

| Activities | Analysis | Training | Information | Measures | 2016 | | | 2017 | | | | | | | | | | | | 2018 | | | | | | | | | | | | | | | | | |
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| 7.1 | Introduce researchers with national legislation, rules of University and faculties related to safety and health at work, environmental protection and security of data and information's. | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7.2 | Strengthening and/or improvement of IT system and education of users on topics related to security and protection of data and information's. | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8.1 | Development and improvement of legal and technical mechanisms within institutions for commercialization of research results and achievements. | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8.2 | Continuous promotion of importance for dissemination of research results. Publishing of completed projects results at University and faculties' web pages. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8.3 | Developing and establishing of newsletter system for informing of researchers. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9.1 | Presentation of scientific results to general public (TV, social networks, meetings of various types, etc.). | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9.2 | Develop a presentation strategy of Universities achievements and organize more public lectures and thematic round tables in order to inform the public with the scientific developments within the University. Define special approach and contents for the promotion of scientific achievements, depending on the audience (schools, SMEs, industry, public utility companies, health care institutions, ...) | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9.3 | Encouraging researchers' involvement in public life and external promotion of scientific results. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10.1 | Further strengthening of awareness among employees and employers on problem of discrimination of any type. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10.2 | Defining questionnaires, conducting tests and monitoring employees and employers related to the potential problems of discrimination (annually). | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10.3 | Continuous work on stimulating and raising of number of projects applicated and coordinated by female and young researchers. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11.1 | Continuous monitoring of efficiency and improvement of the professors' evaluation/assessment system defined by the University and faculties acts. | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11.2 | Promote and encourage introduction of open and clear definition of conditions within selection/re-election procedure of researchers in research positions. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11.3 | Introduction of practice for registering and designing scientific research achievements and results database as well as its ranking (according to pre-defined parameters) for professors and researchers. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12.1 | Defining of proposal/ initiative addressed to relevant Ministry in order to inspire defining of appropriate regulations and by-laws, at the national level, which should define, more precisely, various issues related to the employment of foreign researchers (to be performed in collaboration with other higher education institutions) | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12.2 | Developing an advertising system for open positions in order to attract high potential and quality researchers (domestic or foreign citizens) from other institutions and those who are returning to the scientific research career. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12.3 | Continuous development of support for engagement of post-doctoral students in scientific research institutions within University. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13.1 | Improving ways of advertising vacancies for professors and researchers particularly in segments related to defining selection conditions, descriptions of working conditions and advancement opportunities. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13.2 | Introduction of obligation for advertising all vacancies on EURAXESS web-portal. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13.3 | Defining recommendation to faculties that applications deadline for open positions ads should be at least 30 days from publication date. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13.4 | Introduction of option to search open positions ads, published on University web page, per basic criteria (title, field of study) | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| 14.1 | Continuous evaluation (annually) of selection and election process of candidates and defining measures aimed to its further improvement. | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14.2 | Possibility and justification analysis for introducing of mandatory member from abroad (with appropriate competencies) to election commissions for position of full professor. | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14.3 | Defining membership conditions for commissions for selection of researchers. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15.1 | Ensuring that on faculties level (through HR or legal affairs offices) applicants should be fully informed on selection procedure, election and employment issues. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16.1 | Continuous evaluation (annually) of selection and election process of candidates and defining measures aimed to its further improvement. | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16.2 | Defining procedures and additional criteria that election commissions should use to include entire professional career and potential of candidates into selection procedure (not just bibliometric indicators). | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17.1 | Define clear guidelines and interpretations of career interruptions or deviations in candidate CV chronology, which will be applied by election commissions during candidates selection and election procedures. Emphasize that the break in the scientific career should not be assumed as a disadvantage. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18.1 | Encouraging mobility of PhD students and stimulating development of post-doctoral students, at home and abroad, through promotion of programs and projects that provides mobilities funding, organizing workshops for application in relevant projects, etc. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18.2 | Define guidelines for assessing results of realized mobility which will be applied by election commissions during candidates selection and election procedures. Ensure that results of realized mobility at universities abroad will be evaluated in context of an aggregate assessment of candidates in manner and to extent that would be stimulating. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19.1 | Encouraging defining regulations or legislation at national level for recognition of skills acquired through informal education programs (different courses, online education, lifelong learning, etc.). | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20.1 | Informing and raising awareness about importance of lifelong learning and professional development. | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21.1 | Defining initiative to the relevant Ministry regarding definition of status and funding of post-doctoral students employment through national program for post-doctoral research. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21.2 | Establishing training program in skills related to the preparation and writing of proposals for EU funded projects. | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22.1 | Continuous promoting of scientific researcher profession, which need to be adequately recognized and protected at the national level, regardless of level and status of researchers (from PhD students through researcher to professors titles and positions within research institutions). | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22.2 | Encouraging establishment of researchers associations/organizations as well as regular meetings/forums in order to evaluate and assess situation in research profession. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22.3 | Defining initiative for popularization of research profession among future students. Establishing a rewarding system for researchers and research groups from different areas (on annually basis). | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23.1 | Encouraging funds allocation for science at national level (campaigns, public lectures, open meetings, round tables, etc.) and connections with the industry and wider community related to the realization of joint projects, which are of mutual interest. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23.2 | Encouraging of application and using of EU funds for improvement of research infrastructure, procurement of modern equipment, etc. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23.3 | Encouraging institutional cooperation with other domestic universities in order to ensure more rational using of available research infrastructure and equipment. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 24.1 | Encouraging funds allocation for science at national level (campaigns, public lectures, open meetings, round tables, etc.) | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| 24.2 | Encouraging flexible working conditions in every sense, with control of working time efficiency or introducing periodic independent evaluation of employees. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25.1 | Compliance analysis of University and faculties regulations with provisions of European Charter & Code and EU Directive on part-time work and harmonization of necessary elements. | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25.2 | Compliance analysis of procedure and conditions for professors re-election with EU standards and foreign universities practices. | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 26.1 | Preparation of initiatives on national level for a more precise definition researchers status at universities in order to ensure stable and stimulating financing of their work (will be realized in coordination and joint work with other state universities in country) | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 26.2 | Defining and establishing of methodology for evaluation and rewarding of successful coordinators of research groups and/or independent researchers. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 27.1 | Further strengthening of awareness on the gender balance at faculties. Special attention should be given to faculties with below average number of female researchers and professors. (43% of female researchers is average on national level in Serbia) | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 27.2 | Analysis of possibilities and promotion of part-time employment for researchers, if necessary, to adequately fit personal/family and professional obligations. | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 28.1 | Development and implementation of various training and personal development courses, as a mandatory part of researchers education (career management, communication and negotiation skills, creation and evaluation capabilities, project management, innovation, etc.). | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29.1 | Defining of initiative for creation of adequate national and institutional framework, as well as, creating conditions and encourage mobility of post-doctoral students (will be realized in coordination and joint work with other state universities in country) | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29.2 | Encouraging professional training and other forms of mobility of researchers through creation of mobility networks for researchers. | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29.3 | Encourage return of researchers from abroad to Serbia, and emphasize need to adopt a national framework for ensuring conditions for employment of returning researchers, their further development and improvement. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 30.1 | More intensive involvement of the Centre for Career Development and Student Counseling with aim of better and more quality counseling and career guidance of graduate students, especially PhD students and post-doctoral students. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 31.1 | Improving University rules on protection of intellectual property rights. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 31.2 | Developing of mechanisms for researchers information and education related to intellectual property rights. | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 32.1 | Encouraging cooperation and co-authorship with international research groups (projects, papers, etc.). | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 33.1 | Defining recommendations for level of teaching engagement of young researchers, in order not to disrupt dynamics of their research work. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 33.2 | Develop a system of training and education of young researchers (assistants, researcher and associate researcher) for lecturing and teaching. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 34.1 | Defining duties of the University Ethical committee and its bodies to take over additional advisory function in possible disputes and conflicts. | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 34.2 | Justification analysis for introduction of the Ombudsman in order to protect rights of researchers at University which would be a independent body of the Ethics Committee and who would mediate in resolving problems in relations researcher-research coordinator, PhD student-mentor, researcher/professor-institution, etc. | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 35.1 | Promotion of change in regulations that would allow participation of researchers in various faculty bodies (Educational-scientific Council, Faculty Council, Study programs Committee, etc.). | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 36.1 | Internal analysis of faculty/departments practice in context of improvement of quality relationship between mentor and PhD students. | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| 37.1 | Monitoring and analysis of progress and results achieved by researchers/PhD students during research, scientific and educational work activities. | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 38.1 | Providing programs and funds to encourage the development of new knowledge, skills and competences of young researchers. | | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 38.2 | Encouraging introduction of new and use of existing programs for lifelong learning. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 38.3 | Encouraging education and training of professors for teaching at the faculties/University. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 39.1 | Encouraging continuous training of researchers through improved system of theory and practice at faculties, University and industry. | | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 40.1 | Monitoring and analysis of mentor's load in teaching in order to achieve an optimal balance with various teaching/training/monitoring/research activities related to work with PhD students. | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | | | | | | | | | | | | | | | | | | | | | | | | | | | | |