
38 ACT. Promote dissemination and exploitation of research results. a) Internal promotion among researchers of the website 'INGENIUM', which contains UMH knowledge and technology offer. https://ingeniumh.umh.es/	2, 3, 8	8,9, 31, 32	Action completed date 38 ACT December 2026 Activity completed date a) January 2025	Vice-Rector of Research and Transfer Participate Knowledge Transfer Office (OTC)	Indicator 1i. Percentage of applicants of TRANSFIERE call for proposals. 2.i. Percentage of research results (patents, utility models, etc.) per

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

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					Objective Increase the number of research results and bring them closer to the market.
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. a) Communicate the training offer of cross-cutting courses to the Coordinators of Doctoral Programs b) Request and review new proposals for cross-cutting training courses from the Academic Committees c) Broaden the training offer to include at least one cross-	3, 19	31, 38	Action completed date 39ACT 2025 September Activity completed date a) October 2024 b) September 2024 c) October 2024	Doctoral School Unit Participate Coordinators of Doctoral Programs Academic Committees	Indicator 1i. Number of PhD students attending to the program's focus on cross-cutting skills 2i. Percentage of attendees to training courses 3i. Number of cross-cutting skill courses in English

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cutting course delivered in English d) Attain consensus on the cross-cutting training offer and submit it to the UMH Doctoral School EDUMH Steering Committee for formal approval 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.			d) October 2024 e) November 2024-september 2025		Objective 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

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40 ACT. Strengthen training actions on equality. a) Entrust the Equality Unit with the programming of specific training actions for each academic year. b) Make a schedule of activities for each academic year c) Delivery of courses and workshops by specialized personnel.	5, 13	10, 24	Action completed date 40ACT 2027 September Activity completed date a) January 2025 b) March 2025 c) September 2025-September 2027.	Vice-Rector of Culture, Equality and Diversity. Participate Head of Equality Unit	Indicator 1i. Number of training actions per year. 2i. Percentage of attendees to training courses Objective Strengthen the training and level of awareness of researchers in the fields of equality.

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ACTIONS	GAP PRINCIPLE (S) 2025	GAP PRINCIPLE (S) 2023	TIMING	RESPONSIBLE UNIT	INDICATOR(S)/ TARGETS
41 ACT. Strengthen training actions on diversity. a) Entrust the Diversity Unit with the programming of specific training actions for each academic year. b) Entrust the Disability Care Unit with the programming of training and awareness raising actions aimed at research staff c) Make a schedule of activities for each academic year. d) Delivery of courses and workshops by specialized personnel.	5, 13	10, 24	Action completed date 41ACT September 2027 Activity completed date a) January 2025 b) January 2025 c) March 2025 d) September 2025-September 2027	Vice-Rector of Culture, Equality and Diversity. Participate Head of Diversity Unit . Head of Disability Care Unit.	Indicator 1i. Number of training actions per year. 2i. Percentage of attendees to training courses Objective Increase the training and level of awareness of researchers in the fields of, diversity and respect for minorities

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42 ACT. To organize conferences to explore international project research (R1 and R2) a) To prepare and publish the planning of conferences. b) To hold the conferences for researchers R1 and R2. c) Conduct a satisfaction survey at the end of the conferences.	17, 19	30, 38, 39	Action date completed 42ACT 2026 September Activity completed date a) March 2025 to July 2026 b) September 2026 c) September 2026	Director of the Doctoral School. Participate Coordinators of Doctoral Programs.	Indicator 1i. Number of R1 and R2 enrolled in the mentoring program. 2i. Degree of satisfaction of researchers with the courses Objective Strengthen the acquisition of advanced competencies on mentoring.

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43 ACT. Create a training leadership program for R3 and R4. a) Advanced training plan in EU calls, Technical and financial management of EU funded projects. b) To communicate the specific services for these projects implemented at UMH to the R3 and R4 c) Conduct a satisfaction survey after each training.	7, 13, 19	5, 23, 38, 39	Action completed date 43ACT September 2026 Activity completed date a) March 2025 to July 2026 b) September 2026 c) September 2026	Director of the Doctoral School. Participate Head of Departments and Research Institutes.	Indicator 1i. Number of R3 and R4 attending to training courses on leadership. 2i. Degree of satisfaction of researchers with the courses Objective Achieve the acquisition of advanced competencies on

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					leadership for R3 and R4.
44 ACT. Review and update the UMH academic-research career document and adapt it to the new Spanish University Law (LOSU). a) Review reports and regulations of European and new Spanish University Law (LOSU). b) Drafting of an academic research career document. c) Participation of all members of the Research Commission in the revision of the draft: suggestions for improvement. d) Participation of worker representatives in the draft revision: suggestions for improvement.	6, 9, 11, 12, 14, 17	19, 20, 21, 22, 25, 28, 33.	Action completed date 44ACT. December 2026 Activity completed date a) September 2025 b) September 2026 c) October 2026 d) October 2026	Vice-Rector for Faculty Participate Vice-Rector for Research and Transfer Research Commission Works Council	Indicator 1i. Percentage of researchers satisfied with the research career document 2i. Percentage of suggestions implanted with respect to the total of suggestions received

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e) Presenting the report to the Executive Committee for approval			e) December 2026		Objective Approve a new, efficient, and attractive academic-research career document to attract talent to the UMH.

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