

Sveučilište u Splitu
Povjerenstvo za HRS4R

Sveučilište u Splitu
Vijeće Centra za unapređenje kvalitete
R. Boškovića 31
21 000 Split

KLASA: 119-02/23-02/01
URBROJ: 2181-202-2-2/3-1
Split, 16. siječnja 2023.

PREDMET: Izvješće o provedbi dokumenta „Internal review of HR Strategy and Action Plan“

Poštovani,

na sjednicama Vijeća Centra za unaprjeđenje kvalitete od 15. travnja 2019. i 18. rujna 2020. 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).

Senat Sveučilišta u Splitu usvojio je pripremljene dokumente "Internal review of HR Strategy and Action Plan", KLASA: 003-08/19-05/00020; URBROJ: 2181-202-03-01-19-0033, na svojoj 20. sjednici Senata Sveučilišta u Splitu, održanoj dana 31. listopada 2019. godine. Nakon provedene evaluacije Sveučilište u Splitu zadržalo je oznaku „Izvrsnosti ljudskih resursa u istraživanjima (HR Excellence in Research“).

Povjerenstvo je nastavilo s aktivnim praćenjem i sudjelovanjem u provedbi HRS4R procesa te podnosimo izvješće o provedenim aktivnostima na Sveučilištu u Splitu, sukladno planu iz „Internal review of HR Strategy and Action Plan“ dokumenta, za razdoblje od 2020. do 2022.

| Proposed actions | Gap Principle(s) | Timing | Responsible Unit | Indicator(s) / Target | Current status | Remarks | Remarks 2020-2022 |
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| <p>Organizing a larger number of public lectures and thematic round tables in order to inform public about the scientific achievements of the institution.</p> <p>Presentation of scientific results in public, covered by media.</p> <p>Expanding cooperation at the level of local community and civil society.</p> <p>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</p> | Public engagement | 2013.-2015. | <p>University Senate</p> <p>University Council</p> <p>University constituents</p> <p>PR office of University and its constituents</p> <p>Technology Transfer Office</p> <p>Project managers</p> <p>University journal</p> <p>Universitas</p> | | Completed | <p>Actions were accomplished in last Action Plan but we continued to work in Public engagement through organising conferences, open days, workshops and trainings, lectures for general public, publishing books and booklets, continuously publishing news and articles in Universitas (over 40 issues since 2016), organising Science Fair every year (more than 100 activities each year) and European Researchers' Night in 2018 and 2019.</p> <p>Last years, University and its constitutes have participated in many humanitarians actions, like preparing dinner for homeless people in Centre for homeless people in Split. Also, many employees joined and donated blood in blood donating actions that were organized in collaboration with Red Cross in Split. This actions align with UNIST Strategy and Scientific</p> | <p>The University continues to organize public lectures and thematic round tables in order to inform public about the scientific achievements. The most important popularization events are Science Fair and researchers' Night. Through the Science Festival, scientific principles and a scientific way of thinking are promoted. Due to the Covid, Science Fair wasn't held in 2020. In 2021, Science Fair was held in hybrid form from May 10 to 15. The theme of the Fair was Science Culture and as many as 79 activities were carried out: https://www.unist.hr/znanost-i-inovacije/festival-znanosti-2022/festival-znanosti-2021</p> <p>Activities were held online, via Zoom platform or as already recorded presentations available on Youtube, while some activities took place in live in in compliance with all epidemiological measures and recommendations. In 2022, Science Fair grew significantly in size – almost 200 activities were</p> |

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| <p>similar activities of civil society. Organizing university workshops that will cover the themes of project registration, management and reporting.</p> | | | | | | <p>Strategy tasks (Disseminate results of the projects within the scientific community, stakeholders from real sector and society, Increase science popularization activities, Organize workshops with visiting scientists from domestic and foreign scientific research institutions and industry, Promote the benefits of the University of Split and Promote science and arts) for achieving Strategy goals.</p> | <p>carried out.: https://www.unist.hr/znanost-inovacije/festival-znanosti-2022 As of 2022, the University of Split is a coordinator of the Horizon project RECONNECT SCIENCE WITH THE BLUE SOCIETY (Blue Connect). Central project activity is Researchers' Night which is traditionally organized last Friday in September. After a pause during the pandemic, Researchers' Night was held on Friday 30 2022. In Split, we had more than 4000 visitors at more than 30 stations. In addition, 11 lectures were held and at the EU corner, 15 projects were presented: https://www.unist.hr/novosti/promocija/znanost-i-istrazivanje-suzabavni-euopska-noc-istrazivaca-okupila-preko-7000-posjetitelja</p> |
| <p>Exploring and accepting the criteria of evaluation performed at successful scientific institutions Criteria and procedure of assessment should be transparent; introducing peer</p> | <p>Evaluation/ appraisal systems</p> | <p>2013.-2015.</p> | <p><i>Centre for Quality of University of Split Science manager Science Office</i></p> | | <p><i>Completed</i></p> | <p>Evaluation criteria are defined at national level - Act on Scientist Activity and Higher Education (NN 123/03, 198/03, 105/04, 174/04, 02/07, 46/07, 45/09, 63/11, 94/13, 139/13, 101/14, 60/15, 131/17). They are transparent and include peer review by expert committee, which is</p> | |

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| review system in titles election of responsible persons in scientific-research projects Assessment and rank of scientific efficiency of the constituents within the science areas and branches | | | <i>University constituents</i> | | | approved by university constituents' councils. Quality Assurance Manual was adopted in 2018. University Library conducts Researchers' productivity Analysis since 2018. The funding obtained for research from Ministry is distributed to the faculties and departments taking into account the number of researchers and their scientific productivity. | |
| Enacting rule of advertisement for recruitment on EURAXESS network. Advertising improvement, especially in defining conditions of titles election, description of work conditions and advancement possibilities (information package linked with advertisement). | Recruitment (Code) | 2013.-2015. Q1 2021. | <i>University Senate University constituents</i> | Revised information package | <i>Extended</i> | Since 2016 all advertisements appear on EURAXESS network. The information package linked with advertisement will be improved in the forthcoming period. | All open scientific and teaching positions are being advertised on EURAXESS network, Universitas, Official Gazette and web-page of the institution advertising the open position (University or its faculty). Information package is planned to be created in the near future. |
| Define election procedure, employment, and selection criteria. | Transparency (Code) | 2013.-2015. | <i>University constituents</i> | | <i>Completed</i> | Vacancies for all research positions are advertised. All candidates are informed about the outcome in written. | OTM-R Policy (Open Transparent Merit Based Policy) was adopted on 31 October 2019: https://www.unist.hr/DesktopMo |

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| Candidates should be informed in detail about the selection procedure, as well as about the outcome in written form. | | | | | | | dules/Bring2mind/DMX/API/Entries/Download?language=en-US&Command=Core_Download&EntryId=1758&PortalId=0&TabId=1843 |
| 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) | 2013.-2015. Q4 2021. | <i>Office for Recognition of Foreign Diplomas and Professional Qualifications University constituents</i> | Report with proposal of legislative changes and developed procedures | <i>Extended</i> | The topic is still relevant at the national and international level and will be tackled through European University of the Seas. Based on the experiences in the project, appropriate legislative changes will be suggested. | The University Senate adopted the Rulebook on the acknowledgment of extracurricular activities (Pravilnik o priznavanju izvannastavnih aktivnosti na Sveučilištu u Splitu) on June 31 2021: https://www.unist.hr/DesktopModules/Bring2mind/DMX/API/Entries/Download?language=hr-HR&EntryId=1906&Command=Core_Download&PortalId=0&TabId=1846 |
| Ensuring conditions and inciting mobility at all University levels Covering progress in mobility improvement and its stimulation through reward system Ensuring financial means from the EU funds and industry partnership projects | Value of mobility | 2013.-2015. | <i>University International Cooperation Office</i> | | <i>Completed</i> | Actions were accomplished in the last Action Plan but we continued working towards ensuring more funds for staff mobilities. Approximately 15% of staff (more than 300 persons) is taking advantage of Erasmus+ mobility every year. For the period 2019/2020 we secured funds for mobility of approximately 30% of staff. There are over 550 | In addition, the University Senate adopted a Rulebook on International Mobility of the University of Split on July 14 2022.: https://www.unist.hr/DesktopModules/Bring2mind/DMX/API/Entries/Download?language=hr-HR&EntryId=2159&Command=Core_Download&PortalId=0&TabId=1846 |

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| Fostering exchange schemes such as Erasmus | | | | | | Erasmus+ cooperation agreements and 80 bilateral agreements with universities worldwide. Also, University is preparing for the next Erasmus programme 7-years period, so our active participation is a key strategic priority. | |
| Continuing the regulation development for protection and Intellectual Property income allocation. Developing mechanisms of informing and education on regulation application. | Intellectual Property Rights | 2013.-2015. | Technology Transfer Office | | Completed | University has IP policy and its Technology Transfer Office offers advice to researchers on intellectual property rights. Also, Office organised lectures and workshops in last period and held over 120 individual consultations for University employees. | |
| Encouraging and accelerating the making of the personal data collection, which will enable monitoring of teaching, science and mentoring share in overall workload. Introduction of possibility of increased | Teaching | 2013.-2015. 2/2 2020., 2/2 2021., 2/2 2022. | University constituents Vice rectors | Number of trainings organised, number of researchers | Extended | Based on Collective Agreement for Science and Higher Education (2018), each researcher and teacher at the beginning of the academic year gets his own composition of overall workload with defined shares of teaching, science, mentoring and institutional activities. | Workshop „Nastavničke kompetencije u visokoškolskoj nastavi” – 23 Sept 2020: https://www.unist.hr/novosti/pedagosko-didakticka-radionica-nastavnicke-kompetencije-u-visokoskolskoj-nastavi In 2022, several workshops on the improvement of teaching skills were held. In May 2022, at the Faculty of Law, Center for |

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| <p>share of teaching or science in overall load, according to research needs, employee attitudes, and requirements of the institution. Developing specialization and education mechanisms for all researchers in order to obtain teaching skills.</p> | | | | <p>participating/ 1 training per year/ 20 researchers per year trained</p> | | <p>And also, researchers can have increased scientific or teaching share in his overall workload. A lot of trainings were conducted in teaching skills over last years as a part of various projects but we didn't have mechanism for all researchers. Periodic training in teaching skills will be held once a year (2020., 2021. and 2022.) for University staff.</p> | <p>Research and Development of Life-Long Learning (CIRCO) organized workshop on "Improvement of Teaching Competences: Communication and Group Dynamics in Higher-Education teaching" (Usavršavanje nastavničkih kompetencija I grupna dinamika u visokoškolskom obrazovanju), Contemporary Teaching Strategies and Methods (Suvremene nastavne strategije I metode) and E-Learning in Higher Education (E-učenje u visokoškolskom obrazovanju). In February 2022, within the framework of Croatian Qualifications Framework, workshop on "Excellence and effectiveness in higher education in the field of Economy" ("Izvršnost I učinkovitost u visokoškolskom obrazovanju u polju ekonomije") was held.</p> |
| <p>Encouragement of researchers' education at other institutions. Permanent trainings and seminars organized/carried out by the University</p> | <p>Continuing Professional Development</p> | <p>2013.-2015.</p> | <p>University International Cooperation Office</p> | | <p>Completed</p> | <p>In last 4 years, number of staff trained at other institutions in and outside of EU has increased over 3 times. This action aligns with UNIST Strategy tasks (Organize English language courses</p> | |

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| and/or its constituents for their researchers Enable financial instruments to encourage the development of skills and competencies. | | | <i>University constituents</i> | | | systematically for University employees, Establish a model for professional development of non-teaching staff and Increasing researchers outgoing mobility) for achieving Strategy goals. | |
| More attendance and securing of financial resources will foster researchers' development and better exploitation of their potentials. | Access to research training and continuous development | 2013.-2015. | - <i>University constituents</i> | | <i>Completed</i> | <p>UNIST is participating in European projects management since FP6 and is currently engaged in 9 H2020 research projects, 14 Interreg projects, 18 Erasmus+ projects, 12 ESF projects, 1 EuropeAid, 1 COSME and 6 ERDF projects. In addition to that, UNIST staff is leading around 30 Research projects and 38 Career development for Young Researchers projects funded by Croatian Science Foundation.</p> <p>This action aligns with UNIST Strategy and Scientific Strategy tasks (Increase funding for science through EU funds, Encourage cooperation with the real sector and Implement projects for the public and private sectors) for achieving goals</p> | |

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| Inciting complying with ethical rules, and regular adjustments and promotion of the Code of Ethics (public discussions, workshops, etc.). | Ethical principles Good practice in research | 2013.-2015. | Ethical Committees of University of Split and its constituents Centre for Quality of University of Split Boards for Quality of University constituents | | Completed | Extra action. Ethics and research integrity issues were directly informed by the activities from the following H2020 projects, where research groups from the University of Split participated: HEIRRI – Higher Education Institution and Responsible Research and Innovation (completed in 2018): http://heirri.eu/ EnTIRE – Mapping Normative Frameworks for ETHics and Integrity of REsearch (EnTIRE): http://entireconsortium.eu/stakeholder/ and https://www.embassy.science VIRT2UE – Virtue based ethics and Integrity in Research: Train the Trainer program for Upholding the principles and practice of the European Code of Conduct for Research Integrity: https://www.embassy.science/training SOPs4RI – Standard Operating Procedures for Research | |

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| | | | | | | Integrity; https://www.sops4ri.eu/ | |
| Enable access to the relevant legislation and institutional rules | Professional attitude | 2013.-2015. | University Legal, Administrative and General Affairs Service, University constituents | | Completed | Extra action. On UNIST and University constituent's websites, legal acts, rulebooks and all documents have been posted, publicly available to all. | |
| Enable access to the leading scientific journals and on-line bases | Professional responsibility | 2013.-2015. | University Library | | Completed | Extra action. In last years, UNIST has access to over 70 online databases. | |
| Emphasize continuously the importance of professional ethics and unacceptability of any form of plagiarism and forgery repositories of scientific research results and databases. | Professional responsibility | Q2 2020. | University Management, University Library | | In progress | Extra action. University Computing Centre SRCE (University of Zagreb) is currently procuring 2 software solutions for plagiarism detection (Turnitin and PlagScan) that will be available to all staff and students from the University of Split. | As of 2020, Turnitin and Plagscan software for plagiarism detection are available to all staff and students from the University of Split and its constituents: https://www.unist.hr/novosti/turinitin-software-za-provjera-autenticnosti-radova http://ozs.unist.hr/hr/novosti/876-plagscan-softver-za-provjera-antiplagijata |
| Stimulating practice of postdoc specialization abroad and at the institution in the Republic of Croatia with adequate | Recognition of mobility experience (code) | 2013.-2017. | University Management, University Constituents, | | Completed | Extra action. Decision of Rectors' Conference (2017), Decision on the necessary conditions for the assessment of teaching and scientific-professional | |

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| evaluation of specialization Encouraging PhD and postdoc mobility | | | International relations office | | | activities in the process of election to scientific-teaching titles. Among 31 conditions (requirements), one is related to training abroad. Also, University International Relations Office is promoting Erasmus+ mobility for training to postdocs, all staff and students on more than 10 Info days every year. | |
| Informing about the importance of the lifelong professional development (round tables, workshops, etc.) | Seniority (code) | 2013.-2019. | University Offices | | Completed | Extra action. University staff are regularly informed and encouraged to attend round tables, workshops, courses, lectures, etc. | |
| Supporting researchers' professional attitude through introduction of project application process and procedures | Professional attitude | 2015.-2019. | University management Vice rector for research and innovation University constituents Office for projects and | Introduced project application form. | Completed | Extra action. All professors need to inform University's Office for projects and technology transfer before applying for projects and they can come to Office to get needed support in preparing projects proposals and documentation. Communication is highly encouraged. Online application form is available. | |

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| | | | technolog y transfer | | | | |
| Renewal of research facilities and equipment | Research environment | 2017.-2019. | University management University constituents Office for projects and technology transfer | Number and value of research infrastructure projects | Completed | Extra action. University has obtained three large grants (total values ~ 25m euro) for research infrastructure | |
| Encouraging flexibility in every aspect with efficient control of the use of working hours introducing the periodic and independent evaluation of scientific and professional work | Working conditions | 2013.-2019. | - Rectorate - University constituents | | Completed | Extra action. According to the national Act on Scientist Activity and Higher Education and Collective Agreement researchers have been given freedom for flexible working hours. Under the same Act, researchers must undergo an evaluation process every five years. | |
| Review of Code of Ethics | Research freedom, Ethical principles | Q4 2020. | University management Office for legal and general affairs | New, revised Code of Ethics | New | External experts will be included as advisors, in particular Prof. Ana Marusic who is Research Integrity Advisor at Doctoral school of University of Split, School of Medicine | Code of Ethics was reviewed on December 20 2020: https://www.unist.hr/DesktopModules/Bring2mind/DMX/API/Entries/Download?language=hr-HR&EntryId=1812&Command=Co |

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| | | | Ethical committee | | | | re_Download&PortalId=0&TabId=1846 |
| Open Access Policy | Research freedom, Dissemination, exploitation of results | Q1 2021. | University Management, University Library, Office for legal and general affairs, Research Office | Written and adopted Open Access Policy | New | External experts from Institute of Ruđer Bošković who participate in OpenAIRE project will be consulted. | We are waiting for the national Open Access Policy to be created to avoid potential changes of our Open Access Policy. In the meanwhile, we have started working on the Policy draft which will be altered accordingly to national Policy for Open Science which is in development. University of Split has a member participating in the Committee for developing national policies regarding Open Science. In the meantime, as an additional action Open Science Ambassadors were nominated through the reSEArch-EU project which work on raising awareness of open science and university is increasingly involved in Open Science activities (e.g. WP6 in reSEArch-EU) https://researcheu.sea-eu.org/open-science-info-sessions/ |
| Translation to Croatian and adoption of ALLEA Code of | Ethical principles, Good | Q1 2021. | Research Office expert Prof. dr. | ALLEA Code of Conduct for | New | The adopted Code of Conduct will be available on the University web page, all current researchers will be | ALLEA Code of Conduct for Research Integrity was adopted by University Senate on October 29 2020: |

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| Conduct for Research Integrity | practice in research | | Ana Marušić | Research Integrity translated and adopted | | notified and it will form a part of the information package sent to all newly employed researchers. | https://www.unist.hr/znanost-inovacije/ured-za-znanost/odgovorna-znanost Action Plan for Scientific and Research Integrity (Akcijski plan znanstveno-istraživačke čestitosti) has been adopted by the University Senate in April 2021. |
| Continuing research into ethical climate to provide evidence for policy change and adaptation & contribution to national practice | Ethical principles | Q4 2021. Q2 2020. | School of Medicine and Faculty of Humanities and Social Sciences University representative | Report on findings Participation | New | UNIST representative will participate in the 25th National Ethics Councils Forum in Zagreb, Croatia, May 2020 | UNIST representative participated at 25 th Forum of the National Ethics Councils (NEC) – held online: https://eu2020.hr/Events/Event?id=479 |
| Train the trainers in responsible research | Good practice in research | Q2 2020. | Virt2uE project team | Certified trainers | New | VIRT2UE – Virtue based ethics and Integrity in Research: Train the Trainer program for Upholding the principles and practice of the European Code of Conduct for Research Integrity: https://www.embassy.science/training Training will be organised in February 2020. | Train the Trainer training guide was organised in 2020 in online form: https://www.embassy.science/wiki/Guide:Bbe860a3-56a9-45f7-b787-031689729e52 . Researchers from School of Medicine participated in VIRT2UE project and are one of the founders of Embassy of good science. Two staff members from the Science Office at the University of |

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| | | | | | | | Split participated in Summer School of Responsible Research at the School of Medicine (29 August - 2 September 2022.): https://mefst.unist.hr/our-school/news/summer-school-of-responsible-research-29-august-2-september-2022/11617 |
| Rulebook for application and implementation of projects at University of Split | Professional attitude, Accountability | Q2 2020. | University Management, Office for projects and technology transfer | Adopted Rulebook | New | The rulebook will formalize the procedures already established through the online form and further support researchers in obtaining all necessary approvals before starting their research or accessing the university resources and in adhering to the principle of accountability. | The Rulebook for application and implementation of projects at University of Split was adopted by the University Senate on September 24 2020: https://www.unist.hr/Portals/0/adam/Content/mxHACvQPfEmPvKyzPT-Awg/Text/Pravilnik%20o%20postpucima%20prijave%20i%20provedbe%20projekata%20na%20Sveu%C4%8Dili%C5%A1tu%20u%20Splitu.pdf |
| Writing of Rulebook on the announcement and implementation of public recruitment | Recruitment, Recruitment (code), Selection (code), Transparency (code) | Q2 2020. | University management Office for legal and general affairs University constituents | Rulebook on the announcement and implementation of public recruitment | New | The Rulebook will put into practice OTM-R principles. | Rulebook on the announcement and implementation of public recruitment was adopted by the University Senate on September 24 2020: https://www.unist.hr/DesktopModules/Bring2mind/DMX/API/Entries/Download?language=hr-HR&EntryId=1763&Command=Core_Download&PortalId=0&TabId=1846 |

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| Establishment of a system for collecting information on applicants to open positions | Recruitment (code) | Q1 2021., Q1 2022. | Office for legal and general affairs Research Office | Reports on collected information | New | Starting in 2020 each university constituent will be asked to supply data on applicant to open positions. This will form bases for reports and potential further activities. | University constituents are sending data on applicants to open positions to Research Office. Data is inserted in Open Air database, and it is being used for the purpose of report producing. |
| 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 | Q4 2020., Q4 2021., Q4 2022. | Office for Projects and Technology Transfer | Published Call | New | In order to stimulate exploitation of research results a fund for IPR protection will be established. | The Rulebook on Managing Funds for Intellectual Property (Pravilnik o upravljanju I raspolaganju sredstvima Fonda za zaštitu intelektualnog vlasništva) protection of the University of Split was adopted by University Senate on March 21 2022: https://www.unist.hr/Portals/0/adam/Content/7Sw4bBFpEEuI2ZM4SGklWw/Text/Pravilnik%20o%20fonde%20za%20intelektualno%20vlasni%C5%A1tvo.pdf Form for disclosure of intellectual creation (Obrazac za razotkrivanje intelektualne kreacije) is available at the University of Split web-page: https://www.unist.hr/znanost-i-inovacije/ured-za-transfer-tehnologije/pravilnik-o-iv and permanently open with a secured yearly budget. |
| Revision of IPR Policy | Intellectual | Q4 2020. | Office for Projects and | Revised IPR Policy | New | IPR policy will be revised in 2020 based on the | Revision of the Intellectual Property Policy was done on March 21 2022: |

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| | Property Rights | | Technology Transfer | | | experiences from the previous period. | https://www.unist.hr/Portals/0/adam/Content/7Sw4bBFpEEuI2ZM4SGklWw/Text/Pravilnik%20o%20intelektualnom%20vlasni%C5%A1tvu%20izmjene%20i%20dopune.pdf |
| Organisation of lectures and workshops regarding different aspects of Intellectual Property Rights | Professional responsibility, Dissemination and exploitation of results, Intellectual Property Rights | Q1-Q42020. Q1-Q42021. Q1-Q42022. | Office for Projects and Technology Transfer | 5 lectures or workshops held every year | New | Planned lectures and workshops are: 1. The scope of patent protection: intellectual property rights basics 2. Research and innovation: responsible conduct in research 3. From idea to the market or why intellectual property should be an integral part of business plan 4. Intellectual property rights other than patent 5. Patents database search 6. Appropriate forms of intellectual property protection in different scientific areas | In 2020, following workshops were held: The role of patent protection of intellectual property - the basics of intellectual property (Uloga zaštite intelektualnog vlasništva patentnom - osnove intelektualnog vlasništva) Patent databases as a source of information - basics of searching patent databases (Patentne baze kao izvor informacija - osnove pretraživanja patentnih baza) Patent documents - the basics of preparing and formatting a patent application (Patentni dokumenti - osnove pripreme i oblikovanja patentne prijave) In 2021, following workshops were held: Basics of intellectual property, May 13 (Osnove intelektualnog vlasništva, 13. Svibnja), Role of intellectual property patent protection May 20 (Uloga zaštite intelektualnog vlasništva patentnom, 20. svibnja), Usage of patent |

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| | | | | | | <p>information June 9 (Korištenje patentnih informacija, 9. lipnja), How to write a project proposal on 1 page, June 24 (Izrada projektnog prijedloga na jednoj stranici, 24. lipnja)</p> <p>In 2022, following workshops were held: "Innovation and coffee with Petar Reić; find out how and why managing intellectual property can be a part of a successful business model" (Inovacije i kava s Petrom Reićem; saznajte kako i zašto upravljanje intelektualnim vlasništvom može biti dio uspješnog poslovnog modela): https://utt.unist.hr/inovacije-i-kava-s-petrom-reicem-saznajte-kako-i-zasto-upravljanje-intelektualnim-vlasnistvom-moze-biti-dio-uspjesnog-poslovnog-modela/, Innovation and coffee: come and take part in conversation with patent representative (Inovacije i kava: Dođite i sudjelujte u razgovoru s patentnom zastupnicom): https://utt.unist.hr/inovacije-i-kava-dodite-i-sudjelujte-u-razgovoru-s-patentnom-zastupnicom/, Online workshop for the prospective applicants of</p> |
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| | | | | | | <p>Innovative Proof of Concept(Online radionica za prijavitelje projekta Dokazivanje inovativnog koncepta): https://utt.unist.hr/online-radionica-za-prijavitelje-projekta-dokazivanje-inovativnog-koncepta/, Transfer Technology Office from the University of Split organized workshop at the international ASTP conference in Portugal: https://utt.unist.hr/utt-sveucilista-u-splitu-uspjesno-odrzao-radionicu-na-internacionalnoj-astp-konferenciji-u-portugalu/</p> <p>As a part of the SEA-EU Makeathon, head of the Department for Science and Innovation held an education "Intellectual property": https://www.unist.hr/novosti/prijavi-se-na-sea-eu-makeathon-program-educacija-uci-o-odrzivosti-i-razvoju-ideja</p> |
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| Staff training for storing research results in Repositories (open access) | Dissemination, exploitation of results, Continuing Professional Development | 1/2 2020. 1/2 2021. 1/2 2022. | University Library | 1 Staff training | New | In order to promote open science staff will be trained in preparing and storing research results in repositories. | Open science is being continuously promoted through the organization of following workshops: In 2020., series of three webinars "Research data – how to treat them" ("Istraživački podaci-što s njima?") was organized: https://www.svkst.unist.hr/index.php/novosti/treci-rda-webinar-istrazivacki-podaci-sto-s-njima/ https://www.svkst.unist.hr/index.php/novosti/drugi-webinar-istrazivacki-podaci-sto-s-njima/ https://www.svkst.unist.hr/index.php/novosti/prvi-webinar-istrazivacki-podaci-sto-s-njima/ "Open science – principles and application", at the Faculty of Humanities and Social Science - June 30 2021 (Otvorena znanost – načela i primjena): https://stari-web.ffst.hr/radionica-otvorena-znanost-nacela-i-primjena/ Employees from the University Library organized 10 workshops on Open Science in 2021: https://www.svkst.unist.hr/index.php/novosti/djelatnice-sveucilisne-knjiznice-odrzale-radionice-o-otvorenoj-znanosti- |
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| | | | | | | | na-sastavnicama-sveucilista-u-splitu/ In 2022, six workshops on Open Access were held: https://www.svkst.unist.hr/index.php/otvorena-znanost/#a |
| Course for training students and researchers to self-archive and for raising awareness for open access publishing | Continuing Professional Development | 1/2 2020. 1/2 2021. 1/2 2022. | University Library | 1 Course | New | In order to promote open science staff and students will be trained in preparing and storing publications in repositories. | Open science is being continuously promoted through the organization of following workshops: In 2020., series of three webinars “Research data – how to treat them” (“Istraživački podaci-što s njima?”) was organized: https://www.svkst.unist.hr/index.php/novosti/treci-rda-webinar-istrazivacki-podaci-sto-s-njima/ https://www.svkst.unist.hr/index.php/novosti/drugi-webinar-istrazivacki-podaci-sto-s-njima/ https://www.svkst.unist.hr/index.php/novosti/prvi-webinar-istrazivacki-podaci-sto-s-njima/ In 2021 following workshops were organized: “Open science – principles and application”, at the Faculty of Humanities and Social Science (Otvorena znanost – načela i primjena): https://stari-web.ffst.hr/radionica-otvorena-znanost-nacela-i-primjena/ |

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| | | | | | | | <p>Employees from the University Library organized 10 workshops on Open Science in 2021: https://www.svkst.unist.hr/index.php/novosti/djelatnice-sveucilisne-knjiznice-odrzale-radionice-o-otvorenoj-znanosti-na-sastavnicama-sveucilista-u-splitu/</p> <p>In 2022, six workshops on Open Access were held: https://www.svkst.unist.hr/index.php/otvorena-znanost/#a</p> <p>Within the framework of research-EU, a lecture on Open Science was held (June 29, 2022). In this context, the University of Split, as part of the reSEArch-EU project, together with the partner universities of the SEA-EU alliance, launched an initiative of joint promotion of open science through the work of SEA-EU Open Science ambassadors: https://www.unist.hr/novosti/zn-anost-i-tehnologija/u-okviru-projekta-research-eu-odrzano-predavanje-na-temu-uvod-u-otvorenu-znanost</p> |
| Workshops for students and staff to strengthen communication, | Working conditions | Q1-Q4 2020., Q1-Q4 2021., | University Student Counselling Centre | 5 workshops every year | New | Planned workshops: How to present yourself Self-assessment of job-related personality traits | In 2020., 7 workshops were held: 08.11. - Kako (se) prezentirati; 14.11. - Mogućnosti rada preko Student servisa, 20.11. - Ispitaj |

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| presentation and organizational skills, etc. | | Q1-Q4 2022. | | | | Time Management Communication skills Assertiveness Preparing for a public appearance on radio and TV How to work in team | svoje potencijale, 28.11. - Upravljanje vremenom, 12.12. Trening komunikacijskih vještina, 10.03. Izađimo spremni na intervju i 12.05. Istakni se životopisom i molbom (held online). In 2021., another 7 workshops were organized: Asertivnost-ključ uspješne komunikacije, Pozitivan mindset protiv negativnih komentara (suradnja sa Studentkim poduzetničkim inkubatorom), U potrazi za poslom, Poduzetništvo – je li to za mene?, Kako uspješno startati na tržištu rada?, Priprema za razgovor za posao, Razvoj vještina za buduće poduzetnike In 2022., following workshops were held: Kako se predstaviti poslodavcu i Priprema životopisa as a part of the Career Days 2022, and 2 workshop Kako se pripremiti za razgovor za posao at the Faculty of Humanities and Social Sciences and University Department of Professional Studies. |
| Mental health workshops and seminars for | Working conditions | 2/2 2020. 2/2 2021. 2/2 2022. | University Student Counselling Centre | Number of workshops/Num | New | There is already possibility of individual mental health counselling, that employees are mostly not aware of. With | In 2020 (21 October) as a part of the Talk&Grow cycle, Faculty of Humanities and Social Science organized Relaxation Techniques |

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| improving quality and corporate wellbeing | | | Psychology Counseling | number of participants 1 workshop per year/ 15 participants | | workshops and seminars we will raise awareness and improve staff wellbeing. | <p>workshop (Radionica iz ciklusa Talk&Grow 00Tehnike opuštanja’): https://www.unist.hr/en/zii_novosti/application-for-the-talk-grow-cycle-workshop-relaxation-techniques On November 2021, in order to raise awareness on mental health, an exhibition “Let’s talk about health, mental health” (“Ajmo govorit o zdravlju, mentalnom zdravlju!) was organized at the University of Split Campus: https://www.unist.hr/novosti/ajmo-govorit-o-zdravlju-mentalnom-zdravlju</p> <p>On December 9, 2022 round table on mental health among young people was held: “Is everyone having a happy holiday season? Round table and panel discussion on youth mental health” (Jesu li blagdani svima sretni? Okrugli stol I panel rasprava o mentalnom zdravlju mladih): https://www.unist.hr/novosti/okrugli-stol-o-mentalnom-zdravlju-mladih-naslova-jesu-li-blagdani-svima-sretni</p> |
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| Improving PhD supervision | Relation with supervisors, Supervision and managerial duties, Supervision | 2/2 2021. 2/2 2022. | Research office | Number of trainings/ Number of participants 1 training per year/ 15 participants Developed guide | New | 1 training per year for PhD students and supervisors Guide of good practices for supervisors and PhD students | <p>From May 17 until May 21 2021 an on-line training was organised, "Career development for doctoral students", in addition with training for mentors at the level of the SEA-EU alliance: https://www.unist.hr/znanost-inovacije/novosti/mogucnosti-za-doktorande-i-mentore</p> <p>Permanent access has been secured to online PhD training for students at the alliance level: https://sea-eu.org/joint-phd-courses/</p> <p>In 2022, 23 - 27 May , workshop "Problem-solving skills for higher education learners" took place: https://www.unist.hr/novosti/opportunity-for-phd-students-sign-up-for-workshop-problem-solving-skills</p> <p>Guide of good practices for supervisors and students is in preparation.</p> |
| Developing procedure for complaints/appeals of researchers | Complaints/appeals | Q1 2020. | University management Office for legal and | Developed procedure including an | New | An impartial (ombudsman-type) person will be appointed who will assist research staff in resolving work-related conflicts, disputes and grievances. | On August 26 2020, commissioner responsible for employee/researcher complaints in accordance with the Action Plan for the Implementation of the Human Resources Strategy |

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| | | | general affairs | ombudsman | | | for Researchers was appointed: https://www.unist.hr/novosti/odluka-o-imenovanju-povjerenika-nadleznog-za-prituzbe-zaposlenikaistrzivaca |
| Raising awareness on gender balance | Gender balance | 1/2 2020. | Office for legal and general affairs | Workshop/ 15 participants | New | Workshop will be organised for representatives of University constituents involved in recruitment. Representative of the national Office of ombudswomen for gender equality will be involved. | <p>The University adopted Gender Equality Plan in 2021.: https://www.unist.hr/en/news/gender-equality-at-the-university-of-split</p> <p>Committee for Gender equality was appointed on September 7 2022.</p> <p>Policy against Discrimination and Harassment (Politika protiv diskriminacije I uznemiravanja) was adopted by the University Senate on April 30 2021: https://www.unist.hr/DesktopModules/Bring2mind/DMX/API/Entries/Download?language=hr-HR&EntryId=1878&Command=Core_Download&PortalId=0&TabId=1846, as well as the “Protocol on procedures and protection measures against discrimination harassment and sexual harassment” https://www.unist.hr/DesktopModules/Bring2mind/DMX/API/Entries/Download?language=hr-HR&EntryId=1862&Command=Co</p> |

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Predsjednica Povjerenstva:



prof. dr. sc. Leandra Vranješ Markić