Gantt Diagram of the Human Resources Strategy for Researchers that Includes the European Charter and Code for Researchers

Date: 23.02.2017.

Legend: acitivities in red colour are milestones

No	Activity	2016		2017												2018												2019												2020											
		11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
SG4.11	Creation of official mailing list for dissemination of information to all researches at the University	x	x	x	x	x	x	x																																											
SG4.1	Develop a unified reporting methodology for research projects and doctoral studies	x	x	x	x	x	x	x	x																																										
SG2.6	Point out process of academic and professional recognition of qualifications (domestic and foreign) on the university web page, in Serbian and English languages	x	x	x	x	x	x	x	x	x	x	x																																							
SG4.4	Creation and regular administration of central data base for doctoral study programs and doctoral candidates	x	x	x	x	x	x	x	x	x	x	x																																							
SG3.11	Develop a unified system of calculating teaching and associate loads at the University	x	x	x	x	x	x	x	x	x	x	x	x																																						
SG4.3	Conducting the online survey for doctorial candidates and other researchers. Implementation recommendation	x	x	x	x	x	x	x	x	x	x	x	x																																						
SG2.1	Develop institutional regulations on the possibilities of projects co-ordination (establish hierarchical levels)	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG2.2	Making precise institutional regulations to support the detection of plagiarism	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG3.1	Supply and implementation of the mechanism to automatic detection of plagiarism	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG3.12	Making recommendations to the university and faculties related to the regulation of the legal obligations between student and supervisor to improve the quality of research	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG4.2	Develop and implement a university system of communication that will ensure increased awareness of researchers on the existing national/entity and institutional regulations	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG4.5	Creation of the Rulebook on evaluation of science and research results	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG4.8	Implementation of teaching obligations award system by the electronic grading system by students according to the representativeness of the sample	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG2.10	Adopt institutional transparent procedure on anti-mobbing	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG3.13	Create a form for submitting ads for employment in Serbian and English languages, and place this form on the university web page	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG3.14	Develop, on university web page, listing of advertised jobs at all faculties and in the Rector's Office	x	x	x	x	x	x	x	x	x	x	x	x	x	x																																				
SG3.5	Develop a informer on existing research equipment at the University, and disseminate information about it	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																														
SG3.8	Develop a guidelines on the protection and security for all research laboratories, plant and equipment used at the University	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																															
SG1.4	Determine the position of career development adviser at the University for researchers and for students	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																													
SG2.8	Defined percentage share of research in the overall workload of the teaching staff (60:40) put into practice	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																													
SG3.3	Improve the scientific employee cardboard with informal qualifications of researchers at the University	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																													
SG4.6	Creation of unified proposal of evaluation report for the University on the employment process, selection criteria and reporting upon the candidates selection process on good and bad sides of the application.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																													
SG2.9	Determine the position of ombudsman for teachers and researchers at the university level	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																											

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SG2.4	Prepare and submit a proposal for amendments to the Rulebook on admission of researchers/candidates related to the appointment of members of the Commission for admission from other countries and outside the university system (private companies, research institutions, etc.) with gender equality	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																								
SG2.5	Incorporated into the existing Rulebook on the admission of researchers/candidate the Article stating that the Commission for admission should positively evaluated change of jobs (variations in the chronological order of CVs)	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																								
SG4.9	Forming of Ethical Committee for Science	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																								
SG4.10	Evaluation of previous cases of the Ethical Committee and assess the effects of the imposed measures	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																								
SG2.11	Define unified number of days of public advertising for a job at the university	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																								
SG3.2	Develop and implement a university eSC database of scientific articles, doctoral dissertations, available mentors, projects, patents, scientific conferences, technical solutions, mobility	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																					
SG3.6	Develop a database of research infrastructure of the University	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																							
SG1.3	Develop a strategy for career development of researchers	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x																			
SG2.3	Submit a proposal with the new broader and more stringent conditions for selection regarding the admission of researchers/candidates with score sheets, emphasizing the evaluation of professional qualifications during the life-long professional development, scientific mobility, foreign languages, etc.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x														
SG2.13	Strengthen the mobility of researchers reformulating conditions to position elections	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x			
SG1.1	Maintenance of formal education and training of existing research project applications, the strategic objectives of the research areas, funding mechanisms and ways of reporting	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG1.2	Provide researchers access to research databases	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG1.5	Inform teachers and staff of the University of the participation of researchers in the managerial bodies and the possibilities to offer proposals for improving research	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG1.6	Stimulating the mobility of researchers in order to improve existing skills and competences	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG1.7	Support of formal education and training of researchers towards achieving greater professionalization (entrepreneurship, project management, intellectual property rights, communication, ethics, etc.)	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG2.7	Speed up the process of recognition of qualifications at the University and faculties	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG3.4	Influence the various entities and national authorities regarding establishment and allocation of post-doctoral grant system	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG3.7	Influence the provision of additional research equipment through the presence of university representatives in committees and bodies of the Ministry of the Government of Republic of Srpska	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG3.9	Provide working conditions for disabled researchers	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG3.10	Consolidate incentives to researchers from the funds and projects in which they participate and act as team members	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG4.7	Promotion of principles of Code of Conduct with the aim of recognition of researches,ie doctoral students, as professionals by conducting surveys and awareness raising	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x												
SG5.1	Introducing the results of science and research work to the social community.	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG5.2	Increase the income form cooperation with industries	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

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SG5.3	Record the doctoral work and research projects with the industry	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG5.4	By the presence of the University representatives to the meetings of commissions and bodies of the RS Government, to influence to the improvement of conditions for researches, related to the flexible working hours, paid leave, and financial commitment	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG5.5	Enforcement of existing, and introduction of new lifelong learning programs	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG5.6	Promotion of establishment of alumni associations at the faculties	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
SG2.12	Promote mobility programs and speed up the bureaucratic process	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x