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This Action plan (2020-2021) has been prepared taking into account the GAP analysis and the OTM-R checklist results during the Initial Assessment process regarding the Human Resources Strategy for Researchers at Universitat de les Illes Balears

Action	Principles involved	Actors	Deadline	Indicators
1. Elaboration of a new Recruitment Process at UIB	12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 26, 27, 29	Human Resources and Payroll and Social Security Services	Q4 2021	New Recruitment Process should be approved by UIB Governing Council.
2. Translation and dissemination (web page) of documents and information to spanish and english	All principles	Research Support Office, Language Service, DirCom, and Web Office	Q4 2020	All documents referred to C&C and OTM-R should be translated and available.
3. Elaboration of a document for new reseachers to adhere to the ethical principles set at UIB	2, 3, 4, 5, 6	Research Support Office	Q2 2020	Document to be signed by researchers starting careers at UIB.
4. Provide the researchers with training opportunities about IPR, plagiarism and OTM-R toolkit	3, 5, 7, 8	Legal Office, Vice-Rectorate for Innovation, Vice-Rectorate for Research, Research Support Office	Q4 2020	New training offers.

5. Create and disseminate a general guide for researchers	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 23, 24, 25, 28, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40	Research Support Office	Q2 2021	A Guide for Researchers at UIB.
6. Study the implementation of a Periodic Evaluation System for Researchers to complement those system already in place	11, 18, 22, 28, 30	Quality Service, Vice-Rectorate for Research	Q2 2021	New Periodic Evaluation System for Researchers
7. Establish a system to follow up trendings in reseachers recruitment proccess	13, 14, 18, 19, 20, 21, 22, 27, 29, 34	Human Resources and Payroll and Social Security Services, Research Support Office	Q1 2020	Periodic statistics about recruitment.
8. Elaboration of a universal template for research positions calls compatible with EURAXESS	12, 13, 15, 16, 17, 18, 19, 21, 24, 26, 28, 29, 33	Human Resources and Payroll and Social Security Services, Research Support Office	Q2 2020	Universal template for research positions.