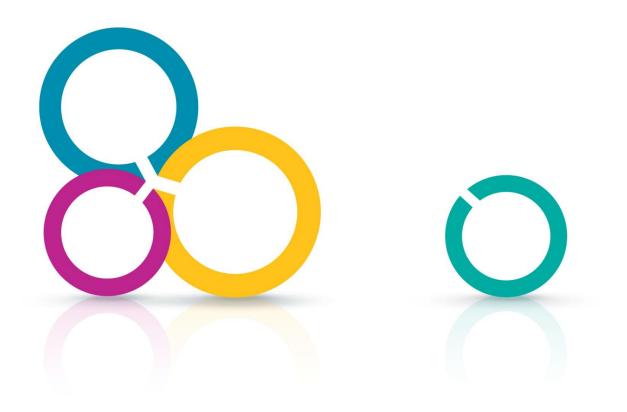# Deloitte.

HUMAN RESOURCES STRATEGY FOR RESEARCHERS INCORPORATING THE CHARTER AND THE CODE

PEER REVIEWERS' RECOMMENDATIONS

1. INTRODUCTION

This document presents the personal recommendations the peer reviewers want to address to the evaluated institutions. The evaluation is indeed the occasion to exchanges solutions, thoughts and ideas between the peers and the evaluated institutions. The evaluated institutions should consider the recommendations as positive and constructive suggestions. They are suggestions of possible improvements or continuation and uptake of promising initiatives.

2. RECOMMENDATIONS

The peer reviewers would recommend:

- ➢ *Profiling UM as a Research University*. A process for developing a more focussed research profile at UM (based on the 7 research areas, which is a great start) should be initiated, alongside considering to reduce the number of faculties.

- ➢ *UM and national legislation*. Try to see beyond the constraints with the slow process of changing the national legislation. How can the intention of C&C be realised by advancing with e.g. further development of evaluation and appraisal systems and career development programmes. And what happens if changes in national legislation do not take place? Do not wait for the change of legislation and go with small steps, by organizing trainings, collaborations, international actions for students and active researchers

- ➢ *Internationalisation*. More systematic use of Horizon 2020 and other EU programmes to promote internationalisation. Try to use other EU tools and programs to develop to international partnership in research.

- ➢ *International recruitment*. Very few international staff. One might suggest developing a dedicated programme with targeted recruitment strategies for improving the number of non-Slovenians to UM.

- ➢ *Career development.* Career development and appraisal procedures promoting development of excellent individuals, as well as excellent and international acknowledged research groups should be considered.

- ➢ *Language.* Development of a strategy or an action plan for how to secure Slovenian as a national academic language with the need to promote English as a parallel academic and administrative language at UM.

- ➢ *Communication.* The HR logo on the UM home page (www.um.si/en) is not linked to the University HR pages (http://www.um.si/en/research/human_resources/Pages/default.aspx).