

ACTION PLAN 2025-2027

REF	ACTION	GAP PRINCIPLE	TIMING	RESPONSIBLE UNITS	INDICATORS
PILLAR I ACTIONS - Ethics, integrity, gender and open science					
A1	Increase researchers' awareness of the Ethics Committee, its functions, and the circumstances under which it should be consulted	2. Ethical principles 7. Good practice in research	To start in 2025	Vice-rectorate for Scientific Policy Ethical Committee	An annual internal dissemination campaign. 30% awareness increase in the 2027 survey on the European Charter.
A2	Promote and increase researcher participation in Open Science practices	8. Dissemination, exploitation of results. 31. Intellectual Property Rights	To start in 2025	Vice-rectorate for Scientific Policy Vice-Management Office for Libraries	An annual workshop on Open Science Two specific initiatives on Open Science 80% of publications in the UAM Repository should be Open Access 10% increase participation respect to 2023
A3	Disseminate the UAM Code of Good Practices in Research and adapt it to align with the UAM Coexistence Regulations	2. Ethical principles 7. Good practice in research	To start in 2025	Vice-rectorate for Scientific Policy Ethical Committee	2 events every year, collecting feedback on the implementation of the Code
A4	Promote the integration of gender policies in the context of research, primarily in the formation of research teams and projects	10. Non discrimination 27. Gender balance	Continuous	Vice-rectorate for Scientific Policy. Gender Equality Unit	Number of research groups with gender balance between 40% and 60% Number of research project teams (Plan Nacional) with gender balance between 40% and 60%
PILLAR II ACTIONS - Researchers Assessment, recruitment and progression					
A5	Compile the procedures and policies for hiring researchers in the UAM OTM-R and establish a protocol for periodic updating and dissemination.	11. Evaluation/appraisal systems 13. Recruitment (Code) 14. Selection (Code)	Continuous	Vice-rectorate for Scientific Policy Vice-rectorate for Planning and Strategy Vice-rectorate for Research and Teaching Staff Human Resources Area	A specific document and an infographic or diagram in the HRS4R web site collecting and summarizing this aspect A protocol to guarantee proper update of the OTM-R according to changes in regulation and institutional policies.
A6	Collect and report in a unified manner, to both departments and candidates, the different paths and corresponding measures to incorporate early-stage researchers with a clear path to permanent positions.	13. Recruitment (Code) 14. Selection (Code) 25. Stability and permanence of employment	To start in 2025	Vice-rectorate for Scientific Policy Vice-rectorate for Planning and Strategy Vice-rectorate for Research and Teaching Staff	A specific document and an infographic in the HRS4R web site collecting and summarizing this aspect
A7	Adoption of measures to ensure that the diversity of professional careers is	13. Recruitment (Code) 14. Selection (Code)	To start in 2025	Vice-rectorate for Scientific Policy Human Resources Area	Number of recruiting evaluation processes adapted

	specifically considered in the evaluation processes of research staff.				
A8	Analysis of the evaluation procedures for each category of researcher to ensure maximum transparency, procedural clarity, inclusiveness, and equality, aligning them with the principles of the CoARA coalition.	11. Evaluation / appraisal systems	To start in 2025	Vice-rectorate for Scientific Policy Vice-rectorate for Research and Teaching Staff Human Resources Area	Number of research evaluation processes adapted to CoARA principles
PILLAR III ACTIONS - Working conditions and practices					
A9	Analysis and, where appropriate, initiation of measures to make remuneration conditions more attractive and fairer, particularly those of R1 and R2	24. Working conditions	To start in 2025	Vice-rectorate for Planning and Strategy	Reports and agreements adopted by the Strategy Committee in this regard
A10	Development of actions to promote the emotional well-being of researchers, with special attention to R1 researchers	24. Working conditions	To start in 2025	Doctoral School	30% increment yearly in the number of R1 researchers that receive emotional assessment. 50% of R1 researchers aware of the protocols and services available by 2026.
A11	Adoption of measures to promote greater flexibility in working conditions, with emphasis on R1 researchers	24. Working conditions	To start in 2025	Human Resources Area	Report on existing working conditions for the Administrative group that can or should be extended to the R1 group. 100% of the applicable conditions have been implemented.
A12	Analysis and adoption of specific measures to increase the attraction of international researchers	24. Working conditions 13. Recruitment (Code) 28. Career development	To start in 2025	International Relations Office	Report on measures to improve the reception and professional development of incoming researchers. Carrying out, in Q4 2026, a specific survey for this group.
PILLAR IV ACTIONS - Research careers and talent development					
A13	Facilitate and promote the development of researchers' professional careers, fostering a culture of research career diversification	28. Career development 30. Access to career advice	2025	Vice-rectorate for Scientific Policy Doctoral School Human Resources Area	30% increase in the number of training activities in these aspects.
A14	Adoption of measures to encourage more experienced researchers to be involved in supervising and mentoring less experienced researchers	28. Career development 30. Access to career advice 40. Supervision	2025	Vice-rectorate for Planning and Strategy Doctoral School	Reports and agreements adopted by the Strategy Committee in this regard 30% increase in experiences researchers' involvement in these activities.
A15	Increase, by promoting the structure of the European and International Projects Office, the participation of our researchers in European calls	30. Access to career advice	To start in 2025	Vice-rectorate for Scientific Policy. European and International Projects Office	10% increase of the participation to HE calls. 10% increase on the number of projects obtained