

Impact-difficulty analysis of the action plan of “The Human Resources Strategy for Researchers incorporating the Charter and Code”, by University of Niš

Activity No.	Activity title	Impact	Difficulty	Notes
AP.1. Strategic research policy				
AP.1.1	Development of the strategic research policy statement and lobbying through the participation of the University representatives in the inter-university and other high level bodies	4	5	It's difficult to reach the consensus at the university about the strategic research policy statement (positions of the University of Nis).
AP.1.2	Draft a Strategic Research Agenda of the University of Niš, addressing strategic social challenges at local, regional and national level	4	3	
AP.2. Efficient and effective University				
AP.2.1	Define the procedures and conditions for revoking the teaching, scientific and PhD titles	3	2	
AP.2.2	Improve the efficiency of the work of the Ethical committee.	5	5	Partial measures should be defined and implemented.
AP.2.3	Further develop and promote University Alumni	4	2	Current Alumni is exclusively made of students working abroad. This should be changed.
AP.2.4	Make the procedures for diploma recognition shorter and more efficient	4	2	The procedure should be shortened to 30 days, at most (to make it equal to the application deadlines). The results of the action should be: 1) the decision about the responsibility of the committee members to respect the deadlines; 2) formation of the committee for checking the scientific references for election into a teaching or scientific title.
AP.2.5	Facilitate a scientific mobility by reformulating the condition of election into a title, related to preserving the scientific area	4	2	
AP.2.6	Extend the scope of work of Career Development centre at the University of Niš, to early-stage researchers	3	3	CD centre should collaborate with EURAXESS BHO Office in this activity.
AP.2.7	Implement a position of ombudsman for researchers or	5	5	

	teaching staff, at the level of University			
AP.3. Working with faculties				
AP.3.1	Organize seminars and workshops on different levels of participation, for harmonisation of the different regulations at the level of University and faculties	5	2	
AP.3.2	Implement a system of communication with the faculties which will ensure a better awareness of the faculties about the existing regulations and decisions, made at the University	4	2	
AP.3.3	Implement a reporting by the faculties related to the results of the national scientific, technological and innovation projects (for the purpose of their promotion)	5	3	The first reports are expected at the time of the expiration of the current national funding cycle: second half of 2015.
AP.3.4	Develop and disseminate a common template for evaluation reports for all faculties at the university	5	2	
AP.3.5	Submit a recommendation and guidelines to the faculties, related to implementing a common survey for PhD students for evaluation of the doctoral studies	3	2	Define who should analyze the results of the survey and decide on the possible actions based on the analysis. This responsibility should be given to the Centre for quality enhancement and the Board of quality assurance.
AP.3.6	Submit a recommendation and guidelines to the faculties, related to extending the deadling for position applications to at least 30 days	4	2	
AP.3.7	Submit a recommendation and guidelines to the faculties, related to implementing the common process and the standard outputs of the student evaluation of the teaching activities	5	5	
AP.3.8	Submit a recommendation and guidelines to the faculties related to providing incentives for PhD students, involved in the teaching activities	5	5	
AP.3.9	Submit a recommendation and guidelines to the faculties related to defining the internal procedures for reporting on execution of the PhD programmes	3	3	
AP.3.10	Submit a recommendation and guidelines to the faculties, related to establishing legally non-binding "agreement"	2	4	Update the University Bylaw on doctoral studies and doctoral dissertations

	between the supervisor and supervisee.			
AP.3.11	Submit a recommendation and guidelines to the faculties, related to implementation of courses in English or any other foreign language	5	3	As a part of the University internationalization process, within the FUSE project. The date of activity start should be the date of the FUSE project expiration, 2/2016
AP.4. Working with researchers				
AP.4.1	Design and implement a programme of stimulating and motivating young researchers	5	2	
AP.4.2	Design and implement a professional skills development programme at the University level	5	3	The programme encompasses different identified skills. For each of the skills, different responsibilities for the realization of the programme will be assigned to the different centres. The planning and coordination of the programme should be allocated to Interface centre.
AP.4.3	Organize a series of PhD symposiums or progress seminars, on the regular basis	4	2	
AP.5. Promotion and dissemination				
AP.5.1	Design and implement a research promotion plan of the University of Niš	4	2	
AP.5.2	Design and publish the procedures for employment of the foreign citizens on the University website.	3	1	
AP.5.3	Update the University website with highlighted detailed information about foreign diploma recognition.	3	1	
AP.6. IT Infrastructure				
AP.6.1	Develop the university system with researchers records	5	3	At minimum, integrate information from different existing systems, such as the system for managing the process of application for the PhD defences and the system for collection of the scientific references (once developed). This system should be opened and having a character of a „social network“ for researchers.
AP.6.2	Develop the system for maintaining public online database of PhD dissertations defended at the University	5	2	In cooperation with the University library. Make the delivery of an electronic version of PhD dissertation as a condition for PhD diploma celebration.
AP.6.3	Develop and maintain the database of PhD students in	5	2	This database should be integrated, or at least cross-

	University of Niš			referenced with the database of PhD dissertations.
AP.6.4	Develop and maintain the database of master and PhD studies in English at the University of Niš	5	1	Project FUSE should be dealing with this.
AP.6.5	Collect and publish faculty position ads online, in RS and EN languages	5	3	Then, EN ads should be forwarded to EURAXESS Jobs portal. MEF took the commitment to develop the corresponding tools.
AP.6.6	Develop and maintain the database of the research infrastructures at the University of Niš	5	3	
AP.6.7	Develop and implement a system which tracks teaching engagement of the individual researchers at the University level	3	3	Now, most of the faculties are using the same information system for support to student and teaching activities. This fact should be exploited to build an integrated approach.
AP.6.8	Implement a tool for automatic monitoring of plagiarism	5	5	It is needed to investigate the costs of such a software (tool) and its requirements.