

HR monitoring indicators of the University of Maribor

The following indicators have been developed for purposes of monitoring the implementation of the European Charter for Researchers and European Code of Conduct for the Recruitment of Researchers (Charter & Code) by means of the HR management Strategy for Researchers and its underlying and continuously revised Action Plan. The indicators are therefore based on the four content-based classifications laid down in the Charter & Code:

- I. **Ethical and professional aspect (researchers);**
- II. **Recruitment;**
- III. **Working conditions and social security;**
- IV. **Training and development.**

All data collected as at 31 December of the year then ended.

Indicator code	Indicator name	Indicator description
UM_KČV 1.	ETHICAL AND PROFESSIONAL ASPECT	
UM_KČV 1.1	Number of motions filed with the Committee for Ethics and Integrity in Research.	Number of motions researchers (R1–R4, pay grades D and H) filed with the Committee for Ethics and Integrity in Research.
UM_KČV 1.2	Number of approved applications compliant with ethical principles of research integrity.	Number of approved applications filed by researchers (R1—R4, pay grades D and H) that comply with ethical principles of research integrity.
UM_KČV 1.3	Number of confirmed violations of the Code of Ethics and Integrity for Researchers.	Number of confirmed violations of the Code of Ethics and Integrity for Researchers.
UM_KČV 1.4	Number of measures taken against violators of the Code of Ethics and Integrity for Researchers.	Number of measures taken against violators of the Code of Ethics and Integrity for Researchers.
UM_KČV 1.5	Number of motions filed with the Committee relating to the Code of Professional Ethics.	Number of motions researchers (R1—R4, pay grades D and H) filed with the Committee that relate to the Code of Professional Ethics.
UM_KČV 1.6	Number of confirmed violations of the Code of Professional Ethics.	Number of confirmed violations of the Code of Professional Ethics.



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UM_KČV 1.7	Number of measures taken against violators of the Code of Professional Ethics.	Number of measures taken against violators of the Code of Professional Ethics.
UM_KČV 2.	RECRUITMENT	
UM_KČV 2.1	Number of advertised vacancies.	Total number of advertised vacancies (irrespective of R1–R4 classification or pay grade D and H classification).
UM_KČV 2.2	Number of applications for advertised job posts received.	Total number of applications for advertised job posts received (irrespective of R1–R4 classification or pay grade D and H classification).
UM_KČV 2.3	Number of advertised R1 profile vacancies (pay grade D).	Total number of advertised R1 profile vacancies (pay grade D).
UM_KČV 2.4	Number of applications for advertised R1 profile vacancies (pay grade D) received.	Total number of applications for advertised R1 profile vacancies (pay grade D) received.
UM_KČV 2.5	Number of applications for advertised R1 profile vacancies (pay grade D) received from non-UM employees.	Total number of applications for advertised R1 profile vacancies (pay grade D) received from non-UM employees.
UM_KČV 2.6	Number of applications for advertised R1 profile vacancies (pay grade D) received from foreign nationals.	Total number of applications for advertised R1 profile vacancies (pay grade D) received from foreign nationals.
UM_KČV 2.7	Number of advertised R1 profile vacancies (pay grade H).	Total number of advertised R1 profile vacancies (pay grade H).
UM_KČV 2.8	Number of applications for advertised R1 profile vacancies (pay grade H) received.	Total number of applications for advertised R1 profile vacancies (pay grade H) received.
UM_KČV 2.9	Number of applications for advertised R1 profile vacancies (pay grade H) received from non-UM employees.	Total number of applications for advertised R1 profile vacancies (pay grade H) received from non-UM employees.
UM_KČV 2.10	Number of applications for advertised R1 profile vacancies (pay grade H) received from foreign nationals.	Total number of applications for advertised R1 profile vacancies (pay grade H) received from foreign nationals.
UM_KČV 2.11	Number of advertised R2 profile vacancies (pay grade D).	Total number of advertised R2 profile vacancies (pay grade D).
UM_KČV 2.12	Number of applications for advertised R2 profile vacancies (pay grade D) received.	Total number of applications for advertised R2 profile vacancies (pay grade D) received.



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UM_KČV 2.13	Number of applications for advertised R2 profile vacancies (pay grade D) received from non-UM employees.	Total number of applications for advertised R2 profile vacancies (pay grade D) received from non-UM employees.
UM_KČV 2.14	Number of applications for advertised R2 profile vacancies (pay grade D) received from foreign nationals.	Total number of applications for advertised R2 profile vacancies (pay grade D) received from foreign nationals.
UM_KČV 2.15	Number of applications for advertised R2 profile vacancies (pay grade H).	Total number of advertised R2 profile vacancies (pay grade H).
UM_KČV 2.16	Number of applications for advertised R2 profile vacancies (pay grade H) received.	Total number of applications for advertised R2 profile vacancies (pay grade H) received.
UM_KČV 2.17	Number of applications for advertised R2 profile vacancies (pay grade H) received from non-UM employees.	Total number of applications for advertised R2 profile vacancies (pay grade H) received from non-UM employees.
UM_KČV 2.18	Number of applications for advertised R2 profile vacancies (pay grade H) received from foreign nationals.	Total number of applications for advertised R2 profile vacancies (pay grade H) received from foreign nationals.
UM_KČV 2.19	Number of advertised R3 profile vacancies (pay grade D).	Total number of advertised R3 profile vacancies (pay grade D).
UM_KČV 2.20	Number of applications for advertised R3 profile vacancies (pay grade D) received.	Total number of applications for advertised R3 profile vacancies (pay grade D) received.
UM_KČV 2.21	Number of applications for advertised R3 profile vacancies (pay grade D) received from non-UM employees.	Total number of applications for advertised R3 profile vacancies (pay grade D) received from non-UM employees.
UM_KČV 2.22	Number of applications for advertised R3 profile vacancies (pay grade D) received from foreign nationals.	Total number of applications for advertised R3 profile vacancies (pay grade D) received from foreign nationals.
UM_KČV 2.23	Number of advertised R3 profile vacancies (pay grade H).	Total number of advertised R3 profile vacancies (pay grade H).
UM_KČV 2.24	Number of applications for advertised R3 profile vacancies (pay grade H) received.	Total number of applications for advertised R3 profile vacancies (pay grade H) received.
UM_KČV 2.25	Number of applications for advertised R3 profile vacancies (pay grade H) received from non-UM employees.	Total number of applications for advertised R3 profile vacancies (pay grade H) received from non-UM employees.
UM_KČV 2.26	Number of applications for advertised R3 profile vacancies (pay grade H) received from foreign nationals.	Total number of applications for advertised R3 profile vacancies (pay grade H) received from foreign nationals.



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UM_KČV 2.27	Number of advertised R4 profile vacancies (pay grade D).	Total number of advertised R4 profile vacancies (pay grade D).
UM_KČV 2.28	Number of applications for advertised R4 profile vacancies (pay grade D) received.	Total number of applications for advertised R4 profile vacancies (pay grade D) received.
UM_KČV 2.29	Number of applications for advertised R4 profile vacancies (pay grade D) received from non-UM employees.	Total number of applications for advertised R4 profile vacancies (pay grade D) received from non-UM employees.
UM_KČV 2.30	Number of applications for advertised R4 profile vacancies (pay grade D) received from foreign nationals.	Total number of applications for advertised R4 profile vacancies (pay grade D) received from foreign nationals.
UM_KČV 2.31	Number of advertised R4 profile vacancies (pay grade H).	Total number of advertised R4 profile vacancies (pay grade H).
UM_KČV 2.32	Number of applications for advertised R4 profile vacancies (pay grade H) received.	Total number of applications for advertised R4 profile vacancies (pay grade H) received.
UM_KČV 2.33	Number of applications for advertised R4 profile vacancies (pay grade H) received from non-UM employees.	Total number of applications for advertised R4 profile vacancies (pay grade H) received from non-UM employees.
UM_KČV 2.34	Number of applications for advertised R4 profile vacancies (pay grade H) received from foreign nationals.	Total number of applications for advertised R4 profile vacancies (pay grade H) received from foreign nationals.
UM_KČV 2.35	Number of vacancies advertised in EURAXESS.	Total number of vacancies advertised in EURAXESS.
UM_KČV 2.36	Number of R1 profile vacancies advertised in EURAXESS (pay grades D and H).	Total number of R1 profile vacancies advertised in EURAXESS (pay grades D and H).
UM_KČV 2.37	Number of R2 profile vacancies advertised in EURAXESS (pay grades D and H).	Total number of R2 profile vacancies advertised in EURAXESS (pay grades D and H).
UM_KČV 2.38	Number of R3 profile vacancies advertised in EURAXESS (pay grades D and H).	Total number of R3 profile vacancies advertised in EURAXESS (pay grades D and H).
UM_KČV 2.39	Number of R4 profile vacancies advertised in EURAXESS (pay grades D and H).	Total number of R4 profile vacancies advertised in EURAXESS (pay grades D and H).
UM_KČV 2.40	Number of complaints from candidates – researchers regarding the selection process on counts of grading and evaluation, irrespective of R1–R4 career profile (pay grades D and H).	Total number of complaints from candidates – researchers regarding the selection process on counts of grading and evaluation, irrespective of R1–R4 career profile (pay grades D and H).



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UM_KČV 2.41	Number of complaints from candidates – researchers regarding the selection process on counts of manifest administrative errors, irrespective of R1–R4 career profile (pay grades D and H).	Total number of complaints from candidates – researchers regarding the selection process on counts of manifest administrative errors, irrespective of R1–R4 career profile (pay grades D and H).
UM_KČV 2.42	Number of e-applications for advertised vacancies received (pay grades D and H; R1–R4).	Total number of e-applications for advertised vacancies received (pay grades D and H; R1–R4).
UM_KČV 2.43	Number of e-applications for advertised researcher vacancies received (pay grades D and H; R1–R4).	Number of e-applications for advertised researcher vacancies received (pay grades D and H; R1–R4).
UM_KČV 2.44	Number of e-applications for advertised R1 profile vacancies received (pay grades D and H).	Total number of e-applications for advertised R1 profile vacancies received (pay grades D and H).
UM_KČV 2.45	Number of e-applications for advertised R2 profile vacancies received (pay grades D and H).	Total number of e-applications for advertised R2 profile vacancies received (pay grades D and H).
UM_KČV 2.46	Number of e-applications for advertised R3 profile vacancies received (pay grades D and H).	Total number of e-applications for advertised R3 profile vacancies received (pay grades D and H).
UM_KČV 2.47	Number of e-applications for advertised R4 profile vacancies received (pay grades D and H).	Total number of e-applications for advertised R4 profile vacancies received (pay grades D and H).
UM_KČV 2.48	Percentage of advertised vacancies that contained reference/links to all elements foreseen in the tool package (OTM-R, Chapter 4.4.1a).	Indicate percentage of advertised vacancies that contained reference/links to all elements foreseen in the tool package (OTM-R, Chapter 4.4.1a).
UM_KČV 2.49	Percentage of women in the Selection Committee.	Indicate the percentage of women in the Selection Committee. (R1–R4).
UM_KČV 2.50	Percentage of applied candidates who meet the requirements (R1–R4).	Total percentage of candidates who applied for the vacancy that meet requirements posted in the advertisement (irrespective of R1 – R4 and pay grade).
UM_KČV 2.51	Percentage of applied candidates who do not meet the requirements (R1–R4).	Total percentage of candidates who applied for the vacancy that do not meet requirements posted in the advertisement (irrespective of R1 – R4 and pay grade).
UM_KČV 2.52	Percentage of candidates notified on the results of the selection procedure (total).	Total percentage of candidates we notified on the outcome of the selection procedure (irrespective of R1 – R4 and pay grade).
UM_KČV 2.53	Percentage of candidates invited for an interview and given feedback (total).	Total percentage of candidates who attended face-to-face interviews and who were provided feedback (irrespective of R1 – R4 and pay grade).
UM_KČV 3.	WORKING CONDITIONS AND SOCIAL SECURITY	

UM_KČV 3.1	Number of researchers (both genders).	Total number of researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.2	Number of researchers (both genders).	Total number of researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as per-capita, regardless of percentage of employment.
UM_KČV 3.3	Number of female researchers.	Total number of female researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.4	Number of female researchers.	Total number of female researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as per-capita, regardless of percentage of employment.
UM_KČV 3.5	Number of male researchers.	Total number of male researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.6	Number of male researchers.	Total number of male researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as per-capita, regardless of percentage of employment.
UM_KČV 3.7	Number of researchers (both genders) of foreign nationality.	Total number of researchers (both genders) of foreign nationality, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.8	Number of researchers with a PhD from another university (outside of UM).	Total number of researchers (of both genders) with PhDs from a university other than UM, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.9	Number of R1 researchers (both genders).	Total number of R1 (First stage researchers – up to PhD) researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.10	Number of female R1 researchers.	Total number of female R1 (First stage researchers – up to PhD) researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.11	Number of male R1 researchers.	Total number of male R1 (First stage researchers – up to PhD) researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.12	Number of R1 researchers (both genders) under SRA.	Total number of R1 researchers funded under the “Early Stage Researcher Programme” of the Slovenian Research Agency, as FTE.
UM_KČV 3.13	Number of female R1 researchers under SRA.	Total number of female R1 researchers funded under the “Early Stage Researcher Programme” of the Slovenian Research Agency, as FTE.
UM_KČV 3.14	Number of male R1 researchers under SRA.	Total number of male R1 researchers funded under the “Early Stage Researcher Programme” of the Slovenian Research Agency, as FTE.



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UM_KČV 3.15	Number of R1 researchers under EU programmes.	Total number of R1 researchers funded under the framework EU programme Marie Skłodowska Curie, as FTE.
UM_KČV 3.16	Number of R2 researchers recruited after completing training under the SRA “Early Stage Researcher” programme – both genders.	Total number of R2 researchers (both genders) recruited after completing training under the “Early Stage Researcher” programme of the Slovenian Research Agency, as FTE.
UM_KČV 3.17	Number of female R2 researchers recruited after completing training under the SRA “Early Stage Researcher” programme.	Total number of female R2 researchers recruited after completing training under the “Early Stage Researcher” programme of the Slovenian Research Agency, as FTE.
UM_KČV 3.18	Number of male R2 researchers recruited after completing training under the SRA “Early Stage Researcher” programme.	Total number of male R2 researchers recruited after completing training under the “Early Stage Researcher” programme of the Slovenian Research Agency, as FTE.
UM_KČV 3.19	Number of R1 researchers (both genders).	Total number of R1 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.20	Number of R1 researchers (both genders) – pay grade D.	Total number of R1 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.21	Number of R1 researchers (both genders) – pay grade H.	Total number of R1 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.22	Number of female R1 researchers – pay grade H.	Total number of female R1 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.23	Number of female R1 researchers – pay grade D.	Total number of female R1 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.24	Number of male R1 researchers.	Total number of male R1 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.25	Number of male R1 researchers – pay grade H.	Total number of male R1 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.26	Number of male R1 researchers – pay grade D.	Total number of male R1 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.27	Number of R2 researchers (both genders).	Total number of R2 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.28	Number of R2 researchers (both genders) – pay grade D.	Total number of R2 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.



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UM_KČV 3.29	Number of R2 researchers (both genders) – pay grade H.	Total number of R2 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.30	Number of female R2 researchers – pay grade H.	Total number of female R2 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.31	Number of female R2 researchers – pay grade D.	Total number of female R2 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.32	Number of male R2 researchers.	Total number of male R2 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.33	Number of male R2 researchers – pay grade H.	Total number of male R2 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.34	Number of male R2 researchers – pay grade D.	Total number of male R2 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.35	Number of R3 researchers (both genders).	Total number of R3 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.36	Number of R3 researchers (both genders) – pay grade D.	Total number of R3 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.37	Number of R3 researchers (both genders) – pay grade H.	Total number of R3 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.38	Number of female R3 researchers – pay grade H.	Total number of female R3 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.39	Number of female R3 researchers – pay grade D.	Total number of female R3 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.40	Number of male R3 researchers.	Total number of male R3 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.41	Number of male R3 researchers – pay grade H.	Total number of male R3 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.42	Number of male R3 researchers – pay grade D.	Total number of male R3 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.43	Number of R4 researchers (both genders).	Total number of R4 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.



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UM_KČV 3.44	Number of R4 researchers (both genders) – pay grade D.	Total number of R4 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.45	Number of R4 researchers (both genders) – pay grade H.	Total number of R4 researchers (both genders), irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.46	Number of female R4 researchers – pay grade H.	Total number of female R4 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.47	Number of female R4 researchers – pay grade D.	Total number of female R4 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.48	Number of male R4 researchers.	Total number of male R4 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D and H), as FTE.
UM_KČV 3.49	Number of male R4 researchers – pay grade H.	Total number of male R4 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade H), as FTE.
UM_KČV 3.50	Number of male R4 researchers – pay grade D.	Total number of male R4 researchers, irrespective of type or duration of employment contract, or source of funding (pay grade D), as FTE.
UM_KČV 3.51	Number of researchers working from home (distance work), irrespective of gender.	Total number of researchers (both genders) who perform part of their work from home (distance work), as per capita.
UM_KČV 3.52	Number of female researchers working from home (distance work).	Total number of female researchers who perform part of their work from home (distance work), as per capita.
UM_KČV 3.53	Number of R1 researchers (both genders) on permanent employment contracts.	Total number of R1 (First stage researcher – up to the point of PhD) researchers (both genders) on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.54	Number of female R1 researchers on permanent employment contracts.	Total number of female R1 (First stage researcher – up to the point of PhD) researchers (both genders) on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.55	Number of male R1 researchers on permanent employment contracts.	Total number of male R1 (First stage researcher – up to the point of PhD) researchers (both genders) on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.56	Number of R2 researchers (both genders) on permanent employment contracts.	Total number of R2 (First stage researcher – up to the point of PhD) researchers (both genders) on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.57	Number of female R2 researchers on permanent employment contracts.	Total number of female R2 (First stage researcher – up to the point of PhD) researchers on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.58	Number of male R2 researchers on permanent employment contracts.	Total number of male R2 (First stage researcher – up to the point of PhD) researchers on permanent employment contracts (pay grade D and H), as FTE.



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UM_KČV 3.59	Number of R3 researchers (both genders) on permanent employment contracts.	Total number of R3 (First stage researcher – up to the point of PhD) researchers (both genders) on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.60	Number of female R3 researchers on permanent employment contracts.	Total number of female R3 (First stage researcher – up to the point of PhD) researchers on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.61	Number of male R3 researchers on permanent employment contracts.	Total number of male R3 (First stage researcher – up to the point of PhD) researchers on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.62	Number of R4 researchers (both genders) on permanent employment contracts.	Total number of R4 (First stage researcher – up to the point of PhD) researchers (both genders) on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.63	Number of female R4 researchers on permanent employment contracts.	Total number of female R4 (First stage researcher – up to the point of PhD) researchers on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.64	Number of male R4 researchers on permanent employment contracts	Total number of male R4 (First stage researcher – up to the point of PhD) researchers on permanent employment contracts (pay grade D and H), as FTE.
UM_KČV 3.65	Number of R1 researchers (both genders) on short-term (up to 1 year) employment contracts.	Total number of R1 (First stage researcher – up to the point of PhD) researchers (both genders) on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.66	Number of female R1 researchers on short-term (up to 1 year) employment contracts.	Total number of female R1 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.67	Number of male R1 researchers on short-term (up to 1 year) employment contracts.	Total number of male R1 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.68	Number of R2 researchers (both genders) on short-term (up to 1 year) employment contracts.	Total number of R2 (First stage researcher – up to the point of PhD) researchers (both genders) on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.69	Number of female R2 researchers on short-term (up to 1 year) employment contracts.	Total number of female R2 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.70	Number of male R2 researchers on short-term (up to 1 year) employment contracts.	Total number of male R2 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.71	Number of R3 researchers (both genders) on short-term (up to 1 year) employment contracts.	Total number of R3 (First stage researcher – up to the point of PhD) researchers (both genders) on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.72	Number of female R3 researchers on short-term (up to 1 year) employment contracts.	Total number of female R3 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.73	Number of male R3 researchers on short-term (up to 1 year) employment contracts.	Total number of male R3 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.



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UM_KČV 3.74	Number of R4 researchers (both genders) on short-term (up to 1 year) employment contracts.	Total number of R4 (First stage researcher – up to the point of PhD) researchers (both genders) on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.75	Number of female R4 researchers on short-term (up to 1 year) employment contracts.	Total number of female R4 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.76	Number of male R4 researchers on short-term (up to 1 year) employment contracts.	Total number of male R4 (First stage researcher – up to the point of PhD) researchers on short-term (up to 1 year) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.77	Number of R1 researchers (both genders) on mid-term (1-5 years) employment contracts.	Total number of R1 (First stage researcher – up to the point of PhD) researchers (both genders) on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.78	Number of female R1 researchers on mid-term (1-5 years) employment contracts.	Total number of female R1 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.79	Number of male R1 researchers on mid-term (1-5 years) employment contracts.	Total number of male R1 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.80	Number of R2 researchers (both genders) on mid-term (1-5 years) employment contracts.	Total number of R2 (First stage researcher – up to the point of PhD) researchers (both genders) on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.81	Number of female R2 researchers on mid-term (1-5 years) employment contracts.	Total number of female R2 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.82	Number of male R2 researchers on mid-term (1-5 years) employment contracts.	Total number of male R2 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.83	Number of R3 researchers (both genders) on mid-term (1-5 years) employment contracts.	Total number of R3 (First stage researcher – up to the point of PhD) researchers (both genders) on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.84	Number of female R3 researchers on mid-term (1-5 years) employment contracts.	Total number of female R3 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.85	Number of male R3 researchers on mid-term (1-5 years) employment contracts.	Total number of male R3 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.86	Number of R4 researchers (both genders) on mid-term (1-5 years) employment contracts.	Total number of R4 (First stage researcher – up to the point of PhD) researchers (both genders) on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.87	Number of female R4 researchers on mid-term (1-5 years) employment contracts.	Total number of female R4 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.
UM_KČV 3.88	Number of male R4 researchers on mid-term (1-5 years) employment contracts.	Total number of male R4 (First stage researcher – up to the point of PhD) researchers on mid-term (1-5 years) employment contracts (pay grade D and H), as FTE.



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UM_KČV 3.89	Number of researchers in decision-making bodies of faculties.	Total number of researchers (both genders) of faculties serving as Dean or member of other decision-making bodies of faculties: Senate, Senate committees, Academic Assembly and Student Assembly (PhD students).
UM_KČV 3.90	Number of female researchers in decision-making bodies of faculties.	Total number of female researchers of faculties serving as Dean or member of other decision-making bodies of faculties: Senate, Senate committees, Academic Assembly and Student Assembly (PhD students).
UM_KČV 3.91	Share of female researchers in decision-making bodies of faculties	Share of female researchers of faculties serving as Dean or member of other decision-making bodies of faculties: Senate, Senate committees, Academic Assembly and Student Assembly (PhD students).
UM_KČV 3.92	Number of researchers in UM decision-making bodies.	Total number of researchers (both genders) serving as Rector or member of other UM decision-making bodies: Senate, Senate committees, Board of Directors and Student Council (PhD students).
UM_KČV 3.93	Number of female researchers in UM decision-making bodies.	Total number of female researchers serving as Rector or member of other UM decision-making bodies: Senate, Senate committees, Board of Directors and Student Council (PhD students).
UM_KČV 3.94	Share of female researchers in UM decision-making bodies	Share of female researchers serving as Rector or member of other UM decision-making bodies: Senate, Senate committees, Board of Directors and Student Council (PhD students).
UM_KČV 3.95	Age of employed researchers at appointment to rank of Assistant Professor.	Age of employed researchers appointed to rank of Assistant professor during the current year.
UM_KČV 3.96	Age of employed female researchers at appointment to rank of Assistant Professor.	Age of employed female researchers appointed to rank of Assistant Professor during the current year.
UM_KČV 3.97	Age of employed researchers at appointment to rank of Associate Professor.	Age of employed researchers appointed to rank of Associate Professor during the current year.
UM_KČV 3.98	Age of employed female researchers at appointment to rank of Associate Professor.	Age of employed female researchers appointed to rank of Associate Professor during the current year.
UM_KČV 3.99	Age of employed researchers at appointment to rank of Full Professor.	Age of employed researchers appointed to rank of Full Professor during the current year.
UM_KČV 3.100	Age of employed female researchers at appointment to rank of Full Professor.	Age of employed female researchers appointed to rank of Full Professor during the current year.
UM_KČV 4.	TRAINING AND DEVELOPMENT	
UM_KČV 4.1	Number of researchers who attended training (R1—R4 total).	Number of researchers (pay grade D and H) who attended any type of training related to any aspect of the role of a researcher, i.e. either training on improving the success rate of project

		applications, research project management, mentorship quality, intellectual property rights management, soft skills, etc. The indicator is expressed as per capita.
UM_KČV 4.2	Number of researchers who attended training (R1).	Number of R1 researchers (pay grade D and H) who attended any type of training related to any aspect of the role of a researcher, i.e. either training on improving the success rate of project applications, research project management, mentorship quality, intellectual property rights management, soft skills, etc. The indicator is expressed as per capita.
UM_KČV 4.3	Number of researchers who attended training (R2).	Number of R2 researchers (pay grade D and H) who attended any type of training related to any aspect of the role of a researcher, i.e. either training on improving the success rate of project applications, research project management, mentorship quality, intellectual property rights management, soft skills, etc. The indicator is expressed as per capita.
UM_KČV 4.4	Number of researchers who attended training (R3).	Number of R3 researchers (pay grade D and H) who attended any type of training related to any aspect of the role of a researcher, i.e. either training on improving the success rate of project applications, research project management, mentorship quality, intellectual property rights management, soft skills, etc. The indicator is expressed as per capita.
UM_KČV 4.5	Number of researchers who attended training (R4).	Number of R4 researchers (pay grade D and H) who attended any type of training related to any aspect of the role of a researcher, i.e. either training on improving the success rate of project applications, research project management, mentorship quality, intellectual property rights management, soft skills, etc. The indicator is expressed as per capita.
UM_KČV 4.6	Number of employee trainings on OTM-R.	Number of employee trainings on OTM-R.
UM_KČV 4.7	Number of attendees of training on OTM-R (pay grades D and H; R1—R4 total).	Number of persons who attended employee training on OTM-R (pay grades D and H; R1—R4 total).
UM_KČV 4.8	Number of attendees of training on OTM-R (pay grade J total).	Number of persons who attended employee training on OTM-R (pay grade J total).
UM_KČV 4.9	Number of attendees of training on applications to public calls for (co)funding of research activities and project management (pay grades D and H; R1—R4 total).	Number of persons who attended training on applications to public calls for (co)funding of research activities and project management (calls posted by various funders, 8 th / 9 th EU framework, SRA, etc.).
UM_KČV 4.10	Number of attendees of training on applications to public calls for (co)funding of research activities and project management.	Number of persons who attended training on applications to public calls for (co)funding of research activities and project management (calls posted by various funders, 8 th / 9 th EU framework, SRA, etc.).
UM_KČV 4.11	Number of trainings on efficient use of scientific databases and other sources, plagiarism, and writing scientific papers (pay grades D and H; R1—R4 total).	Number of employee trainings on efficient use of scientific databases and other sources, plagiarism, and writing scientific papers (pay grades D and H; R1—R4 total)



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UM_KČV 4.12	Number of attendees of trainings on efficient use of scientific databases and other sources, plagiarism, and writing scientific papers (pay grades D and H; R1—R4 total).	Number of persons who attended training on efficient use of scientific databases and other sources, plagiarism, and writing scientific papers (pay grades D and H; R1—R4 total).
UM_KČV 4.13	Number of attendees of trainings on efficient use of scientific databases and other sources, plagiarism, and writing scientific papers (pay grade J).	Number of persons who attended training on efficient use of scientific databases and other sources, plagiarism, and writing scientific papers (pay grade J).
UM_KČV 4.14	Number of trainings on improvement of teaching methods and student evaluation (pay grades D and H; R1—R4 total).	Number of employee trainings on improvement of teaching methods and student evaluation (pay grades D and H; R1—R4 total).
UM_KČV 4.15	Number of attendees of trainings on improvement of teaching methods and student evaluation (pay grades D and H; R1—R4 total).	Number of persons who attended training on improvement of teaching methods and student evaluation (pay grades D and H; R1—R4 total).
UM_KČV 4.16	Number of attendees of trainings on improvement of teaching methods and student evaluation (pay grade J).	Number of persons who attended training on improvement of teaching methods and student evaluation (pay grade J).
UM_KČV 4.17	Number of trainings on open access to scientific papers and research data (pay grades D and H; R1—R4 total).	Number of employee trainings on open access to scientific papers and research data (pay grades D and H; R1—R4 total).
UM_KČV 4.18	Number of attendees of trainings open access to scientific papers and research data (pay grades D and H; R1—R4 total).	Number of persons who attended training on open access to scientific papers and research data (pay grades D and H; R1—R4 total).
UM_KČV 4.19	Number of attendees of trainings open access to scientific papers and research data (pay grade J).	Number of persons who attended training on open access to scientific papers and research data (pay grade J).
UM_KČV 4.20	Number of trainings on intellectual property management (pay grades D and H; R1—R4 total).	Number of employee trainings on intellectual property management (pay grades D and H; R1—R4 total).
UM_KČV 4.21	Number of attendees of trainings on intellectual property management (pay grades D and H; R1—R4 total).	Number of persons who attended training on intellectual property management (pay grades D and H; R1—R4 total).
UM_KČV 4.22	Number of attendees of trainings on intellectual property management (pay grade J).	Number of persons who attended training on intellectual property management (pay grade J).
UM_KČV 4.23	Number of trainings on management skills (pay grades D and H; R1—R4 total).	Number of employee trainings on management skills (pay grades D and H; R1—R4 total).
UM_KČV 4.24	Number of attendees of trainings on management skills (pay grades D and H; R1—R4 total).	Number of persons who attended training on management skills (pay grades D and H; R1—R4 total).



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UM_KČV 4.25	Number of attendees of trainings on management skills (pay grade J).	Number of persons who attended training on management skills (pay grade J).
UM_KČV 4.26	Number of trainings on mentorship of PhD students and early stage researchers (pay grades D and H; R1—R4 total).	Number of employee trainings on mentorship of PhD students and early stage researchers (pay grades D and H; R1—R4 total).
UM_KČV 4.27	Number of attendees of trainings on mentorship of PhD students and early stage researchers (pay grades D and H; R1—R4 total).	Number of persons who attended training on mentorship of PhD students and early stage researchers (pay grades D and H; R1—R4 total).
UM_KČV 4.28	Number of attendees of trainings on mentorship of PhD students and early stage researchers (pay grade J).	Number of persons who attended training on mentorship of PhD students and early stage researchers (pay grade J).
UM_KČV 4.29	Number of trainings on software use skills (MS Word, Excel, etc.) (pay grades D and H; R1—R4 total).	Number of employee trainings on software use skills (MS Word, Excel, etc.) (pay grades D and H; R1—R4 total).
UM_KČV 4.30	Number of attendees of trainings on software use skills (MS Word, Excel, etc.) (pay grades D and H; R1—R4 total).	Number of persons who attended training on software use skills (MS Word, Excel, etc.) (pay grades D and H; R1—R4 total).
UM_KČV 4.31	Number of attendees of trainings on software use skills (MS Word, Excel, etc.) (pay grade J).	Number of persons who attended training on software use skills (MS Word, Excel, etc.) (pay grade J).
UM_KČV 4.32	Number of trainings on the use of EURAXESS portal (pay grades D and H; R1—R4 total).	Number of employee trainings on the use of EURAXESS portal (pay grades D and H; R1—R4 total).
UM_KČV 4.33	Number of attendees of trainings on the use of EURAXESS portal (pay grades D and H; R1—R4 total).	Number of persons who attended training on the use of EURAXESS portal (pay grades D and H; R1—R4 total).
UM_KČV 4.34	Number of attendees of trainings on the use of EURAXESS portal (pay grade J).	Number of persons who attended training on the use of EURAXESS portal (pay grade J).
UM_KČV 4.35	Number of trainings on applied ethics and integrity in the university landscape (pay grades D and H; R1—R4 total).	Number of employee trainings on applied ethics and integrity in the university landscape (pay grades D and H; R1—R4 total).
UM_KČV 4.36	Number of attendees of trainings on applied ethics and integrity in the university landscape (pay grades D and H; R1—R4 total).	Number of persons who attended training on applied ethics and integrity in the university landscape (pay grades D and H; R1—R4 total).
UM_KČV 4.37	Number of attendees of trainings on applied ethics and integrity in the university landscape (pay grade J).	Number of persons who attended training on applied ethics and integrity in the university landscape (pay grade J).



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These HR Monitoring indicators of the University of Maribor were adopted on 24 October 2017 at the 26th regular session of the Senate of the University of Maribor.

Rector of the University of Maribor

Prof. dr. Igor Tičar