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Self – assessment of Human Resources Strategy  
for Researchers of Juraj Dobrila University of Pula

- I. The Juraj Dobrila University of Pula (UNIPU) received a formal acknowledgement by the European Commission (EC) and the “HR excellence in research” logo on 21 March 2011. The logo has been on the UNIPU web homepage since then, and the Internal analysis and the Action plan can be found at <http://www.unipu.hr/index.php?id=1230>.
- II. In May 2013 a working group was appointed by the Rector Robert Matijašić, Ph.D. to conduct a self-assessment of the Human Resources Strategy for Researchers (HRS4R) at UNIPU. The five-member working group consisted of researchers and experts from different university departments at different academic ranks, including one associate professor (Dean Učkar, Ph.D.), one assistant professor (Andrea Matošević, Ph. D.), quality assurance expert associate (Valter Ilić, univ. spec. oec.), head for legal issues (Vesna Mijatović, dipl. iur.) and one vice-rector (Marli Gonan Božac, Ph. D.). In May the working group had several meetings, reviewing the internal analysis and action plan step by step and producing working material. In this self – assessment we are going to provide a summarized result and an overview of actions for the next period, which will support the further implementation of the Charter and the Code at the UNIPU.
- III. Results from the step “A self-assessment to check whether the implementation is on track is carried out at least two years after the acknowledgement of the HR Strategy process” - in a short and concise way:
  1. The legal team prepared the statement to be signed by researchers when starting the Contract at UNIPU.
  2. Many presentations and round tables of researchers’ independent research took place in the last two years as well as a number of public lectures and thematic round tables to acquaint the public and try to encourage interest in science and higher education. For example: Pula Book fair (December, 2012), book presentations by various authors, Festival of science (April 2012) etc.

3. The Rulebook of assistants' performance evaluation and the Rulebook of scientific-researchers' performance evaluation <http://www.unipu.hr/index.php?id=89&L=0> has been developed, accepted by the Senate on 19 September 2011, and strictly implemented. With this document it is pointed out that the mentors are responsible for following young researchers, and it should motivate the participants to create and define a career development plan for young researchers, that will precisely define the mentors' role and relationship between the mentor and young researchers.
4. The University legal team prepared "The Handbook for researchers" (at the moment only in Croatian language) with basic national legislation and institutional rules. Continuous revision is needed because of the current changes in this area in Croatia. Since 1 March 2013 the new Regulations of scientific vocation (Ordinance on the requirements for the scientific title) is in vigor.
5. The University has an open access to the Center online database which is a project of the Ministry of Science, Education and Sports, CARNET and Ruder Bošković Institute with the primary aim of providing network access to commercial databases as well as those with free access for all members of the scientific and research community in Croatia (researchers, teachers and students). Today the online database offers its customers **more than forty databases** including major bibliographic databases from different scientific fields (Medline, INSPEC, MathSciNet, Agricola, GeoRef, PsycINFO, FSTA, Compendex), universal database covering all scientific areas (Current Contents, Web of Science, Academic Search Premier, Scopus), databases with full-text - including collections of electronic journals, the world's largest publishers (Blackwell Synergy, Cambridge Journals Online, Springer Link, Science Direct, Oxford Journals, Wiley Interscience, New 100 Lippincott Journals, Evidence Based Medicine Reviews, Business Source Premier, HeinOnline, Ovid Core Biomedical Collection) and the highest quality databases that are open access (ArXiv, CiteSeer, DOAJ, Google Scholar, OAIster, PLoS, PubMed Central, Scirus, spiers and etc.)
6. Mainly, by working on international projects, development plans and involvement in committees of different regional and national institutions, the link between university and the environment becomes more solid. For example the IPA project ADRIFORT (Grant holder: Veneto region, subcontractor City of Pula), the Agreement of scientific collaboration between the UNIPU and the Institute of agriculture and tourism in Poreč, the International scientific conference "Istrian economy yesterday and tomorrow" (organized by the Chamber of Commerce, the State Archive in Pazin and UNIPU), etc.
7. For better professional organization of scientists a new organizational form was

developed within the UNIPU, e.g. Center for Cultural and Historical Researches of Socialism (Decision of the Senate, 9<sup>th</sup> May 2012); CASTER (Center for advanced social trends and empirical research (Decision of the Department of economics and tourism, January 2012.))

8. Ranking Scientific performances within disciplines and fields are due as a part of Ministry project "Long-term institutional funding of Science (Research activities) in the years 2013, 2014, 2015." For all public universities and public institutes in Croatia, the ranking of scientific performance was evaluated according to the same criteria. Also, a new model for fund allocation for science at the national level was found. UNIPU made it by the collection of personal information on scientific performances for each researcher.
9. The Senate accepted the HR Strategy for Researchers **as the integral part of the University Development Strategy, on 13 June 2011**  
<http://www.unipu.hr/index.php?id=1070>
10. The job vacancies for scientific research assistants are announced on Euraxess portal. After the accession the Croatia to the EU all job vacancies of scientific researcher will be announced on the Euraxess portal.
11. Rulebook on the organization of job positions was revised three times in this period (The Decision on amendments – on 19 December 2011, on 2 April 2012 and on 1 February 2013).
12. The activities on the building of the University campus has continued according to plans: work has started on the students' dormitory building for 145 students (it has also 5 mini-apartments for visiting professors and researchers), and on the building where the students' restaurant is located.
13. The motivation technique in terms of prize money and the disposal of the money to fund the participation to an international conference in order to stimulate researchers to publish their papers in CC journals, starts with the Decision of the Department of Economics and Tourism "Dr. Mijo Mirkovic " on 8th April 2011. After consideration and a new Regulation of scientific vocation, the stated above will be proposed at University level.
14. Introduction of options (at national level) for researchers to opt for a predominantly scientific career or dominantly teaching career depends on the entry in vigor of the Law on Science and Higher Education Proposal.
15. Mobility program expansion – in 2011 - 10.00 Euro; in 2012 - 20.00 Euro; in 2013 - 40.000 Euro. The sum granted to the UNIPU for mobility programs shows an exceptional growth each year.

#### IV. The activities that had to be postponed:

1. IT system
  1. To create individual researcher file (March 2012 –> November 2013, continuously)
  2. To define IT services and infrastructure policy at University level (intranet, back up policy and IT planning and control) (April 2014)
  3. The creation of on-line database in order to encourage professional development and to monitor and evaluate other forms of researchers' mobility (November 2013)
2. Placement
  1. Expert in the field of human resources (Date depends of Ministry approval)
3. HR development and support
  1. To create an atmosphere in which every individual feels free to react adequately to any situation of discrimination. (Psychological counseling office for students could assume the role of counseling guidance for researchers). (September 2014)
  2. To define clear instructions on career break treatment or variation in CVs chronological order in selection criteria. (July 2013)
  3. To prepare a Rulebook (based on the above mentioned Decision) rewards and recognitions for researchers due to “outstanding results” and corresponding criteria (April 2012--> December 2013)
4. Police and strategy
  1. Action plans by each department are not finalized. Create development action plans for each University component as a basis for systematic and realistic planning of human resource development and associated jobs. (September 2012-> December 2013)
  2. Clear rules for cooperation and funding in a business – university cooperation has to be established (September 2012 ->November 2013)
  3. Public relation office – the vacancy was announced in February 2012, but it was not possible to find adequate person. The procedure will be repeated within 2013.
  4. Creation of institutional capabilities to support researchers' absence.

#### **V. The most demanding activity was: Develop mechanisms for continuous training and education of young researchers for teaching activity – teaching competences course – September 2011 -> December 2013**

1. Encourage training of teachers in teaching competence and e - learning at university level – for that purpose a new Teaching competences course was developed by the

experts within the University. The Teaching competences course for young researchers has been discussed at three meetings of the University Main Quality Assurance Board's (Main QA Board) meetings in 2012 (July 2012, September 2012, December 2012). It was proposed that this course could be offered within a possible choice of other similar appointed programs in Croatia. There have been a number of remarks on the content and regulation of this mechanism - the main concern was assuring that continuous training and education is an option and not an obligation. The Main QA Board welcomes and supports the concept and finds it in line with the continuous improvement model embedded in all university activities. It also considers it important to make this course available (along with a list of others), but not time-limited (nor title-limited) - i.e. the completion of the course should not be a condition for promotions or tenure.

In Conclusion, all postponed activities have to be notified in the Plan on the website.

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