

GAP ANALYSIS

Case number: 2022HR752996

Name Organisation under review: University of Rijeka

Organisation's contact details: Trg braće Mažuranića 10, Rijeka, 51000

e-mail: HRS4R@uniri.hr

GAP ANALYSIS

The Charter and Code provides the basis for the Gap analysis. To aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

| European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview | | | |
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| Status: to what extent does this organisation meet the following principles? | Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented | In case of --, -/+, or +/-, please indicate the actual “gap” between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation | Initiatives undertaken and/or suggestions for improvement: |
| Ethical and Professional Aspects | | Free text 300 words maximum | Free text 200 words maximum |
| 1. Research freedom | ++ | In October 2022 the Republic of Croatia has adopted a new Act on Higher Education and Scientific Activity . The Act explicitly stipulates academic freedom and autonomy (guaranteed also by some of the provisions of the Constitution of the Republic of Croatia), but also the need for accountability in this framework. The advantage of the Act is also that it also enables to set institutional criteria for the recruitment and career progression in addition to national ones that have hindered some of our activities so far. | The University of Rijeka (UNIRI) fully endorses and applies the norms related to academic freedom and autonomy. |
| 2. Ethical principles | ++ | According to the new Act on Higher Education and Scientific Activity , the National Council for Science, Higher Education and Technological Development is tasked with defining the national minimal ethical standards that will have to be reflected in the Codes of all the national institution of the science & HE sector. | The University of Rijeka’s own Code of Ethics governs the ethical principles in the operation of the University of Rijeka and its constituents, scientific work, publication of results, relations between scientists, artists, teachers and other participants in scientific, educational and any other process carried out within the University in the broadest sense. The Code is regularly updated and adjourned, last time in 2023 . |

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| | | | <p>The Council of Honour of the University is an advisory body that, together with the Ethics Committees (at the University and at the level of its constituents) acts with the aim of promoting the ethical principles and values established by the Code, takes care of its implementation and gives opinions on the existence of its violation.</p> |
| 3. Professional responsibility | ++ | All UNIRI researchers are introduced to the relevant legislation and institutional rules. | <p>The University of Rijeka has a regulation on disciplinary responsibility, which regulates disciplinary responsibility, disciplinary actions, measures, composition and method of appointing disciplinary commissions, implementation of disciplinary procedures.</p> <p>The conduct in cases of violation of the rules of the Code of Ethics (including plagiarism and other forms of academic dishonesty) are identified by the Ethics Committees and/or Council of Honour.</p> <p>Using instruments at the national level, the University of Rijeka enables self-checking of work in the Turnitin authentication software.</p> <p>The University has adopted its Open Science Policy and is promoting the usage of the national repository system, i.e., a trusted space for researchers to store and access interlinked information via a 'web of research data', that has dedicated spaces for each of UNIRI's constituents. Every researcher is thus able to use better not only his own data, but also those of others.</p> <p>At the University we strongly promote the FAIR (Findable, Accessible, Interoperable, Reusable) principles in the research community.</p> <p>The Ministry of Science and Education and the University of Rijeka enable access to the leading scientific journals and on-line bases.</p> |
| 4. Professional attitude | +/- | All researchers are introduced to the relevant legislation and institutional rules. All relevant | Enhanced modalities for acquainting the researchers with UNIRI's strategic objectives and existing |

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| | | documentation is publicly available. Researchers are familiar with the strategic goals as set in the UNIRI Strategy 2021-2025 . The established procedures for seeking the needed approvals before initialling and/or when delaying/redefining/completing research projects are set and publicly available/known. | procedures for conducting research in a vertical (top-down) modality within the regular information flow, as well as specific activities/events for researchers, are regularly promoted and fostered. This is particularly promoted via the established Expert Committees and our UNIRI counselling and operative bodies , including those related to research integrity/ethics, inclusivity, gender equality , and HRS4R . |
| 5. Contractual and legal obligations | ++ | All researchers are introduced to the relevant legislation and institutional rules. We are sensible and encourage the researchers to learn about the regulations through workshops, round tables, etc. All relevant documentation, including the UNIRI IPR Rulebook , are publicly available on the UNIRI website. In accordance with the Act on Higher Education and Scientific Activity , all theses (BSc, MSC, PhD) are stored in institutions' repositories and are publicly available, as are researchers' open access publications in magazines, conference proceedings, book chapters, books, research data, educational content, presentations from meetings and other types of works (Open Science). | The University of Rijeka supports the progress of science and the spread of knowledge for the benefit of society by adopting practices of open, repeatable and responsible research, basing its development and direction on relevant national and European Union documents, and firmly supporting the position that scientific information and research data that are the product of scientific activities financed by public means must be open. |
| 6. Accountability | ++ | The "public role" of UNIRI is part of our strategy. Cooperation with auditing bodies at all levels (from internal, regional, national and EU) is assured. Financial and other periodical reports are consistently presented and discussed at the level of University's Senate . The scientific publications and the research work of the University of Rijeka researchers undergo peer review. | We are encouraging the correct, transparent and efficient financial management through public presentations, round tables and workshops, and encourage researchers to be informed about the regulations systematically, insisting on their application. Awareness of the researchers about high accountability standards towards employers, funders, society and public good, community engagement, sustainability, social and gender dimensions, are all highly recognised as priorities and high on the agenda of all UNIRI policies. Given that UNIRI is an early signatory of CoARA , efforts will be made to strengthen peer review instruments. |

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| <p>7. Good practice in research</p> | <p>++</p> | <p>All researchers are introduced to the relevant legislation and institutional rules which are publicly available on the UNIRI website. They also get familiarised with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them.</p> <p>UNIRI takes care of safety at work and has a Rulebook regulating safety measures at work that eliminate or reduce the risk of injuries at work, the organization of the implementation of protection at work, rights, obligations and responsibilities of employees, method of employee training when starting work or transferring from one workplace to another, determines the delegated persons in charge of occupational safety and duties of employees in the event of an accident at work.</p> <p>At the national level, the University Computing Centre SRCE provides scientists with the ability to use data-driven science by offering a virtual environment with free and open services for data storage, management, analysis and reuse. Resources and services necessary for the collection, processing and storage of data and the sustainable access, reuse and sharing of research data in accordance with the FAIR principles are thus provided. SRCE takes care of the development and maintenance of a number of information systems that form the basis of the national IT infrastructure of higher education. These include: the Information System of the Higher Education Institutions (ISVU), the Information System of Student Rights (ISSP), the Information System of Academic Cards (ISAK), the Information System of the Register of the Croatian Qualification Framework (ISRHKO), which includes the Register of study programs of the Republic of</p> | <p>UNIRI practices are being improved further via the strategy of the Professional Council for Digitalisation. The University of Rijeka has a central data storage system with a capacity of 1 PB and many available online data storage tools.</p> |
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| | | <p>Croatia and the Information system to support evaluation procedures carried out by the relevant national Agency (MOZVAG). The IT systems regarding research (publications, projects, research infrastructure, ...) are being systematically assembled in a single tool (CRORIS).</p> | |
| <p>8. Dissemination, exploitation of results</p> | <p>++</p> | <p>The task of the UNIRI researchers to publish the results of scientific work is determined by the conditions for career progression. Projects funded by the MSE, NSF and EU, as well as UNIRI ones, also prescribe conditions of conduct and subsequent reporting on the achieved scientific results. Results of research are regularly disseminated and exploited.</p> <p>UNIRI supports the progress of science and the spread of knowledge for the benefit of society by adopting practices of open, repeatable and responsible research, basing its development and direction on relevant national and European Union documents, and firmly supporting the position that scientific information and research data that are the product of scientific activities financed by public means must be open, as per the adopted UNIRI Open Science Policy.</p> | <p>The number and quality of peer reviewed scientific publications are KPIs of UNIRI strategy, as are the number and the income of knowledge transfer activities. Senior researchers, in particular, are expected to take lead in ensuring that research is prolific and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises. An institutional Innovation Policy is being updated.</p> <p>As part of research planning, it is also necessary to create Research Data Management Plans (DMP). The DMP includes defining important aspects of research data management that ensure that the data will be preserved and usable even after the end of the project. The creation of DMP refers to the process of organization, planning of the research process, collection, processing, storage and distribution of data in accordance with FAIR principles. As of 2023 University of Rijeka has made it obligatory to include DMP in both running research funding programme it carries - aimed at senior scientists (levels R3 and R4) and young scientists (level R2).</p> <p>As part of its strategic policy efforts towards enhancing Open Science policies related to career progression, UNIRI is partner in the Open and Universal Science (OPUS) Horizon Europe project aimed coordination and support measures to reform the assessment of research and researchers at Research Performing Organisations (RPOs – where UNIRI is one of the piloting organisations) and Research Funding Organisations (RFOs) towards a</p> |

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| | | | system that incentivises and rewards researchers to practise Open Science. |
| 9. Public engagement | ++ | At UNIRI many activities are promoted for the disclosure and the outreach of science and scientific results (Festival of Science, “open days”, round tables, public fora, European Researchers Night, Rijeka of Psychology, Rijeka of Technology, new UNIRI web page, ...); services are put in place, a structured approach, especially during the 50th anniversary of UNIRI , and a longer-term policy is being elaborated, part also of our strategy and respective KPIs, ... | By decision of the Senate, the University of Rijeka recently established also its Science Outreach Centre (SOCRI) . The reason for its establishment is the fact that the promotion of science is becoming increasingly organized and institutionalized. The aim of the Centre is to encourage coordinated initiatives and activities that bring together several constituents and individuals, and to make efforts to include stakeholders from the local community, entrepreneurship and civil sector organizations in these activities. An initiative towards the systematic education of researchers in science communication is also being pursued. |
| 10. Non discrimination | ++ | The University of Rijeka has a strong policy of not discrimination in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition. The University strives to follow and contribute systematically to the UN Sustainable Development Goals (SDGs) . | The UNIRI Code of Ethics governs ethical principles in the operation of the University of Rijeka and its constituents, scientific work, publication of results, relations between scientists, artists, teachers and other participants in scientific, educational and any other process that is carried out within the framework of the University in the broadest sense. The University of Rijeka is the first Croatian university to have adopted the Gender Equality Plan . The plan was prepared as part of the implementation of the SPEAR (Supporting and Implementing Plans for Gender Equality in Academia and Research) project , funded through the EU H2020 program. |
| 11. Evaluation/ appraisal systems | ++ | As per legal dispositions, UNIRI has for all its researchers, including senior ones, a systematic evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by independent committees. It is part of nationally established | The progress and development of UNIRI is assessed in two ways: 1) by monitoring KPIs in accordance with world ranking systems and national monitoring and financial reward systems, and 2) by projects, collaborations and activities whose value cannot be captured by a uniform quantitative metric, but its |

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| | | <p>tenure-track-like procedures for career progression, and it is based on peer-review. In order to protect objectivity, external experts always participate in committees for the evaluation and selection of candidates. The committee members must have the relevant experience, qualifications and skills needed to effectively assess the candidates. The international component is especially present during the quality assurance (accreditation and re-accreditation) of institutions (constituents of the University).</p> | <p>qualitative dimension is incorporated into European and global strategies, policies and funding plans relevant to higher education and science. Both quantitative and qualitative criteria are also part of our 2021-2025 Strategy.</p> <p>The University of Rijeka conducts also external evaluations. The involved experts are independent, indicate the possible existence of conflicts of interest, and their decisions must be based on principles of impartiality and based on evidence.</p> <p>As part of the activities concerning CoARA and the introduction of institutional research assessment criteria, independent per review will be further strengthened.</p> |
| Recruitment and Selection | | | |
| 12. Recruitment | ++ | <p>Entry and admission standards for researchers are clearly specified by national and institutional regulations, which are all publicly available. Non-discrimination is included therein.</p> <p>The University of Rijeka adheres to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.</p> <p>The procedures themselves are prescribed by the Act and Higher Education and Scientific Activity (new adopted in October 2022) as well as the Rulebook of the Conference of Croatian Rectors. The institutional documents (especially the Statute) and all the UNIRI rulebooks will have to be harmonised accordingly.</p> <p>Related to the participation of CoARA, structured activities are being performed as outlined in the UNIRI CoARA Action Plan.</p> | <p>In all its process, including those related to research assessment, UNIRI strongly fosters non-discrimination in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition (cf. the UNIRI Code of Ethics) and promotes gender equality. In fact, UNIRI is the first university in Croatia to have adopted the Gender Equality Plan 2021-2025, with one of the four strategic areas being Gender equality in scientific and artistic research. In this framework UNIRI was part of the Supporting and Implementing Plans for gender Equality in Academia and Research (SPEAR) Horizon 2020 project and, through the activities coordinated by its Gender Equality Council, developed, among others:</p> <ul style="list-style-type: none"> - the Recommendation for improving gender balance in appointments, the Guidelines on gender inclusive communication, the A safe place without sexual harassment guidelines and the Policy statement on the prevention of and protection against sexual |

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| | | | <p>harassment,</p> <ul style="list-style-type: none"> - the Guidelines for balancing business and private life of employed parents/carers at the University of Rijeka, and the respective Recommendations for ensuring the balance between professional and private life of working parents. <p>It should be also emphasized that all UNIRI's procedures are herein aligned not only with national, but also with international (ILO, EU, WEF) regulations and policy documents.</p> |
| 13. Recruitment (Code) | +/- | <p>The University in Rijeka has recruitment procedures which are open, transparent, supportive and in several aspects internationally comparable, as well as tailored to the type of positions advertised. Career development prospects are clearly set.</p> <p>The recruitment for full time positions follow a strict open public competition with obligatory publishing on EURAXESS, at the university website, in a newspaper announcement and in the Official Gazette of the Republic of Croatia.</p> | <p>UNIRI's policy and activities, with the respective in-depth analysis, are detailed in the renewed institutional OTM-R policy accepted by the Senate in February 2024, and the OTM-R checklist.</p> <p>The acts and rulebooks of the University of Rijeka are in accordance with national regulations. With regard to the new Act of Higher Education and Scientific Activity, institutional regulations, having in background also the CoARA activities, are being revised, and the UNIRI Guidelines for the additional (institutional) criteria for the selection of scientific-teaching, artistic-teaching, teaching, associate and professional staff at the University of Rijeka and its constituents has been recently (September 2023) adopted by the UNIRI Senate. As part of its strategic policy efforts to reform the researcher assessment and recruitment process, UNIRI is also partner in the Sustainable Careers for Researcher Empowerment (SECURE) Horizon Europe project aiming at creating, trialling, implementing, and mainstreaming a research career framework to support organisations in the recruitment, employment, training, development, progression, and mobility of researchers, while improving research careers and reducing career precarity, where UNIRI is one of the RPOs piloting the proposed activities.</p> |

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| 14. Selection (Code) | +/- | <p>The University of Rijeka has advisory bodies made up of respectable researchers and professionals of different competencies from Croatia and abroad (according to scientific areas and fields). In particular, UNIRI is the sole Croatian university that has an International Scientific Board as an advisory body of the UNIRI management and of the Council for Science, while, according to the provisions of the new Act for Higher Education and Scientific Activity, an Economic Council has also been appointed.</p> <p>The various bodies have an adequate gender balance and include members from different sectors (public and private), disciplines, national backgrounds, and experiences relevant to assess the candidacies.</p> <p>The selection procedures are prescribed by national regulations (Act on Higher Education and Scientific Activity).</p> | <p>All positions for election to public positions in the science and HE-sector must be based on peer-review-based committees. Part of the members of the selection committees are in-house, while others are external, increasingly international.</p> <p>UNIRI's policy and activities, with the respective in-depth analysis, are detailed in the renewed institutional OTM-R policy accepted by the Senate in February 2024, and the OTM-R checklist.</p> |
| 15. Transparency (Code) | ++ | <p>The recruitment process is clearly prescribed by the relevant national and institutional procedures, which are publicly available. There are rulebooks on election procedures, employment, and selection criteria at the level of the faculties, too. Candidates are thoroughly informed on the selection procedures. All procedures are widely known and transparent. The career development prospects are also defined, accordingly.</p> <p>The number of available positions is announced in the job vacancies' announcements that are published in the Official Gazette, the University's website, and in English via the official website portal of the European Research Area (Euraxess). The candidates are informed after the selection process about its outcomes.</p> <p>All the internal stakeholders are aware of the</p> | <p>UNIRI's policy and activities, with the respective in-depth analysis, are detailed in the renewed institutional OTM-R policy accepted by the Senate in February 2024, and the OTM-R checklist.</p> |

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| | | importance of merit-based recruitment (OTM-R principles). | |
| 16. Judging merit (Code) | +/- | <p>The selection process takes into consideration the whole range of experiences of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence is also considered.</p> <p>At the University of Rijeka merits are evaluated mostly quantitatively, as prescribed by national regulations (Act on Higher Education and Science as well as Rulebook of the Croatian Rectors' Conference). Some of the criteria of the Rectors' Conference are not only quantitative but also qualitative, taking into account also teaching, supervision, management, teamwork, knowledge transfer, science outreach and dissemination and other criteria and experiences.</p> | <p>The acts and rulebooks of the University of Rijeka are in accordance with national regulations. With regard to the new Act of Higher Education and Scientific Activity, institutional regulations, having in background also the CoARA activities, are being revised, and the UNIRI Guidelines for the additional (institutional) criteria for the selection of scientific-teaching, artistic-teaching, teaching, associate and professional staff at the University of Rijeka and its constituents has been recently (September 2023) adopted by the UNIRI Senate.</p> |
| 17. Variations in the chronological order of CVs (Code) | +/- | <p>This can for now be only a complementary measure since, according to the above, as prescribed by national regulations (Act on Higher Education and Science), merits are evaluated mostly quantitatively.</p> | <p>As part of the activities in the CoARA coalition and in setting its institutional criteria for recruitment and career progression, UNIRI has developed a detailed Action Plan. In addition to the mentioned institutional Guidelines for the additional (institutional) criteria for the selection of scientific-teaching, artistic-teaching, teaching, associate and professional staff at the University of Rijeka and its constituents, all these initiatives create the preconditions for introducing narrative CVs.</p> <p>What is more, as part of UNIRI's partnership in the YUFE Transforming R&I Through Europe-Wide Knowledge Transfer (YUFERING) Horizon 2020 project, within the project's WP4, a joint YUFE Competence Framework for Researchers was developed, whose elements, including candidates' narrative CV, are already partly implemented in the Yufe4Postdocs project co-funded by the Horizon Europe's Marie Skłodowska-Curie</p> |

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| | | | programme. |
| 18. Recognition of mobility experience (Code) | +/- | <p>Mobility experiences are valued in the career progressions as well and considered as a valuable contribution to the professional development. However, mobility is hindered because of the teaching workload; in practice senior researchers often cannot attend the professional and scientific trainings. However, most universities in Croatia and Europe have this problem.</p> <p>All the internal stakeholders are aware of the importance of merit-based recruitment (OTM-R principles) and mobility and believe hiring foreign researchers is highly beneficial.</p> <p>Both academic and professional staff are encouraged to be mobile through ERASMUS+ - the largest EU program for education, training, youth and sports.</p> | <p>The University is the national leader among science and higher education institutions in attracting returning Croatian nationals and foreign scientists. For the sixth year in a row the national ministry in charge of research and higher education supports those scientists in pursuing their career in Croatia through the returning-scientist programme. During that period, UNIRI has had thirty-three such applications approved, vast majority of which has already been employed, all on permanent academic positions.</p> <p>The University of Rijeka encourages practices of mobility, especially for early career researchers' (ECRs - PhD and Postdoc), encourages professional specialization and other means of mobility, and stimulates these via various incentives. In fact, the University Doctoral Study Programme Rulebook encourages mobility of doctoral students, some of the university faculties making a mobility of at least three months' duration a set study obligation (and the others strongly encouraging the practice). UNIRI facilitates such mobility at the post-doctoral level by providing additional funding for young researchers with PhDs (level R2) through its regular annual calls for applications for research projects, which may be spent on such purposes, as may also the funding top-ups available to principal investigators on the projects where these postdocs (also the doctoral students) are employed.</p> <p>For both groups, additional support is offered by the University Pre-Award Research Support Centre in preparing applications for national mobility programmes (using National Recovery and Resilience funds through the calls issued by the national science foundation).</p> <p>Finally, for the sixth year in a row, the University has also</p> |

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| | | | issued a call for dedicated institutional funding for the internationalization of science and arts and invites all its faculty to apply for dedicated institutional funding for the costs of the arrival and stay of prominent international scientists, artists and teachers. The financing is intended for the realization of planned project activities in scientific research and artistic work in accordance with the Strategy of the University of Rijeka 2021-2025 , incentivising especially the networking within the Young Universities for the Future of Europe (YUFE) and Young European Research University Network (YERUN) alliances. |
| 19. Recognition of qualifications (Code) | +/- | Based on the Act on the Recognition and Evaluation of Foreign Educational Qualifications and the Rulebook on the Recognition of Foreign Higher Education Qualifications, UNIRI implements: the procedure for recognizing foreign higher education qualifications for the purpose of continuing education (academic recognition) and the procedure for recognizing the period of study spent at a foreign higher education institution for the purpose of continuing higher education at our university. UNIRI provides for appropriate assessment and evaluation of the academic and professional qualifications, in particular within the context of international and professional mobility, which are also part of the national academic career progression criteria. | CoARA's activities (as per UNIRI Action Plan) further strengthen the qualification evaluation criteria. As part of its involvement in the YERUN network, the University has also actively participated to setting the EU Competence Framework for Researchers. Also, via the participation to the YUFERING H2020 project of the YUFE European University alliance, the University co-created a YUFE-wide system of recognition of qualifications and the definition of the corresponding YUFE Competence Framework for Researchers . |
| 20. Seniority (Code) | +/- | As per national and institutional regulations, the required levels of qualifications are in line with the ranks of the position. Recognition and evaluation are based on the assessment of the achievements of the applicant. | Participation in CoARA and defining the institutional criteria for recruitment and career progression as per the Guidelines for the additional (institutional) criteria for the selection of scientific-teaching, artistic-teaching, teaching, associate and professional staff at the University of Rijeka and its constituents , are measures |

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| | | | for awareness rising about the importance of the lifelong professional development are also part of these processes, that should mitigate the seniority culture still prevailing in the national setting. |
| 21. Postdoctoral appointments (Code) | +/- | <p>In addition to traditional in-house 4-year long postdoc (senior assistant) positions, the University of Rijeka has an increasing number of YUFE, and, starting from 2023, also Marie Skłodowska – Curie (MSCA) YUFE4Postdoc appointments. The goal is to bring as many qualified young researchers as possible to our University.</p> <p>Via the involvement in the YUFE DIOSI project, a system for developing transversal ECR competencies, especially in Open Science and Open Innovation has also been set, as has the framework for the evaluation of its outcomes. This should provide additional possibilities for the career developments of the ECRs, also outside of the academic setting.</p> <p>An initiative towards the national level regarding a better definition of the status and financing of postdocs' employment is also on our agenda, since the rules for the appointment of postdoctoral researchers are still mainly established at the national level.</p> | <p>Employing post-doctoral researchers in one of the five strategic goals in the area of Research and Innovation of the University Strategy 2021-2025, the others being scientific production, its quality, amount of funding, and number of PhDs completed. Recently, the university has started providing additional funding as a support for the principal investigators of the projects, where postdocs are employed (€2.000 per annum).</p> <p>Applications for postdoctoral funding are expected to be increasing following the introduction of the UNIRI Research Professorship Programme, whereby project leaders are incentivised to provide postdoctoral (as well as doctoral) positions.</p> <p>What is more, via the MSCA COFUND YUFE4Postdocs, six postdoctoral researchers are to be employed between 2024 and 2027, where UNIRI co-funding supplements the European Commission's core funding and provides for all the research, training, networking and management costs. Additional two YUFE Pilot postdocs have already been employed (2021-2024 and 2022-2025) entirely on University funds.</p> <p>The YUFE DIOSI ECR framework is being developed further in the framework of the YUFE 2030 E+ project.</p> |
| Working Conditions and Social Security | | | |
| 22. Recognition of the profession | +/- | <p>All roles in the career path in the Croatian national science and higher education system are legally defined by the Act on Higher Education and Scientific Activity as well as the Regulation on job titles and job complexity coefficients in public services (currently being revised).</p> | <p>By its active role in the Croatian Rectors' Conference, but also via the active participation in many of the national (science and higher education agencies, working bodies, implementation groups, ...) and international (EUA, YUFE, YERUN, EC communities of practice, WE & SEE Rectors' Forum, Alps Adriatic</p> |

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| | | <p>All researchers engaged in a research career are recognized as public employees and are treated accordingly. This commences at the beginning of their careers, namely at assistantship level (doctoral candidate), and includes all levels (postdocs, assistant professors, associate professors, full professors, and full professors with tenure).</p> <p>The recognition of the research profession is further encouraged at the University of Rijeka via the implementation of the principles of the Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, via the Code of Ethics, through the implementation of Strategy 2021-2025, via public lectures, talks, workshops, science dissemination and science outreach activities, etc.</p> <p>The acknowledgment of the research profession entails also the evaluation of teaching activities and achievements in working with students, rendering it an indispensable component in the assessment of an academic career.</p> | <p>Rectors' Conference, ...) fora, UNIRI strongly promotes the recognition of the research profession and, more broadly, the role of science and knowledge in societal processes and in informing key political/policy/societal decision making process.</p> <p>The strong orientation towards the promotion of the role of research and the research profession is also explicitly framed in the UNIRI Statute and our newly adopted Rulebook on scientific, artistic, and innovation activities.</p> <p>Also via the activities of its Science Outreach Centre (SOCRI), as well as via tens of public events, round tables, lectures, outreach activities and other events, UNIRI strongly promotes the role of researchers as important societal stakeholders. The initiative on a systematic education of researchers in science communication is instrumental in this framework.</p> <p>What is more, via its active participation in the Sustainable Careers for Researcher Empowerment (SECURE) Horizon Europe project, UNIRI co-creates and pilots concrete activities and measures on improving research careers and reducing career precarity, especially of ECRs.</p> |
| 23. Research environment | +/- | <p>Despite the rather limited financial allocations for science at the national level and the still insufficient cooperation with the economic sector, the financial instruments set up at the UNIRI level are strongly incentivising the research activities, as well as the establishment of inter- and multidisciplinary research and development centres. The funds are used in particular to promote the setting of the independent research career of ECRs. The usage of EU funds is also strongly encouraged through education and informing as well as via a newly established dedicated central administrative office.</p> | <p>UNIRI has established the Pre-Award Research Support Centre specifically aimed at providing its research staff with necessary expertise and support in the preparation of competitive research projects at the national and European level. These include the Croatian Science Foundation (CSF) four-year Research Projects and five-year Installation Research Projects aimed at young researchers as well as the Horizon Europe Pillar 1 (ERC and MSCA), Pillar 2 (all clusters) and WIDERA programmes. The aim is to encourage UNIRI scientists to move away from the established (yet limited) university funding and strengthen their capacities to attract substantial competitive funding leading to</p> |

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| | | <p>UNIRI offers state-of-the-art research equipment, facilities and opportunities, including that for remote collaboration over research networks. The research environment was especially enriched by the equipment acquired through the ERDF “Research Infrastructure for Campus-based Laboratories and Centres at the University of Rijeka” project. The yearly call of MSE for the financing of repairs, maintenance and upgrades of scientific research equipment, coupled to the CRORIS national database, are complemented by internal UNIRI yearly calls for (co)financing of the repair and maintenance of research equipment. In the YUFE alliance, provisions for the joint usage of existing and development of new research infrastructure are being set.</p> | <p>quality scientific publications and employment of ECRs. This direction is being further strengthened by the introduction of the UNIRI Research Professorship Programme, which will provide the most successful project leaders with such a title as well as with a specific monetary award.</p> <p>UNIRI has also launched the project "Green transition of the University of Rijeka: implementation of the UN sustainable development goals and the European Green Plan". Its goal is the improvement of infrastructure and human capacities.</p> |
| 24. Working conditions | +/- | <p>The working conditions are broadly defined via national regulation. Increasing allocation for science at the national level is a precondition for improving working conditions and ensuring adequate health and retirement insurance.</p> <p>The national, sectoral and institutional regulations concerning health and safety in research are fully observed and enforced at UNIRI, while all researchers are introduced to the relevant legislation and institutional rules, which are publicly available.</p> <p>The University has also a Rulebook regulating safety measures at work that eliminate or reduce the risk of injuries at work, the organization of the implementation of protection at work, rights, obligations and responsibilities of employees, methods of employee training when starting work or transferring from one workplace to another, determines the delegated persons in charge of occupational safety and duties of employees in</p> | <p>The national, sectoral and institutional regulations concerning health and safety in research are fully observed and enforced and all researchers are introduced to the relevant legislation and institutional rules, which are publicly available and obligatory for employers and employees.</p> <p>Flexibility of working hours exists at most of the faculties, but it is not covered by the definition of monitoring criteria in achieving the results. It is worth noting that in post-COVID work environments, efforts are being made to ensure flexibility in working conditions in accordance with the national legislative framework. Furthermore, in 2023 specific Guidelines were introduced at the University of Rijeka aimed at balancing the business and private lives of employed parents or caregivers.</p> <p>UNIRI encourages achieving an effective balance between teaching and research activities. There is a continuous encouragement of faculty to schedule dedicated blocks of time for research activities to</p> |

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| | | <p>the event of an accident at work.</p> <p>Plans for proceeding with investment in the campus infrastructure are quite elaborated, but the funds at the national level for such initiatives are lacking.</p> <p>Institutional rules regulate sabbatical use, whereas researchers are often overloaded and bound by their teaching obligations, although recently the Collective Contract for Science and Higher Education introduced the possibility of flexible teaching vs. scientific obligations. There is an evident lack of financial means for adherence to principle of ergonomic working conditions.</p> <p>Additionally,</p> <p>In line with its commitment to promoting the health and well-being of both students and staff, the University recognizes the imperative to ensure inclusive access to university facilities for individuals with disabilities and impairments, although not all the facilities have appropriate access for the persons with disabilities and impairments yet.</p> | <p>enhance productivity.</p> <p>To address the aspect of accessibility to all facilities, the University of Rijeka Senate has identified a priority within the broader framework of 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." This priority specifically targets the removal of architectural barriers to enhance the mobility of students and personnel facing difficulties in this regard. In February 2023, the Senate took a proactive step by allocating funds (260.000 €) to co-finance the adaptation and elimination of such barriers across all its faculties. This financial commitment is geared towards fostering accessibility within the university environment, and the implementation is planned over the next two years. This initiative reflects the University's dedication to creating an inclusive and supportive campus for all, aligning with the broader goals of sustainable development and green transition.</p> |
| 25. Stability and permanence of employment | ++ | <p>A new Act on Higher Education and Scientific Activity, adopted in October 2022 ensures that it is possible now to set institutional criteria in addition to the national criteria that have hindered us in some activities. With the new Act, the conditions for re-election were redefined, i.e., the promotion system was separated from new employments. Researchers and teachers are practically permanently employed (pending tenure-track-like re-election). As public employees, researchers have guaranteed all employment, including social, rights.</p> | <p>Along with the University of Pula, UNIRI is the only national university that is signatory of the "Program (performance-based) Funding Agreement". The signing of the Agreement represents a step forward in the financing of science and education based on the good-practice models of developed EU countries. The Agreements represent transparent financing of public higher education institutions, which at the same time enable additional financing based on results, i.e., the achievement of agreed goals.</p> <p>A new framework for lump-sum performance-based financing is being set at the national level and UNIRI has been given the role of one of the first national public universities where it will be implemented.</p> |

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| 26. Funding and salaries | ++ | <p>The salaries of researchers at all career stages are defined by national regulations, i.e., the Regulation on the coefficient of complexity of jobs (in course of revision). Although some increases did happen, the salaries in general lag compared to the those in the economic sector, so that, especially in the case of ECRs, the job prospects in the Croatian scientific sector are becoming less attractive.</p> | <p>The possibility to increase the share of research work in the overall working hours has been introduced in the last revision of the Collective Contract for Science and Higher Education, but the use of this possibility is limited by the needed teaching workloads, and thus not widely implemented.</p> <p>Via internal UNIRI funding instruments, successful group and project leaders are incentivised and motivated in applying for competitive scientific projects, especially CSF and EU (H2020, HE) ones. An increase of financial means via knowledge transfer and collaborations with the economic and societal sectors is also incentivised by specific funding as well as via specific KPIs in the UNIRI Strategy 2021-2025.</p> <p>In addition, the UNIRI Research Professorship programme is being introduced, whereby the most successful project leaders will be provided with such a title and a corresponding monetary award during the project duration.</p> |
| 27. Gender balance | ++ | <p>All UNIRI procedures are aligned with national procedures but also with international (ILO, EU, WEF) regulations and policy documents. Our policies are also part and aligned with the YUFE Diversity and Inclusivity Strategy and the YERUN 2021 - 2025 Strategic plan.</p> | <p>The University of Rijeka is the first one in Croatia to have adopted the Gender Equality Plan 2021-2025, which includes four strategic areas of gender equality: I. Institutional culture of gender equality; II. Gender equality in scientific and artistic research; III. Gender equality in learning and teaching; IV. Harmonization between personal life and professional commitments.</p> <p>We are proud that there are more female than male members in the University's Senate, but also that the University was part of the EU H2020 project "Supporting and Implementing Plans for gender Equality in Academia and Research – SPEAR".</p> <p>The gender balance is strongly encouraged also in the formation of the independent recruitment and career progression selection committees, as well as in the formation of all institutional bodies (cf. also the UNIRI OTM-R Policy and the respective Checklist).</p> |

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| 28. Career development | +/- | <p>The career path in the Croatian academic institutions is framed by national regulations. The provisions of the new Act on Higher Education and Scientific Activity provides now in this frame flexibility on developing additional institutional criteria.</p> <p>The University of Rijeka is also part of the CoARA initiative and will thus include qualitative criteria in this process.</p> <p>UNIRI was and is also included in setting the EU Competence Framework for Researchers, while, via the participation to the YUFERING H2020 project of the YUFE European University alliance, the University is contributing to the development of a YUFE-wide system of recognition of qualifications and the definition of the corresponding competence framework.</p> <p>A career advisory system for ECRs is also being setup. The criteria for mentors of ECRs have been clearly set. Regular evaluation of the mentors has been put in place.</p> | <p>Via its Doctoral School, UNIRI develops structural measures and guidance on the development of ECRs' transversal skills, enabling their interdisciplinary and intersectoral mobility and career advancements.</p> <p>Via its internal financial instruments, a specific yearly call aimed at research projects of ECRs has also been setup.</p> <p>UNIRI is empowering its Career Centre particularly in terms of providing support for young researchers seeking career advice. UNIRI will seek to strengthen the resources and services of the Career Centre to provide tailored advice and guidance specifically for young researchers and collaborate with experienced faculty members to mentor and guide early-career researchers.</p> <p>UNIRI provides opportunities for continuous professional development through the educational programme Teacher Competencies in Higher Education: Learning and Teaching (10 ECTS). The curriculum of the Teacher Competencies in Higher Education program is aligned with current pedagogical trends and caters to diverse teaching styles and disciplines.</p> <p>UNIRI has a strategic partnership with Coursera in providing licenced access to Coursera offer for students and employees. UNIRI-Coursera platform strongly suggests use of learning opportunities to enhance teaching competences and digital-educator competencies (aligned with DigCompEdu Framework). There is a continuous encouragement of faculty to take advantage of Coursera courses and integrate acquired skills into their teaching methodologies.</p> |
| 29. Value of mobility | +/- | <p>UNIRI recognizes the value of geographical, (inter)disciplinary, and the intersectoral mobility between the public and private sector as important means of enhancing scientific knowledge and professional development. Various measures in the UNIRI Strategy 2021-2025</p> | <p>UNIRI actively fosters the OTM-R principles and has recently succeeded in attracting foreign researchers in joining our faculty staff, so that today their number tend to reach 2%.</p> <p>UNIRI is successfully using the "repatriation" possibility offered by MSE to attract and employ an increasing</p> |

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| | | <p>as well as, especially, our internationalisation activities (YUFE and YERUN networks) contribute to these processes as well.</p> <p>In particular, geographic mobility is also part of the national criteria for promotion as defined in the Rulebook of the Conference of Croatian Rectors (under revision) as well as of the provisions for doctoral education at UNIRI.</p> <p>Further encouragement of other means of mobility via the creation of broader possibilities of absence, requires, above all, adequate national regulation, but also financial means. The University mitigates this limit by using increasingly financial means from EU funds.</p> | <p>number of returning researchers (brain gain process). In this framework, ca. 6 – 7 % of our researchers are returning scientists. UNIRI also creates the conditions and encourages postdocs' mobility.</p> <p>The University of Rijeka also has a specific call for the institutional funding of the costs of arrival and stay (incoming mobility) of international scientists.</p> <p>International and intersectoral mobility makes essential part of the YUFE4Postdocs individual research programmes, whereby all postdocs are supervised by a UNIRI supervisor and a foreign YUFE co-supervisor. In addition, an intersectoral supervisor is involved in the research programme, in Rijeka coming from our own Research and Innovation Ecosystem involving local governance (the City of Rijeka) and national professional establishments (Croatian Chamber of Commerce).</p> <p>This is coming on top of all the initiatives promoting mobility on a wider level as described under question 18.</p> |
| <p>30. Access to career advice</p> | <p>+/-</p> | <p>The University of Rijeka has a Career Office, which is part of the University Counselling Centre, and is intended to provide services that will enable ECRs (as well as students) to get acquainted with various opportunities for professional development and to acquire the knowledge and skills they need to succeed in the workplaces of the future and realize their professional potentials. Continuous implementation of advisory, informative, educational and research activities is provided therein. Considerations on the possibility to extend such a counselling service to all career stages are being made.</p> <p>The involvement in the YUFE DIOSI project allowed developing a system for broadening the transversal competencies of ECRs, especially in Open Science and Open Innovation, which could</p> | <p>STEP RI and the UNIRI Centre for Innovation Initiatives provide support in various aspects of entrepreneurial activity and intellectual property management for university researchers.</p> <p>What is more, a new financial scheme of UNIRI-INNOVA projects supporting joint projects with the societal and business actors (SBAs) has also been setup and it generates encouraging results.</p> |

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| | | provide possibilities for their career developments also outside of the academic setting. These provisions are being complemented by the activities of the UNIRI Doctoral School outlined above. | |
| 31. Intellectual Property Rights | +/- | The University in Rijeka has a rulebook " Regulation on Intellectual Property Management at the University of Rijeka ", which clearly defines the rules, roles and duties, competent bodies, the disclosure and evaluation procedures, the usage of the royalties, etc. The University has also its Science and Technology Park STEP_RI that promotes spin-off, start-up, commercialisation and similar activities and promotes the respective educational possibilities. | <p>Knowledge valorisation and transfer measures are well defined in the UNIRI Strategy 2021-2025 and are strongly supported via the activities in the YUFE project. UNIRI is also strongly promoting the knowledge-based development of its regional innovation ecosystem, especially via the development of innovation hubs, i.e., via its active participation in the EDIH Adria and the INNO2MARE and other EU projects the University is involved in. UNIRI is active part also of other innovation hubs and collaborates with local clustering initiatives. A specific unit in University's administration (Centre for Innovation Initiatives) has also been setup. The Regional Innovation Matchmaking platform RIMAP is instrumental in all these activities and it provides strong possibilities to extend the applicative career prospects and the networking of UNIRI faculty staff. In fact, the platform has been recognised EU-wide as a best practice example, and its usage is being extended to become an innovation platform for the whole YUFE European University Alliance as well as for the WB 6 SEE Rectors' Forum adhering institutions. The platform and the respective provisions are constantly being fostered. All the planning activities for the corresponding strategic infrastructural investments (Innovations Arena, TransMedRi Centre, Institute for Physical Activity & Sports Medicine & Health, ...) have also been made, but the funding opportunities are not yet included in the national funding provisions.</p> |
| 32. Co-authorship | ++ | An enhanced set of measures for the definition of co-authorship citing criteria, according to the role | In the framework of previously cited activities, especially out involvement in CoARA and YUFE and via |

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| | | <p>in research, is being included in the institutional policies, also within the strong development of the Open Science practices. The contribution of ECRs is particularly cherished in this framework. Provisions for dealing with the occasional disrespect of the co-authorship (e.g., in the sense of adding an author who did not participate in writing) are part of the Ethical codes and procedures.</p> | <p>the internal UNIRI Guidelines for the additional (institutional) criteria for the selection of scientific-teaching, artistic-teaching, teaching, associate and professional staff at the University of Rijeka and its constituents, criteria for career progression that emphasise the quality of papers, as opposed to the quantity, i.e., the mere number of papers, are being promoted. The cooperation and co-authorship with foreign research groups and with co-authors from the entrepreneurial sector are also encouraged via the UNIRI Strategy 2021-2025.</p> |
| 33. Teaching | +/- | <p>The current Collective Contract for Science and Higher Education introduced the possibility of flexible teaching vs. scientific obligations, but these provisions are not widely implemented, also due to the high teaching workloads. Teaching duties still limit thus the available time resources to be dedicated to research activities.</p> <p>The appointed mentors have the task of providing advice to ECRs on successfully dealing with the research vs. teaching balance. An evident issue here is the fact that senior researchers are themselves too burdened with teaching and administrative tasks and do not have enough time for their research (including mentoring) work.</p> | <p>Candidates applying for a higher academic position must, within the criteria for assessing teaching and scientific-professional activities, meet specific requirements, some of which pertain to the quantity and quality of teaching. The Rectors' Conference Criteria for selecting individuals for academic positions are enhanced by the UNIRI recommendations (see in particular the above cited Guidelines for the additional (institutional) criteria ...), which introduce additional criteria for academic promotion. These UNIRI criteria serve as valuable guidelines in assessing teaching engagement during the academic career evaluation process, ensuring a comprehensive and balanced approach to career progression.</p> <p>UNIRI strongly supports the idea that improving quality and efficiency of teaching contributes to achieving better balance in teaching and research activities, while also improving personal satisfaction. Recognition of researchers' teaching activities is supported by various current and evolving UNIRI incentives that prioritize and acknowledge researchers' teaching engagement:</p> <ul style="list-style-type: none"> – The provision of annual rewards for excellence in learning and teaching underscoring UNIRI's dedication to honouring and promoting outstanding teaching engagement among its researchers. |

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| | | | <ul style="list-style-type: none"> – Annual rewards for excellence in online teaching and learning promoting transparency and excellence in this field of work. – The UNIRI CLASS projects represent a dynamic initiative in Research and Development (R&D) within the realm of Learning and Teaching (L&T). Financial instruments are thus provided, focusing on the creation of micro-qualifications, integration of digital technology into L&T, development of engaging e-courses, and fostering robust partnerships with employers to facilitate supervised internships for students. Participation in these projects is also recognized as a significant project activity for academics. We particularly encourage interdisciplinary collaborations, fostering a diverse and enriching environment for the advancement of education and research. <p>In context of supporting researchers to improve the quality and efficiency of teaching, UNIRI provides opportunities for continuous professional development through the educational programme Teacher Competencies in Higher Education: Learning and Teaching (10 ECTS). In addition, UNIRI has a strategic partnership with Coursera in providing licenced access to Coursera for students and employees. UNIRI-Coursera platform strongly suggests use of learning opportunities to enhance teaching competences and digital-educator competencies (aligned with DigCompEdu Framework). There is a continuous encouragement of faculty to take advantage of Coursera courses and integrate the acquired skills into their teaching methodologies.</p> |
| 34. Complains/ appeals | +/- | In compliance with national rules and regulations, UNIRI has established bodies in charge of dealing with complaints/appeals of researchers. The practices of Code of Ethics , i.e., of the Council of | Despite a strong regulatory and institutional framework for the prevention and sanctioning of unacceptable behaviour, there is room for improvement in the practice of mediation in cases of impaired interpersonal |

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| | | <p>Honour and the Ethics Committee(s) is instrumental in this regard, as well as of the Disciplinary Committees at each UNIRI constituent. In addition, the national labour regulation prescribes obligatory procedures for the prevention of discrimination including harassment and protection of whistle-blowers which is implemented in institutional acts and procedures.</p> <p>All these procedures promote fair and equitable treatment.</p> | <p>relations. The role of the Ethical Committees on further improvement of the advisory function in disputes is strongly encouraged.</p> <p>The occurrence of eventual conflicts between supervisor(s) and ECRs are partially minimised by the institutionalised system of evaluation of mentors by ECRs (and vice-versa).</p> <p>Concerning the recruitment procedure-related complaints, see also the UNIRI OTM-R Policy and the respective Checklist.</p> |
| 35. Participation in decision-making bodies | +/- | <p>The participatory model in decision-making bodies is included in the provisions of the national and institutional regulations.</p> | <p>UNIRI cherishes particularly the participatory decision-making processes, with month-long public consultations when defining or changing its statute, rulebooks and other strategic documents, through the involvement of faculty representatives in all its decision-making bodies, from the Senate to the Expert Committees, via the other participatory bodies at the University level, and via the participation of students, union, and other stakeholders' representatives in the University Senate and the constituent's councils. All professors, as well as representatives of students and administrative staff are thus present in the councils and faculties.</p> |
| Training and Development | | | |
| 36. Relation with supervisors | +/- | <p>Evaluation of the mentors by the mentored ECRs (and vice versa) is institutionalised via the national Act on Higher Education and Scientific Activity as well as via several UNIRI regulations and rulebooks. Mentors (and those mentored) are thus regularly evaluated on a yearly (or biannual) basis. This includes the assessment of the progress of the research work, feedback on the activities and similar.</p> | <p>The UNIRI criteria for electing the mentors have been institutionally set, while provisions on the whole PhD educational process are set by the UNIRI "Regulations on doctoral study programmes".</p> <p>The Doctoral School and the respective Professional Council are instrumental in this regard and regularly discuss and upgrade all the respective procedures. The last of these has been introduced into the Regulations in February 2024 requiring written report on the part of a supervisor of a candidate whose thesis has not been</p> |

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| | | | approved or positively evaluated. |
| 37. Supervision and managerial duties | +/- | In accordance with national and institutional regulations, the UNIRI senior researchers are evaluated in their roles as mentors, but also, as part of their re-election or procedures for election to higher ranks, in their scientific (including project leading and coordination, research output, science outreach, etc.) as well as teaching and administrative activities. | Part of the evaluation and assessment of these activities will be restructured via the planned activities in the framework of the UNIRI CoARA Action Plan and the associated institutional, national and EZ/international projects as well as via the cited internal Guidelines for the additional (institutional) criteria Qualitative aspects will gain higher prominence in this process with respect to the thus applied quantitative ones. This will also imply the need to increase the relevance and quality of all the pertaining peer review processes. |
| 38. Continuing Professional Development | +/- | The institutional funding instruments and the above elaborated mobility provisions are instrumental in this regard. A strong orientation to stimulating the education of teachers in e-learning at the level of the University is present, so that UNIRI is considered (not only) nationally a good practise example in this framework Specific measures and funding instruments have been developed and promoted in this process. | UNIRI has entered into a strategic partnership with Coursera , a leading platform in online learning, and thus became the first university in the Republic of Croatia and this part of Europe to enable its faculty and other staff members (but also the students) to acquire skills and competencies free of charge, which is required in a rapidly changing and competitive research environment, as well as for a better and more efficient work with students or in performing business tasks. |
| 39. Access to research training and continuous development | +/- | Continuous professional educations are promoted via the institutionalised project funding instruments , available at all career stages and especially incentivising ECRs, and are used also to promote the participation to conferences and other collaborating fora, where the exchange of information and practices contributes to the professional development. The mobility provisions are instrumental in this regard as are the internationalisation (YUFE and YERUN) activities and the increasing number of EU and other international competitive R&D&I | UNIRI provides funding for core research activities through its Senior Scientists' and Young Scientists' regular annual calls for applications , which may also be used for various dissemination purposes including professional events and scientific conferences. In addition, the University Library continually offers training in using the contemporary research tools, open science, and research integrity, while STEP RI offers educational modules related to entrepreneurial activities. |

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| | | <p>projects.</p> <p>Educational programs in Open Science, entrepreneurial programs, programs of collaboration with the economic and local government sectors, ... all contribute to wider competencies set that improve the employability also outside of the academic sector.</p> <p>All these provisions are regularly assessed and upgraded.</p> | |
| 40. Supervision | +/- | <p>As already pointed out, evaluation of the mentors by the mentored ECRs (and vice versa) is institutionalised via the national Act on Higher Education and Scientific Activity as well as via several UNIRI regulations and rulebooks. Mentors (and those mentored) are thus regularly evaluated on a yearly (or bi-annual) basis. The criteria for electing the mentors have been proposed by the UNIRI Council for Science and approved by the University's Senate, while provisions on the whole PhD educational process are set by the UNIRI "Regulations on doctoral study programmes". Each ECRs has thus an appointed supervisor.</p> | <p>An evident issue in this framework is the fact that senior researchers are themselves burdened with teaching and administrative tasks and do not have enough time for their mentoring work. There is, however, certainly still room for improvements in the competencies of the supervisor and in the collaboration with non-academic (entrepreneurial and community) stakeholders.</p> <p>The UNIRI Doctoral School and the respective Professional Council regularly discuss and upgrade the respective procedures, the next round of update set to begin in February 2024.</p> |