

**Department for Research and Art**

**Mr Dorian Carder  
Ms Irmela Brach  
Directorate-General for Research and Innovation  
EUROPEAN COMMISSION**

**Maribor, 23 May 2014  
Seq. no.: 11/14-815 BKH**

## **REPORT ON THE IMPLEMENTATION**

### **of the HUMAN RESOURCES STRATEGY FOR RESEARCHERS OF THE UNIVERSITY OF MARIBOR incorporating the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers for the period 2010-2014 and the corresponding Action Plan**

The Human Resources Strategy for Researchers of the University of Maribor (UM) incorporating the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers for the period 2010-2014 (hereinafter referred to as “Strategy”) was adopted at the 6<sup>th</sup> Meeting by Correspondence of UM’s Scientific Research Committee of 9 April 2010, the 31<sup>st</sup> regular session of the Senate of the University of Maribor of 20 April 2010 and, the same month, by the European Commission, Directorate-General for Research and Innovation – Universities and Researchers (Unit C4).

The revised Action Plan was adopted by the both the Scientific Research Committee and the Senate in February 2012 and March 2012 respectively. The European Commission monitored whether the Strategy is being implemented accordingly. In August 2012, the Commission confirmed, on the basis of the interim report, that both the Strategy and the corresponding Action Plan have been adequately implemented. The University of Maribor thus obtained the permission to continue using the “HR Excellence in Research” badge. The present Report focuses on the two-year implementation period from January 2012 to April 2014 and supplements the first approved implementation report for the period from April 2010 to December 2011 inclusive.

In the period between 2012 and 2014, UM implemented all envisaged activities and conducted additional activities mentioned below.

On the proposal of the presiding member, the University of Maribor, the Slovenian Rectors' Conference adopted (in March 2012) a resolution expressing its commitment to develop the culture of quality, strengthen human resources and implement the recommendations and guidelines of the European Commission (Towards a European Framework for Research Careers; European Charter for Researchers; Code of Conduct for the Recruitment of Researchers).

In April 2012, the University of Maribor organized the first international meeting of experts (Prof. Dr. Boleslaw Domanski, Jagiellonian University (Poland); Prof. Dr. Iain Boyd Whyte, University of Edinburgh (United Kingdom); Prof. Dr. Volker Ribitsch, University of Graz (Austria)) in order to discuss good practices in the field of appointment procedures and directions for their development at UM. Academic leadership actively participated in the discussion, and members of various committees of the Senate were also invited.

At the invitation of [VITAE](#), UM attended the conference entitled "HR strategies for researchers: future directions and good practice across Europe", which was held in London in May 2013. In April 2014, UM presented its experiences with the implementation in the context of "Thematic Seminars on Internationalization, Innovation and Tools to Support Mobility" organized under the auspices of the Danube Initiative and Alps Adriatic Network.

During the monitoring of the implementation of the Action Plan and reaccreditation procedures, UM increased its awareness of both the necessity and importance of the implementation of principles, further development of mechanisms for human resources management in its broad sense and the revision of existing mechanisms as well. The adopted Strategy for the period 2014-2020 demonstrates this commitment since it relates, for the very first time, to all human resources.

The implementation of the Strategy and the corresponding Action Plan was coordinated under the guidance of the competent Vice Rector, Prof. Dr. Karin Stana Kleinschek.

Prof. Dr. Danijel Rebolj  
Rector

Prepared by:

1. Andreja Nekrep
2. Brigita Krsnik Horvat

Enclosures:

1. Report on the Implementation - updated Acton Plan for the Implementation of the Human Resources Strategy incorporating the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in the period 2010 – 2014.

Mode of delivery: E-mail