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Urbroj: 2181-202-2-2/3-2

Sveučilište u Splitu
Povjerenstvo za HRS4R

Sveučilište u Splitu
Vijeće Centra za unapređenje kvalitete
R. Boškovića 31
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PREDMET: Akcijski plan Strategije ljudskih resursa za istraživače (Human Resources Strategy for Researchers – HRS4R) za razdoblje 2023 – 2025.

Poštovani,

na sjednici Vijeća Centra za unapređenje kvalitete Sveučilišta u Splitu od 18. siječnja 2023. godine imenovani smo u Povjerenstvo za izradu GAP-analize, izradu akcijskog plana i provedbu drugih aktivnosti u svezi "HUMAN RESOURCES STRATEGY FOR RESEARCHERS OF UNIVERSITY OF SPLIT INCORPORATING THE EUROPEAN CHARTER FOR RESEARCHERS AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS O PROVEDBI HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)" (u daljnjem tekstu Povjerenstvo za HRS4R) (KLASA: 029-03/23-07/01, URBROJ: 2181-202-3-03-23-7).

Senat Sveučilišta u Splitu usvojio je Izvješće o provedbi dokumenta „Internal review of HR Strategy and Action Plan 2020 - 2022“ na sjednici održanoj 16. siječnja 2023. KLASA: 119-02/23-02/01, URBROJ: 2181-202-2-2/3-1.

Novoimenovano Povjerenstvo za HRS4R krenulo je s praćenjem i sudjelovanjem u aktivnostima vezanim uz HRS4R process te je izradilo Akcijski plan Strategije ljudskih resursa za istraživače za razdoblje 2023. – 2025. godinu.

Human Resources Strategy for Researchers (HRS4R) Action Plan 2023 – 2025

Proposed actions	Gap Principle(s)	Timing	Responsible Unit	Indicator(s) / Target	Current status	Remarks
<p>Organizing science popularization activities and events within the existing projects (eg. Science Festival, Researchers' Night) and beyond.</p> <p>Expanding cooperation at the level of local community, local schools and civil society.</p> <p>Promoting arts contribution and the role of art in social and technological development</p> <p>Presentation of scientific results in public, covered by media. Developing a clear strategy of presenting the achievements of the University and timely informing the public.</p> <p>Encouraging voluntary engagement of researchers and other University's employers in humanitarian and similar activities of civil society.</p>	Public engagement	<p>Q1-Q4 2023</p> <p>Q1-Q4 2024</p> <p>Q1-Q4 2025</p>	<p>University Senate, University constituents, PR office of University and its constituent, Vice-rector for science and quality, Department for science and innovation, Technology transfer office, Science office, University journal Universitas</p>	<p>150 science popularization activities within Science Fair, Researchers' Night (before and during), and other projects containing science popularization component:</p> <p>50 art programs, workshops, exhibitions and concert.</p> <p>2 humanitarian activities per year</p>	Continuous	<p>Series of events will be organized: Festival of Science, Night of Researchers, Open days, scientific and creative workshops for students, dissemination events of research projects, entrepreneurs, scientists and students networking, etc.</p> <p>In order to popularize culture and art, through the cooperation of University Gallery and the Academy of Arts with the institutions (museums, galleries etc.), various art programs, workshops, exhibitions (student graduates, contemporary artist concerts, etc. will be organized</p>

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Adopted Open Science Policy	Research freedom, Dissemination, exploitation of results	Q2 2023	University management, University library, Office for legal and general affairs, Vice-rector for science and quality, Department for science and innovation, Science office, Open science policy committee	Appointment of Committee for creating the Open Science Policy, Written and adopted Open Science Policy	Extended	Open Science Policy Committee at the University is composed of the experts on Open Science and Responsible Research. The Committee has drafted the University's Open Science Policy in February 2023 and it is to be adopted by University Senate.
Guidelines for research integrity and good research practice at the University of Split	Ethical principles, professional responsibility and accountability	Q4 2023	University management, Vice-rector for science and quality, Department for science and innovation, Science office	Developed and adopted Guidelines for research integrity and good research practice at the University of Split, appointed Committee for scientific misconduct investigation	New activity	Guidelines for research integrity and good research practice are foreseen within the Action plan Research Integrity adopted in 2022.
Allocating a yearly budget for intellectual property protection and publishing an open call for disclosure of intellectual property	Dissemination and exploitation of results Intellectual Property Rights	Q1 – Q4 2023 Q1 – Q4 2024 Q1 – Q4 2025	Vice-rector for science and quality, Department for science and innovation, Technology transfer office	Published open call for disclosure of intellectual property – once per year	Extended, Continuous	In order to stimulate exploitation of research results a fund for IPR protection is established.
Organisation of lectures and/or workshops regarding different aspects of Intellectual Property Rights	Professional responsibility, Dissemination	Q1-Q4 2023	Vice-rector for science and quality, Department for science	2 lectures or workshops held every year	Extended, Continuous	Planned lectures and workshops will be held during Knowledge valorization week

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Provide advisory service for SME (small and medium enterprises)	n and exploitation of results, Intellectual Property Rights	Q1-Q4 2024 Q1-Q4 2025	and innovation, Technology transfer office	5 advisory services per year		
Encourage publishing and storing of academic articles and work in Open Access repositories through organizing training for researchers	Dissemination, exploitation of results, Continuing Professional Development	Q2 2023 Q2 2024 Q2 2025	University library	2 trainings per year	Extended, Continuous	Open science is being continuously promoted at the University of Split. For 2023., following workshops are planned: 1. Promotion of open access - workshop for editorial offices of University journals related to scientific publishing and open science 2. Promotion of research data Research Data Management Toolkit for universities within the SEA-EU Alliance three workshops for students on self-archiving of papers
Organize training for PhD students and researchers on research data archiving good practice, open access publishing and handling secondary data.	Continuing Professional Development	Q1-Q4 2023 Q1-Q4 2024 Q1-Q4 2025	University library	2 trainings per year	Extended, Continuous	In 2023, 3 workshops on self-archiving are planned
Mental health workshops and activities for improving quality and corporate wellbeing	Working conditions	Q1-Q4 2023	University student counselling center	4 workshops on mental health and career development	Extended, Continuous	

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		Q1-Q4 2024 Q1-Q4 2025.		per year/ 15 participants Organize free physical activity available throughout the year for Rectorate employees as a pilot action. Upon results of this action in the following years, program will be revised and offered to additional segments of employees.		As of March 2023, the University offers after work free training for Rectorate employees 3 times per week.
Improving PhD supervision	Relation with supervisor, Supervision and managerial duties, Supervision	Q3 2023 Q3 2024 Q3 2025	Vice-rector for science and quality, Science office	1 training per year for PhD students and supervisors Appoint committee for the preparation of a guide for mentoring PhD students Developed guide for mentoring PhD students	Extended	In 2023., 5-day workshop "Entrepreneurship skills" for doctoral students is planned within the SEA-EU Doc project
Raising awareness on gender balance	Gender balance	Q1-Q4 2023	Vice-rector for science and quality Science office,	1 Workshop per year (15 participants)	Extended, Continuous	

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		Q1-Q4 2024 Q1-Q4 2025	Commission for gender equality			
Create information package for incoming researchers which will be linked to all advertised employment opportunities at Euraxess.	Recruitment (Code)	Q3 2023	Vice-rector for science and quality, Science office, Vice-rector for international collaboration and cooperation with local community, International cooperation office	Information package for new and incoming researchers	Extended	Information package is envisaged as a tool which will facilitate and simplify process of relocation and fulfillment of administrative requirements for foreign researchers.
Inciting formation of legislature on the national level in the field of acknowledging competences acquired through non-formal education. Development of procedures for recognition of formal qualifications and non-formal qualifications (development of review system)	Recognition of qualifications (Code)	Q4 2024	Vice-rector for students, teaching and business, Office for recognition of foreign diplomas and professional qualification, Office for teaching, Center for quality advancement at University of Split, University constituents	Report with proposal of legislative changes on national level. Adopted procedures for recognition of formal qualifications and non-formal qualifications on the University level. Target can be achieved in	Extended	So far, the University Senate adopted the Rulebook on the acknowledgment of extracurricular activities.

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				cooperation with SE-EU partners.		
Fostering exchange schemes such as Erasmus for academic and non-academic staff. Ensuring financial means from the EU funds and industry partnership projects	Value of mobility	Q1-Q4 2023 Q1-Q4 2024 Q1-Q4 2025	Vice-rector for international collaboration and cooperation with local community, International cooperation office	Publish Call for Erasmus+ mobility – once per year Organize Mobility Info Day for University employees	Extended, Continuous	
Developing specialization and education mechanisms for all researchers in order to obtain teaching skills.	Teaching	Q1-Q4 2023 Q1-Q4 2024 Q1-Q4 2025	Vice-rector for students, teaching and business, Center for research and development of lifelong learning	1 workshop on teaching skills per year	Extended, Continuous	
Inciting complying with ethics and research integrity issues (public discussions, workshops, etc.).	Ethical principles Good practice in research	Q1-Q4 2023 Q1-Q4 2024 Q1-Q4 2025 Q1-Q4 2023 Q1-Q4 2024	University ethics committee, Committee for scientific misconduct investigation	1 workshop on ethics and integrity Train the trainers in responsible research – 1 workshop per year	Extended, Continuous	

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		Q1-Q4 2025				
Stimulating practice of postdoc specialization abroad and at the institutions in the Republic of Croatia with adequate evaluation of specialization. Encouraging PhD and postdoc mobility.	Recognition of mobility experience (code)	Q1-Q4 2023 Q1-Q4 2024 Q1-Q4 2025	Vice-rector for science and quality, Science office Vice-rector for international collaboration and cooperation with local community, International relations office, SEA-EU office	Promotion of open post-doc and PhD position within the SEA-EU alliance.	Extended, Continuous	
Encouragement of researchers' training & education at other institutions.	Access to research training and continuous development	Q1-Q4 2023 Q1-Q4 2024 Q1-Q4 2025	Vice-rector for International collaboration and cooperation with local community, International relations office, SEA-EU Office, Vice-rector for science and quality, Science office	Number of staff trained at other institutions in and outside of EU	Continuous	