Action Plan for the Human Resources Strategy for Researchers that Includes the European Charter and Code for Researchers for Period 2023-2026.

Strategic Objective	Designation	C&C Principle	Activity	Key Indicator	Responsible Services/Structures	Implementation Status (new/continuous/extended/completed)	End Date (month/year)
			SG1. Improving the education of researchers and strengthening mobility				
1	SG1.1	4	Maintenance of formal education and training of existing research project applications, the strategic objectives of the research areas, funding mechanisms and ways of reporting	Number of realized training, number of trained researches	Vice-rector for Science, Research and Development, Department for Science, Research and Development	In Progress	Continuously
	SG1.2	23	Provide researchers access to research databases.	Number of research databases	Management Structures of the University, University Senate, Department for Science, Research and Development	In Progress	Continuously
	SG1.3	28, 30	Develop a strategy for career development of researchers.	Proposal adopted/not adopted/in the procedure	Management structures at the University, Vice-rector for Science, Research and Development, Vice-deans for Science, Research and Development	Extended	12/2024
	SG1.4	13, 28, 30	Determine the position of career development adviser at the University for researchers and for students.	Position defined at the University	Management structures of the University, Legal department	Extended	12/2024
	SG1.5	35	Inform teachers and staff of the University on the participation of researchers in the managerial bodies and the possibilities to offer proposals for improving research.	Informative e-mails sent to researches, newsletter created, information available on the website	Legal department, University IT Center	In Progress	Continuously
	SG1.6	38	Stimulate the mobility of researchers in order to improve existing skills and competences.	Number of researches in mobilities, number of KA1 Erasmus+ programmes	Office for international cooperation, Office for quality assurance, Vice rector for International Cooperation and Quality Assurance	In Progress	Continuously
	SG1.7	38, 18	Stimulating the mobility of second and third cycle students.	Number of student in mobilities, number of programmes	Vice-Rector for International Cooperation and Quality Assurance, Office for International Cooperation, Contact person for international cooperation at the faculty level	New	Continuously
	SG1.8	38, 39	Support of formal education and training of researchers towards achieving greater professionalization (entrepreneurship, project management, intellectual property rights, communication, ethics, etc.).	Number of educated researches	Vice-rector for Science, Research and Development, Vice-deans for Science and Research, Department for Science, Research and Development	In Progress	Continuously

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	SG1.9	10, 27	Education of researchers on the importance of gender equality at the University.	Number of trainings organized, number of researches at trainings	Office for Gender Equality	New	Continuously
	SG1.10	10, 27	Celebrating the day of gender equality at the University.	The day of gender equality celebrated, umber of participants	Office for Gender Equality	New	11/2023

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SG2. Improvement of legislation related to research support							
2	SG2.1	16, 17, 20, 29	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.	Proposal adopted/not adopted/in the procedure	Legal department, Vice-rector for Science, Research and Development, Vice-rector for Teaching, Vice-rector for Human and Material Resources	In Progress	09/2024
	SG2.2	34	Determine the position of ombudsman for teachers and researchers at the university level.	Proposal adopted/not adopted/in the procedure	Management structures of the University, Legal department	Extended	04/2025
	SG2.3	1, 18	Promote mobility programs	Number of promotional events	Office for international cooperation, Office for Quality Assurance	In Progress	Continuously
	SG2.4	1, 8	Establishment of the Center for Technology Transfer.	Center established/not established	Management Structures at the University, Legal Department	New	11/2025
	SG2.5	31	Adoption of the Rulebook on Intellectual Property Protection.	Proposal adopted/not adopted/in the procedure	Management Structures at the University, Legal Department	New	04/2025
	SG2.6	13, 15	Introduce the practice of mandatory dissemination of information on the rights and obligations of researchers to newly enrolled students of the second and third cycle of studies and newly employed researchers.	Informational document drafted and available at the University website. Decision of the Senate adopted/not adopted.	Management Structures at the University, Management Structures at faculties	New	09/2023
	SG2.7	10, 27	Implementation of the Action Plan for Gender Equality at the University.	Yearly report of the Office for Gender Equality	Office for Gender Equality	New	12/2023
	SG2.8	12, 13, 15	Ensure the availability of information on the conditions for the admission of researchers in English language.	Legal and administrative framework available at the website of the University.	Legal Department	New	04/2024
	SG2.9	12, 13, 14, 16	Amendments of the legal and administrative framework for selection of candidates into scientific and research positions (institutional).	Proposal adopted/not adopted/in the procedure	Management Structures at the University, Secretary General, Legal Department	New	09/2023

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	SG2.10	7, 15, 30	Create and disseminate a Guide on good practices in the recruitment and exchange of researchers.	Guide created and available at the University website.	Vice-Rector for Science, Research and Development, Science, Research and Development Department, Legal Department	New	09/2025
	SG2.11	12, 13, 14, 22, 33	More precise definition of narrow scientific fields of researchers during their work engagement.	By law adopted/not adopted/in the procedure.	Management Structures at the University, Management Structures at faculties, Vice-Rector for Teaching	New	05/2024

SG3. Strengthening research capacities (human, financial, material)							
3	SG3.1	3, 5, 8, 11, 14, 31, 28, 29, 32, 40	Develop and implement a university eSR database of scientific articles, doctoral dissertations, available mentors, projects, patents, scientific conferences, technical solutions, mobility.	Database regularly updated	Office for Science, Research and Development, University IT center	In Progress	Continuously
	SG3.2	19	Improve the scientific employee profile with informal qualifications of researchers at the University.	Informal qualifications included in the researches' card (e-NIR profile)	QA department, University IT center	Extended	04/2026
	SG3.3	8	Improve the profile of a scientific worker in eSR database with artistic qualifications	Artistic qualifications included in the researches' card (e-NIR profile)	Quality Assurance Office, University Computing Center, Science, Research and Development Department	New	10/2023
	SG3.4	21	Influence the various entities and national authorities regarding establishment and allocation of post-doctoral grant system.	Post-doctoral system established yes/no	Management structures of the University	Extended	4/2026
	SG3.5	23	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.	Additional research equipment provided yes/no	Management structures of the University	In Progress	Continuously
	SG3.6	24	Provide working conditions for disabled researchers	Database on disabled researchers available. Available equipment for work for disabled researches.	Management structures of the University	In Progress	Continuously
	SG3.7	33	Develop a unified system of calculating teaching and associate loads at the University.	System implemented/not implemented/in procedure	Vice-rector for Teaching, Department for Teaching , University IT center	In Progress	09/2024

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	SG3.8	23,24	Identifying needs related to research infrastructure at the University.	Research results, analysis of the needs	Science, Research and Development Department	New	3/2024
	SG3.9	20, 24, 36, 37, 40	Establishing a tutoring system at the second and third cycle of studies.	Established pilot tutoring system at three faculties. Number of tutors. Number of users. Satisfaction of users.	Vice-Rector for Teaching, Office for Teaching, Vice-Rector for Science, Research and Development, Science, Research and Development Department	New	9/2024
	SG3.10	23	Establishing the University library.	Library established/not established. Establishment documents, decision of management bodies.	Management structures at the University	New	4/2025

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SG4. Quality assurance of research work							
4	SG4.1	10, 11, 36, 40	Conducting the online survey for doctoral candidates and other researchers. Implementation recommendation	Survey created. Number of researches participating in the survey. Results of the survey.	Vice-rector for International Cooperation ad Quality Assurance. Quality Assurance Department. University Computer Center	In Progress	12/2023
	SG4.2	22	Promotion of principles of Code of Conduct with the aim of recognition of researches,i.e. doctoral students, as professionals by conducting surveys and awareness raising.	Number of researches participating in the survey. Number of promotional activities. Number of informed researches.	Management structures of the University	In Progress	Continuously
	SG4.3	33	Implementation of teaching obligations award system by the electronic grading system by students according to the representativeness of the sample.	Number of awarded teachers/researches at faculties	Vice-rector for International Cooperation and Quality Assurance, Quality Assurance Department	In Progress	11/2024
	SG4.4	2, 37, 35	Reforming the quality committee in order to improve the representation of researchers in the work of the committee for the purpose of protecting and promoting their professional and collective interests.	Proposal adopted/not adopted/in procedure	Quality Assurance Department, Legal Department	New	02/2023
	SG4.5	8, 9, 23	Establishing a digital repository of scientific works with open access at the University level.	Repository created/not created/in procedure	Science, Research and Development Department, University Computing Center	New	05/2023
	SG4.6	3, 6, 11, 38, 40	Establishing a system of regular reporting on scientific research works in reference databases.	Yearly report of the Science, Research and Development Department	Vice-Rector for Science, Research and Development, Science, Research and Development Department	New	03/2023

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			SG5. Contribute to the recognition of the University as the initiator for local and regional development through the cooperation with surroundings				
5	SG5.1	8, 9	Introducing the results of science and research work to the social community.	Number of public appearances	Management structures at the University	In Progress	Continuously
	SG5.2	23, 8	Increase the income form cooperation with industries.	Information disseminated/not disseminated regularly	Management structures of the University	In Progress	Continuously
	SG5.3	23, 8	Record the doctoral work and research projects with the industry.	Number of doctoral works and projects with the industry	Vice-rector for Science, Research and Development, Science, Research and Development Department	In Progress	Continuously
	SG5.4	24, 25, 26	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.	Satisfaction of researches with research conditions expressed through electronic survey	Management structures of the University	Extended	Continuously
	SG5.5	38	Enforcement of existing, and introduction of new lifelong learning programs	Number of life long learning programs	Management structures of the University and faculties	In Progress	Continuously
	SG5.6	12	Promotion of establishment of alumni associations at the faculties.	Number of alumni organizations at faculties	Management structures of the University and faculties	In Progress	Continuously
	SG5.7	7, 8, 23	Establishing an Industry Council at the University level	Proposal adopted/not adopted/in the procedure	Management structures at University and faculties, Quality Assurance Department, Science, Research and Development Department	New	06/2023
	SG5.8	28, 38, 39	Strengthening existing and introducing new training programs - short study programs.	Number of short study programs	Management structures at University and at the faculties, Vice-Rector for Teaching	New	Continuously
	SG5.9	28, 38, 39	Establishing of new non-formal education programs	Rulebook adopted/not adopted/in the procedure, number of non-formal education programs.	Management structures at University and at the faculties, Vice-Rector for Teaching	New	04/2025