



### Gantt Diagram of the Human Resources Strategy for Researchers that Includes the European Charter and Code for Researchers

No	Activity	2016		2017												2018												2019												2020												
		11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	
SG4.11	Creation of official mailing list for dissemination of information to all researches at the University	X	X	X	X	X	X	X																																												
SG4.1	Develop a unified reporting methodology for research projects and doctoral studies	X	X	X	X	X	X	X	X																																											
SG1.2	Provide researchers access to research databases	X	X	X	X	X	X	X	X																																											
SG1.5	Inform teachers and staff of the University of the participation of researchers in the managerial bodies and the possibilities to offer proposals for improving research	X	X	X	X	X	X	X	X	X	X																																									
SG2.6	Point out process of academic and professional recognition of qualifications (domestic and foreign) on the university web page, in Serbian and English languages	X	X	X	X	X	X	X	X	X	X	X																																								
SG4.4	Creation and regular administration of central data base for doctoral study programs and doctoral candidates	X	X	X	X	X	X	X	X	X	X	X																																								
SG3.11	Develop a unified system of calculating teaching and associate loads at the University	X	X	X	X	X	X	X	X	X	X	X	X																																							
SG4.3	Conducting the online survey for doctoral candidates and other researchers. Implementation recommendation	X	X	X	X	X	X	X	X	X	X	X																																								
SG2.1	Develop institutional regulations on the possibilities of projects co-ordination (establish hierarchical levels)	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG2.2	Making precise institutional regulations to support the detection of plagiarism	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG3.1	Supply and implementation of the mechanism to automatic detection of plagiarism	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG3.12	Making recommendations to the university and faculties related to the regulation of the legal obligations between student and supervisor to improve the quality of research	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG4.2	Develop and implement a university system of communication that will ensure increased awareness of researchers on the existing national/entity and institutional regulations	X	X	X	X	X	X	X	X	X	X	X	X	X	X																																					
SG4.5	Creation of the Rulebook on evaluation of science and research results	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG4.8	Implementation of teaching obligations award system by the electronic grading system by students according to the representativeness of the sample	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG2.10	Adopt institutional transparent procedure on anti-mobbing	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG3.13	Create a form for submitting ads for employment in Serbian and English languages, and place this form on the university web page	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG3.14	Develop, on university web page, listing of advertised jobs at all faculties and in the Rector's Office	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG4.12	Informing researches on all important decisions made within managerial bodies of University	X	X	X	X	X	X	X	X	X	X	X	X	X																																						
SG3.5	Develop an informer on existing research equipment at the University, and disseminate information about it	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X																							
SG3.8	Develop a guidelines on the protection and security for all research laboratories, plant and equipment used at the University	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X																							
SG1.7	Support of formal education and training of researchers towards achieving greater professionalization (entrepreneurship, project management, intellectual property rights, communication, ethics, etc.)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X																							
SG1.4	Determine the position of career development adviser at the University for researchers and for students	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X																						

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SG5.4	By the presence of the University representatives to the meetings of commissions and bodies of the RS Government, to influence to the improvement of conditions for researches, related to the flexible working hours, paid leave, and financial commitment	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											
SG1.1	Maintenance of formal education and training of existing research project applications, the strategic objectives of the research areas, funding mechanisms and ways of reporting	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											
SG5.2	Increase the income form cooperation with industries	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											
SG2.13	Strengthen the mobility of researchers reformulating conditions to position elections	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											
SG3.4	Influence the various entities and national authorities regarding establishment and allocation of post-doctoral grant system	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											
SG3.9	Provide working conditions for disabled researchers	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											
SG3.7	Influence the provision of additional research equipment through the presence of university representatives in committees and bodies of the Ministry of the Government of Republic of Srpska	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X											