

### ACTION PLAN RELATIVE TO STRATEGIC AREAS WITH DEFINITION OF RESPONSIBILITIES AND DEADLINES

The above outlined activities within the established set of strategic priority areas will be implemented by the set deadlines via the specified responsible University of Rijeka management roles and respective committees/councils.

STRATEGIC PRIORITY AREA	GAP (1-40)	MAIN ACTIVITIES (TARGET(S) / INDICATOR(S))	CURRENT STATUS	DEADLINES	RESPONSIBILITY*
ALL	/	Publicly share this Action Plan on the UNIRI website and via other UNIRI communication channels	in progress	Q1 2024	HRS4R Project manager
ALL	/	Produce a comprehensive interim evaluation report on the UNIRI HRS4R activities outlined above and the respective revised version of this Action plan – to be again publicly shared on the UNIRI website and via other UNIRI communication channels		Q1 2026	Vice-Rector for Strategic Projects and HRS4R Project manager
1. EARLY AND MID-CAREER RESEARCHERS AND THEIR SUPERVISION	- Variations in the chronological order of CVs (Code)	Monitor the adoption of the elements of the YUFE Competence Framework for Researchers for the Yufe4postocs candidates (incl. narrative CV), exchanging experiences with other YUFE partner universities	in progress	Q2 2024	Vice-rector for Science and Arts and UNIRI Centre for R&I
	- Postdoctoral appointments (Code) - Career	Revise and update the UNIRI Open Science Policy	in progress	Q2 2024	UNIRI University Library

	development				
	- Complains / appeals	Introduce the internal UNIRI Research professorship title incentivising employment of EMCRs	in progress	Q3 2024	Vice-rector for Science and Arts, Expert council for R&I, Council for Science and UNIRI Senate
	- Relation with supervisors				
	- Supervision and managerial duties	Advocate the enhancement of the recognition of Open Science practices in the national researchers' career progression criteria	in progress	Q3 2024	UNIRI Rector, Vice-rector for Strategic Projects, UNIRI Senate
	- Supervision	Build into the new performance-based lump sum financing of UNIRI the provisions for the continuation of the UNIRI EMCRs grants distributed via transparent peer-review-based procedures	in progress	Q4 2024	Vice-rector for Science and Arts and UNIRI Centre for R&I
		Revise the criteria for EMCRs supervisors (incl. EMCRs' feedback) and raise awareness on the importance of the quality of supervision	in progress	Q1 2025	Vice-Rector for Science and Arts, Head of UNIRI Doctoral School and Expert Council of Doctoral School

		Based on YUFE/DIOSI and other project outcomes, define and EMCRs pilots related to the training on peer-review, on the transversal skill-enhancement, as well as the EMCRs career assessment-related actions focusing on Open Science Practices	in progress	Q3 2025	Council for Science (with Vice-rector for Science and Arts and Vice-rector for Strategic Projects), Head of UNIRI Doctoral School with Expert Council of doctoral School and UNIRI Career Counselling Office
		Monitor the UNIRI results for the chosen cohort of ECRs according to the adopted HE OPUS project Action plan and the planned HE SECURE project Action Plan	in progress	Q3 2025	UNIRI OPUS & SECURE WGs (coordinated by Vice-rector for Strategic Projects), with involvement of Faculty of Law, of the University Library and of the Centre for Science Outreach (SOCRI)

		Raise awareness on the UNIRI Guidelines for the additional (institutional) criteria for the selection of staff	in progress	Continuously throughout 2024 and 2025	UNIRI management, especially Vice-rector for Strategic Projects and Vice-rector for Science and Arts
		Overarching support to the activities of the UNIRI Doctoral School	in progress	Continuously throughout 2024 and 2025	UNIRI management, especially Vice-rector for Science and Arts, and Vice-rector for Studies, Students and Quality Assurance
		Actively participate in the activities of the CoARA WGs on “Reforming Academic Career Assessment (ACA)” and on “Early-and-mid-Career Researchers (EMCRs) – Assessment and Research Culture”	in progress	Continuously throughout 2024 and 2025	Vice-rector for Strategic Projects and Head of UNIRI R&I Centre
		Organize and carry out events that enhance the networking and development of EMCRs careers aimed at their empowerment, providing information about intersectoral opportunities, and skills development	in progress	Continuously throughout 2024 and 2025	Head of UNIRI Doctoral School, Vice-Rector for Science and Arts, and UNIRI Career Counselling Office

		Design and implement training activities for supervisors aimed at networking as well as peer learning / sharing of best practices	in progress	Continuously throughout 2024 and 2025	Head of UNIRI Doctoral School with Expert Council of Doctoral School, and Vice-Rector for Science and Arts
<b>2. INTERNATIONALISATION AND MOBILITY</b>	<ul style="list-style-type: none"> <li>- Recognition of mobility experience (Code)</li> <li>- Recognition of qualifications (Code)</li> <li>- Value of mobility</li> </ul>	Advocate the enhancement of criteria related to mobility in the national researchers' career progression criteria	in progress	Q3 2024	UNIRI Rector, Vice-rector for Strategic Projects, UNIRI Senate
		Continue using fully the national (MSE) researchers' repatriation model and promoting the UNIRI honorary professorship model	in progress	Q3 2024	Vice-rector for Science and Arts with Council for Science and Expert Council for R&I
		Monitor the results of the institutional funding for the internationalization of science and arts (incoming mobility of prominent international scientists, artists, and teachers) and build in the same instrument into the performance-based lump sum financing of UNIRI	in progress	Q4 2024	UNIRI management, Vice-rector for Strategic Projects and UNIRI Senate
		Monitor the KPIs related to mobility in the UNIRI Strategy 2021 – 2025, and build them into the provisions of the new performance-based lump sum financing of UNIRI (end of 2024 onwards) and the new UNIRI strategy (2026 onwards)	in progress	Q2 2025	UNIRI management and UNIRI Senate, UNIRI Strategy Board

		Continuously interact with the International Scientific Council and build in their advice into UNIRI institutional policies	in progress	Continuously throughout 2024 and 2025	UNIRI management and UNIRI Senate
		Actively contribute to and shape the activities of YUFE, YERUN and other international fora UNIRI is part of, advocate such networking towards national and international decision-making bodies and use these and other available instruments (Erasmus+, ERA/EHEA, EUA, ...) to foster mobility schemes	in progress	Continuously throughout 2024 and 2025	UNIRI management, UNIRI Committee and UNIRI Office for Erasmus+
<b>3. TEACHING AND TRAINING</b>	<ul style="list-style-type: none"> <li>- Teaching</li> <li>- Access to career advice</li> <li>- Continuing professional development</li> <li>- Access to research training and continuous development</li> </ul>	Advocate the inclusion of the recognition of the adoption of advanced e-learning tools into teaching criteria in the national researchers' career progression criteria	in progress	Q3 2024	UNIRI Rector, Vice-rector for Strategic Projects, UNIRI Senate
		Setup a fully functional UNIRI Centre for Science Outreach (SOCRI) online digital platform providing a comprehensive repository for archiving outreach activities (e.g. public speaking appearances) as well as providing support and training in public outreach activities	in progress	Q3 2024	Head of SOCRI

	<ul style="list-style-type: none"> <li>- Accountability</li> <li>- Public engagement</li> </ul>	<p>Introduction at UNIRI constituents of flexibility in the studies via a semester free of obligatory courses as well as via balanced teacher engagement and a collaborative teaching approach</p>	in progress	Q1 2025	Vice-rector for Studies, Students and Quality Assurance, Head of UNIRI Centre for Studies, Students and Quality Assurance, Expert Council for Learning and Teaching
		<p>Monitor the KPIs related to learning and teaching and the respective qualitative reports on open education in the UNIRI Strategy 2021 – 2025, and build them into the provisions of the new performance-based lump sum financing of UNIRI (end of 2024 onwards) and the new UNIRI strategy (2026 onwards)</p>	in progress	Q2 2025	UNIRI management and UNIRI Senate, UNIRI Strategy Board

		Monitor and enhance the results of the five project lines dedicated to the introduction of micro-credentials, to the support for innovation in L&T, to the support for enhancing students' practical skills, and the support for students' health and, based on the monitoring results, build them into the provisions of the new performance-based lump sum financing of UNIRI (end of 2024 onwards) and the new UNIRI strategy (2026 onwards)	in progress	Q2 2025	Vice-rector for Studies, Students and Quality Assurance, Head of UNIRI Centre for Studies, Students and Quality Assurance, UNIRI and constituents' Quality Assurance and Improvement Centres, Expert Council for Learning and Teaching, UNIRI Strategy Board
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		Monitor the satisfaction of UNIRI faculty (scientific-teaching, artistic-teaching, teaching and associate staff) based on the principles of communication and transparency, of feedback as well as of evaluation and adaptation	in progress	Yearly in 2024 and 2025	Vice-rector for Studies, Students and Quality Assurance, Head of UNIRI Centre for Studies, Students and Quality Assurance, UNIRI and constituents' Quality Assurance and Improvement Centres, Expert Council for Learning and Teaching
		Organise the regular yearly science outreach activities (Festival of Science, "open days", round tables, public fora, Rijeka of Psychology, Rijeka of Technology, Researchers' Night, new UNIRI webpage, etc.)	in progress	Yearly in 2024 and 2025	Centre for Science Outreach (SOCRI)
		Develop and implement on the SOCRI online digital platform a fully functional virtual SOCRI, offering instructions for UNIRI constituents and academic staff on how to contribute to the outreach repository, complemented by a technical support system for video content creation	in progress	Q3 2025	Head of SOCRI

		Foster and enhance the activities of the UNIRI Career Centre providing support to EMCRs (career advice, guidance and collaborating with experienced faculty members, ...).	in progress	Continuously throughout 2024 and 2025	Vice-rector for Studies, Students and Quality Assurance, Vice-rector for Science and Arts, Head of UNIRI Career Centre
		Monitor the implementation of the Guidelines for balancing business and private life of employed parents/carers, and the Recommendations for ensuring the balance between professional and private life of working parents with the aim of their continuous update and upgrade	in progress	Continuously throughout 2024 and 2025	Vice-rector for Studies, Students and Quality Assurance, UNIRI Diversity Officer
		Offer to UNIRI faculty, also via the educational programme “Teacher Competencies in Higher Education: Learning and Teaching” as well as the Coursera for Campuses modules, courses aimed at improving their teaching competencies, especially related to e-learning, as well as online and hybrid teaching modalities	in progress	Continuously throughout 2024 and 2025	Vice-rector for Studies, Students and Quality Assurance, Head of UNIRI Centre for Studies, Students and Quality Assurance, Expert Council for Learning and Teaching

		Monitor and enhance the usage of the Moodle LMS system in UNIRI's teaching practices	in progress	Continuously throughout 2024 and 2025	Vice-rector for Studies, Students and Quality Assurance, Head of UNIRI Centre for Studies, Students and Quality Assurance, UNIRI and constituents' Quality Assurance and Improvement Centres, Expert Council for Learning and Teaching
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		Actively contribute to the YUFE activities related to community engagement-based research & innovation (CERI) and the YUFE KV network	in progress	Continuously throughout 2024 and 2025	Vice-rector for Studies, Students and Quality Assurance, Vice-rector for Strategic Projects, Heads of UNIRI Centres for Studies, Students and Quality Assurance and for R&I, UNIRI YUFE WGs, UNIRI Foundation, UNIRI Centre for Innovation Initiatives
<b>4. RESEARCH EXCELLENCE AND IMPACT ON SOCIETY AND THE ECONOMY</b>	- Research freedom - Professional attitude	Actively contribute to the provisions of and the adoption of the new Collective contract for Science and Higher Education and promote its full adoption at UNIRI	in progress	Q4 2024	UNIRI management, UNIRI Senate
	- Contractual and legal obligations	Negotiate with MSE and the UNIRI constituents, sign and fully implement the performance-based lump sum financing of UNIRI	in progress	Q4 2024	UNIRI management, UNIRI Senate

<ul style="list-style-type: none"> <li>- Good practice in research</li> <li>- Dissemination, exploitation and results</li> <li>- Recognition of profession</li> <li>- Research environment</li> <li>- Funding and salaries</li> <li>- Intellectual Property Rights</li> </ul>	Build the internal UNIRI Research professorship model into the provisions of the new performance-based lump sum financing of UNIRI	in progress	Q4 2024	Vice-rector for Science and Arts, Expert council for R&I, Council for Science and UNIRI Senate
	Adopt the new UNIRI Innovation Policy strengthening the role of the UNIRI internal (Centre for Innovation Initiatives) and associated (Science and Technology Park) bodies, of the UNIRI innovation hubs, and of the ties with the external societal and business actors (SBAs) – all using the principles of community engagement-based research & innovation (CERI) and of knowledge valorisation, thus strengthening the regional innovation ecosystems	in progress	Q4 2024	Vice-rector for Strategic Projects, UNIRI Centre for R&I, Expert council for R&I, Council for Science and UNIRI Senate
	Update and upgrade, based also on the provisions of the new UNIRI Innovation Policy, the UNIRI intellectual property management rulebook	in progress	Q2 2025	Vice-rector for Strategic Projects, Centre for Innovation Initiatives, Expert council for R&I, Council for Science and UNIRI Senate

		Upgrade the UNIRI regional innovation matchmaking platform RIMAP to a fully implemented YUFE Innovation Platform and the matchmaking platform of the Rectors Forum of Southeast Europe and Western Balkans	in progress	Q2 2025	Vice-rector for Strategic Projects, Director of the EDIH Adria project, YUFE and RF SEEWB stakeholders
		Build the existing UNIRI financial instruments that contribute to the employment of EMCRs and those related to the maintenance of the research infrastructure, all based on transparent calls for projects evaluated by independent external peer reviewers, into the provisions of the new performance-based lump sum financing of UNIRI (end of 2024 onwards) and the new UNIRI strategy (2026 onwards)	in progress	Q2 2025	Vice-rector for Science and Arts, UNIRI Centre for R&I, Expert Council for R&I, Council for Science, UNIRI Senate, UNIRI Strategy Board
		Monitor the KPIs related to knowledge transfer and regional involvement and the respective qualitative reports on social responsibility in the UNIRI Strategy 2021 – 2025, and build them into the provisions of the new performance-based lump sum financing of UNIRI (end of 2024 onwards) and the new UNIRI strategy (2026 onwards)	in progress	Q2 2025	UNIRI management and UNIRI Senate, UNIRI Strategy Board

		Monitor and enhance the activities of the UNIRI Pre-Award Research Support Centre	in progress	Beginning of each year	Vice-rector for Science and Arts, UNIRI Centre for R&I, Expert Council for R&I, Council for Science, UNIRI Senate
		Continuously monitor the KPIs related to the quality and quantity of scientific publications (particularly those using Open Science provisions) as well as the adoption and implementation of Research Data Management Plans	in progress	Yearly in 2024 and 2025	Vice-rector for Science and Arts, UNIRI Centre for R&I
		Actively contribute and enhance the UNIRI research management capacities, also via the active participation and contribution to the EARMA European Association of Research Managers and Administrators, as well as in the associated BESTPRAC network	in progress	Continuously throughout 2024 and 2025	Vice-rector for Science and Arts, Vice-rector for Strategic Projects, UNIRI Centre for R&I
<b>5. DIVERSITY, ACCOUNTABILITY AND ACADEMIC INTEGRITY</b>	<ul style="list-style-type: none"> <li>- Ethical principles</li> <li>- Professional responsibility</li> <li>- Non</li> </ul>	Continuously update the UNIRI Code of Ethics, especially when the National council for Science, Higher Education and Technological Developments defines the national minimal ethical standards	in progress	Q3 2025, continuously	UNIRI Council of Honour, UNIRI as well as Ethics Committees of UNIRI Constituents

	<p>discrimination</p> <ul style="list-style-type: none"> <li>- Gender balance</li> <li>- Co-authorship</li> </ul>	<p>Update and upgrade the UNIRI Gender Equality Plan and the derived documents on gender balance, inclusivity, prevention of harassment, and balance of business and private life</p>	<p>in progress</p>	<p>Q1 2026</p>	<p>UNIRI Diversity Officer, Gender Equality Council, UNIRI management and UNIRI Senate</p>
		<p>Continuously promote non-discrimination and align it with the development of national and supranational (ILO, EU, WEF, YUFE, YERUN and other) acts and provisions</p>	<p>in progress</p>	<p>At least yearly</p>	<p>UNIRI Diversity Officer, UNIRI management and UNIRI Senate</p>
<b>6. OTM-R</b>	<ul style="list-style-type: none"> <li>- Evaluation / appraisal systems</li> <li>- Recruitment</li> </ul>	<p>Monitor, review and update the UNIRI CoARA Action Plan</p>	<p>in progress</p>	<p>Q4 2025</p>	<p>Vice-rector for Strategic Projects and Head of UNIRI R&amp;I Centre</p>
	<ul style="list-style-type: none"> <li>- Recruitment (Code)</li> <li>- Selection (Code)</li> </ul>	<p>Regularly update and upgrade the UNIRI HRS4R webpage as well as the sections of the UNIRI webpage related to the employment rules and procedures and the announcements of employment positions</p>	<p>in progress</p>	<p>Quarterly throughout 2024 and 2025</p>	<p>HRS4R Project manager</p>
	<ul style="list-style-type: none"> <li>- Transparency (Code)</li> <li>- Judging merit (Code)</li> <li>- Seniority (Code)</li> </ul>	<p>Carry on the strategic project "Students for the University - Green Transition of the University of Rijeka - Implementation of the Sustainable Development Goals of the UN and the European Green Deal" and continuously monitor and continuously upgrade the inclusive access to UNIRI facilities</p>	<p>in progress</p>	<p>Q2 2025, continuously</p>	<p>Vice-rector for Digitalization and Development, UNIRI Campus Coordination, UNIRI office for working safety</p>

	- Working conditions				
	- Stability and performance of employment	Biannually update the OTM-R policy and Checklist	in progress	Q1 2026	Vice-rector for Strategic Projects, UNIRI Operational Group for OTM-R, HRS4R Project manager, UNIRI Senate
	- Participation in decision-making bodies	Actively promote academic assessment that is open, transparent, focused on qualitative evaluation, ethical, respecting equality and non-discrimination, based on reliable data, and customized for various areas of science and arts, as well as the adaptable to the diverse needs of the UNIRI constituents – also by promoting and advocating the usage of the UNIRI Guidelines for the additional (institutional) criteria for the selection of academic staff at the University of Rijeka and its constituents and the related UNIRI Rulebook on Scientific, Artistic and Innovation Activities, by promoting the usage of narrative CVs, by promoting the increased appointment of foreign experts in the employment selection committees and similar activities	in progress	Continuously throughout 2024 and 2025	Vice-rector for Strategic Projects, Vice-rector for Science and Arts, UNIRI Operational Group for OTM-R, UNIRI Centre for R&I, Expert Council for R&I, Council for Science, UNIRI Senate
		Regularly monitor the implementation and, if and when the relevant national regulation changes, update the UNIRI Rulebook on safety measures	in progress	Continuously throughout 2024 and 2025	UNIRI office for working safety

		Regularly update the working principles of all UNIRI participatory bodies, especially of the Expert Councils	in progress	Continuously throughout 2024 and 2025	Vice-rector for Science and Arts, Vice-rector for Studies, Students and Quality Assurance
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\* Cf. the structure of the UNIRI management and of the decision-making, counselling and operative bodies provided on <https://uniri.hr/en/about-university/structure/>