

HRS4R ACTION PLAN 2025-2027

Nr.	Action description	Timing	Responsible Unit	Indicators/Targets
1.	Employee satisfaction survey for academics - recurrently	Q3 2026	Vice-rector for Quality Assurance, QA unit	Employee satisfaction report published
2.	Training for researchers – based on the least satisfactory areas from the survey	Q4 2025 Q4 2026 Q4 2027	Scientific Council, Vice-rector for Research, Vice-rector for HR, CMCS	Percentage of participants from total number of researchers
3.	Increasing networking opportunities for researchers internally to enhance cooperation and interdisciplinarity	Q1-Q2 2025 Q3 – 2027	Scientific Council, Vice-rector for Research, CMCS	Diversity membership of informal working group according to field of research, one researchers' conference on ethics and equal opportunities in academia
4.	Quality assurance of researcher's career development	Q4 – 2025 Q4 – 2026 Q4 - 2027	Scientific Council, Vice-rector for Quality Assurance, Heads of Department, QA unit	Risk management regarding research activity at the level of all academic units (faculty/research center), Reporting on the nr. of teaching hours, nr. of counselling/mentoring hours, nr. of hours spent on research and nr. of hours on civic engagement at the level of faculties/research centers
5.	Monitoring the Individual Career Plan	Q1- 2027	Scientific Council, Vice-rector for research, Vice-rector for Quality Assurance, QA Unit, Deans of faculties and research centres	Report on the implementation of ICP at the end of each cycle developed at the level of faculties/research centers and institutionally
6.	Developing supporting documents for a non-discrimination and inclusion strategy	Q4 - 2025	Vice-rector for Curriculum, Ombudsman and inclusion officer	Document – guidelines on relevant aspects of event management for inclusivity

7.	Offering career advice to early career researchers	Q2 – 2026 Q2 - 2027	Vice-rector for Human Resources, CCOPA, ISD	Nr. of counselled researchers/year
8.	Improving communication between early career researchers and administrative staff – both at the doctoral schools and the institutional level	Q2 -2026 Q2 - 2027	Vice-rector for research, Vice-rector for Human Resources, Administrative units (ISD, CCI, QA, CMCS, CCOPA etc.)	Nr. of participants/year at presentations and workshops by different administrative units at each doctoral school and institutionally
9.	Raising awareness regarding gender equality in academia	Q1 – 2025 Q1 – 2026 Q1 - 2027	Vice-rector for Curriculum, Deans of faculties, Scientific Council, Inclusion officer	Nr. of participants at presentations and impact measured through feed-back forms
10.	Enhancing communication on DEI within UBB	Q3 - 2025	Vice-rector for Human Resources, vice-rector for Curriculum	Design of the website, Communication plan and monitoring visibility yearly
11.	Training of senior researchers in supervision and mentoring	Q4 – 2026	Scientific council. Vice-rector for research, Vice-rector of curriculum, CMCS	Number of senior researchers trained, percentage of total senior researchers (EUTOPIA)
12.	Reforming the evaluation of research (CoARA)	Q1 - 2026	Scientific Council, Vice-rector of curriculum, vice-rector of research, CMCS	Reviewing the existing framework for evaluation of research (working group membership and action plan published on the website)
13.	Increasing cooperation with the business sector	Q2 – 2025 Q2 – 2026 Q2 - 2027	Vice-rector responsible for relationship with society – socio-economic component, Vice-rector for entrepreneurship, CMTTC	Number of agreements signed/ ye
14.	Reviewing and developing an HR Strategy of UBB	Q3- 2027	Vice-rector for Human Resources, Vice-rector for Research	One strategy adopted and published on the website
15.	Reviewing the Quality Assurance Policy	Q4 - 2025	Vice-rector for Quality Assurance, Vice-rector for Research, QA Unit	Quality Assurance Policy published on the website
16.	Developing a Strategy for Quality Assurance	Q2 - 2026	Vice-rector for Quality Assurance, Vice-rector for	Strategy for Quality Assurance published on the website

			Research, QA Unit	
17.	Reviewing and updating a Code of Ethics	Q1 - 2026	Vice-rector for research, Vice-rector for HR, Ethics Committee	New Code of Ethics adopted and published on the website
18.	Developing an Inclusion Strategy and an Action Plan	Q4 - 2025	Vice-rector for Curriculum, Vice-rector for HR, Inclusion Officer, Center for Students with Disabilities, CCOPA	Inclusion Strategy and Action Plan published on the website
19.	Reviewing and updating the Gender Equality Plan of UBB	Q3 -2027	Vice-rector of Research, Vice-rector for Curriculum, Vice-rector for HR, Inclusion Officer	Gender Equality Plan adopted published on the website