<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Research freedom</td>
<td>1.1. Periodic analysis of present state and evaluation of relevant legislation and Code of Ethics when research freedom in question.</td>
<td>1Q-2015</td>
<td>To be completed</td>
<td>ongoing activity</td>
</tr>
<tr>
<td>1</td>
<td>Research freedom</td>
<td>1.2. Inciting awareness of the importance of research freedom by way of public discussions, workshops, round tables.</td>
<td>4Q-2014</td>
<td>To be completed</td>
<td>ongoing activity</td>
</tr>
<tr>
<td>1</td>
<td>Research freedom</td>
<td>1.3. Introduction of statement signing when starting the contract with handing of the University of Zadar Code of Ethics, the Charter and the Code.</td>
<td>1Q-2013</td>
<td>Done</td>
<td>Statement on familiarization with the Code of Ethics of the University and the Charter for Researchers and the Code is incorporated in the employment contract</td>
</tr>
<tr>
<td>1</td>
<td>Research freedom</td>
<td>1.4. Stimulating young researchers’ independence by annual monitoring and regular success evaluations; attenuating seniority-based culture which is not based on scientific achievements.</td>
<td>1Q-2015</td>
<td>To be completed</td>
<td>Annual reports on the work of young scientists made by their mentors</td>
</tr>
<tr>
<td>2</td>
<td>Ethical principles</td>
<td>2.1. Periodic analysis of the current state and evaluation of complying with the relevant legislation and the Code of Ethics.</td>
<td>1Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>2</td>
<td>Ethical principles</td>
<td>2.2. Inciting complying with ethical rules, and regular adjustments and promotion of the Code of Ethics (public discussions, workshops, etc.).</td>
<td>1Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>3</td>
<td>Professional responsibility</td>
<td>3.1. All researchers have to be introduced to the relevant legislation and institutional rules – information package for researchers.</td>
<td>1Q-2015</td>
<td>To be completed</td>
<td>making &quot;info packet&quot; in progress</td>
</tr>
<tr>
<td>3</td>
<td>Professional responsibility</td>
<td>3.2. Adoption of the rulebook on disciplinary procedure in order to define the conduct in cases of violation of rules in Code of Ethics (including plagiarism and other forms of academic dishonesty) priorly identified by Ethical Committees.</td>
<td>2Q-2015</td>
<td>To be completed</td>
<td>in progress</td>
</tr>
<tr>
<td>3</td>
<td>Professional responsibility</td>
<td>3.3. Enable access to the leading scientific journals and on-line bases. Mentor needs to emphasize continuously the importance of professional ethics and unacceptability of any form of plagiarism and forgery.</td>
<td>4Q-2013</td>
<td>Done</td>
<td>databases available on the website of unizd.hr</td>
</tr>
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</tr>
<tr>
<td>4</td>
<td>Professional attitude</td>
<td>4.1. Defining clear rules of conduct in cases of industry or economy funding or 'a la carte' projects (projects should be approved on the basis of researchers' and their associates' CVs on recommendations of scientific and professional organizations and associations, and reviewers' groups for respective scientific area and field).</td>
<td>1Q-2012</td>
<td>Done</td>
<td>The procedure has been established with the institutions of the city and county.</td>
</tr>
<tr>
<td>5</td>
<td>Contractual and legal obligations</td>
<td>5.1. All researchers have to be acquainted with the relevant legislation and institutional rules – creating an information package for researchers.</td>
<td>4Q-2011</td>
<td>Done</td>
<td>All documents and regulations are available on the website of the University.</td>
</tr>
<tr>
<td>5</td>
<td>Contractual and legal obligations</td>
<td>5.2. Inciting and encouraging the researchers to learn about the regulations through workshops, round tables, etc</td>
<td>4Q-2011</td>
<td>Done</td>
<td>All documents and regulations are available on the website of the University.</td>
</tr>
<tr>
<td>5</td>
<td>Contractual and legal obligations</td>
<td>5.3. Development of the “right rule culture” (applying the regulations and obeying the contractual obligations of all parties involved: researchers, institutions and the state) through public discussions, workshops, round tables.</td>
<td>4Q-2011</td>
<td>Done</td>
<td>All documents and regulations are available on the website of the University.</td>
</tr>
<tr>
<td>6</td>
<td>Accountability</td>
<td>6.1. Encouraging the correct, transparent and efficient financial management through public presentations, round tables and workshops.</td>
<td>1Q-2013</td>
<td>Done</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>6</td>
<td>Accountability</td>
<td>6.2. Encouraging researchers to be informed about the regulations systematically by mentors, and insist on their application.</td>
<td>1Q-2013</td>
<td>Done</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>6</td>
<td>Accountability</td>
<td>6.3. Define precisely the rules of the Code of Ethics and draft the specific rules of financial management.</td>
<td>/</td>
<td>Suspended</td>
<td>Not applicable in this form. Under the law and regulations.</td>
</tr>
<tr>
<td>7</td>
<td>Good practice in research</td>
<td>7.1. All researchers have to be introduced to the relevant legislation and institutional rules – information package for researchers. The data need to be protected, as well as research tools and instruments (questionnaires, interviews).</td>
<td>4Q-2011</td>
<td>Done</td>
<td>Researchers have familiar with the legislation and institutional rules through the website of the University.</td>
</tr>
<tr>
<td>7</td>
<td>Good practice in research</td>
<td>7.2. Strengthening of the IT system and education of the end users on the data protection</td>
<td>2Q-2015</td>
<td>To be completed</td>
<td>Continuous investment in infrastructure. Partially defined by the legislation. Web workshops about the importance of and methods of protecting data are being prepared.</td>
</tr>
<tr>
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</tr>
<tr>
<td>8</td>
<td>Dissemination, exploitation of results</td>
<td>8.1. Ensuring more considerable financial means for scientific journals and other publications.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td></td>
<td>Dissemination, exploitation of results</td>
<td>8.2. Better professional organization of scientific community – inciting establishment and active duty of professional and scientific organizations.</td>
<td>3Q-2015</td>
<td>To be completed</td>
<td>partially accomplished.</td>
</tr>
<tr>
<td></td>
<td>Dissemination, exploitation of results</td>
<td>8.3. Further development of legal and institutional mechanisms for commercialization of research results in order to return means in research process.</td>
<td>/</td>
<td>Suspended</td>
<td>The activities are carried out through other organizational units.</td>
</tr>
<tr>
<td></td>
<td>Dissemination, exploitation of results</td>
<td>8.4. Establishing Technology Transfer Office</td>
<td>/</td>
<td>Suspended</td>
<td>Technology transfer activities are carried out through other organizational units.</td>
</tr>
<tr>
<td>9</td>
<td>Public engagement</td>
<td>9.1. Organizing a larger number of public lectures and thematic round tables in order to inform public about the scientific achievements of the institution.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td></td>
<td>Public engagement</td>
<td>9.2. Presentation of scientific results in public, covered by media (radio show, continuously).</td>
<td>/</td>
<td>Suspended</td>
<td>Continuous operation implemented through a festival of science, public lectures, presentation of books, conferences, Info Days ..</td>
</tr>
<tr>
<td></td>
<td>Public engagement</td>
<td>9.3. Expanding cooperation at the level of local community and civil society.</td>
<td>1Q-2013</td>
<td>Done</td>
<td>Several agreement on cooperation and partnership.</td>
</tr>
<tr>
<td></td>
<td>Public engagement</td>
<td>9.4. Encouraging voluntary engagement of researchers and other University’s employers in humanitarian and similar activities of civil society.</td>
<td>3Q-2013</td>
<td>Done</td>
<td>Regulations on working with volunteers. Central meeting of volunteers in 2013</td>
</tr>
<tr>
<td></td>
<td>Public engagement</td>
<td>9.5. Developing a clear strategy of presenting the achievements of the University and timely informing the public (creating University’s journal, newsletter etc.).</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>The plan for 2015.</td>
</tr>
<tr>
<td></td>
<td>Public engagement</td>
<td>9.6. Establishing a Career Office which should promote cooperation between the University and the community (introducing partners from the economy sector, civil society, organizing voluntary activities of the University’s employers and students etc.).</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
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<tr>
<td>10</td>
<td>Non discrimination</td>
<td>10.1. Further strengthening of discrimination avoidance among employees, employers and means providers.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>10</td>
<td>Non discrimination</td>
<td>10.2. Conducting evaluation among employees, employers and means providers on discrimination avoidance.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>The plan for 2015.</td>
</tr>
<tr>
<td>11</td>
<td>Evaluation/ appraisal systems</td>
<td>11.1. Exploring and accepting the criteria of evaluation performed at successful scientific institutions.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Partially accomplished.</td>
</tr>
<tr>
<td>11</td>
<td>Evaluation/ appraisal systems</td>
<td>11.2. Criteria and procedure of assessment should be transparent; introducing peer-review system in titles election of responsible persons in scientific-research projects.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>The method (procedure) is not yet defined.</td>
</tr>
<tr>
<td>11</td>
<td>Evaluation/ appraisal systems</td>
<td>11.3. Assessment and rank of scientific efficiency of the constituents within the science areas and branches (and its institutional parts: departments, chairs etc.).</td>
<td>1Q-2014</td>
<td>Done</td>
<td>partially accomplished through the evaluation of scientific activity (data available on the Web at the University).</td>
</tr>
<tr>
<td>12</td>
<td>Recruitment</td>
<td>12.1. Suggestions and initiatives to MSES to issue adequate policies on the national level regarding employing foreign researchers.</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>12</td>
<td>Recruitment</td>
<td>12.2. Developing an advertising system in order to attract quality research workforce from other institutions, as well as the ones returning to their scientific career.</td>
<td>1Q-2013</td>
<td>Done</td>
<td>Regular advertising EURAXESS Jobs portal.</td>
</tr>
<tr>
<td>12</td>
<td>Recruitment</td>
<td>12.3. Ensuring living conditions for researchers coming from towns other than Zadar</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>12</td>
<td>Recruitment</td>
<td>12.4. Assessing the existing criteria and defining standards for employing in the framework of different professions</td>
<td>4Q-2012</td>
<td>Done</td>
<td>Rulebook on the organization workplaces and positions at the University of Zadar; laws; through public hearings.</td>
</tr>
<tr>
<td>12</td>
<td>Recruitment</td>
<td>12.5. Defining the status of postdocs and their roles at the scientific-teaching institutions at the University of Zadar.</td>
<td>2Q-2012</td>
<td>Done</td>
<td>Regulations Regarding Jobs, obligations and rights of of employees in the scientific-teaching, artistic-teaching, teaching and associate professions (23 May 2012)</td>
</tr>
<tr>
<td>13</td>
<td>Recruitment (Code)</td>
<td>13.1. Advertising improvement, especially in defining conditions of titles election, description of work conditions and advancement</td>
<td>4Q-2012</td>
<td>Done</td>
<td>criteria and methods of advertising are defined by law.</td>
</tr>
<tr>
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</tr>
<tr>
<td>14</td>
<td>Selection (Code)</td>
<td>Adequate advertising of available position advancements in our country</td>
<td>1Q-2013</td>
<td>Done</td>
<td>Regular advertising EURAXESS Jobs portal.</td>
</tr>
<tr>
<td>14</td>
<td>Selection (Code)</td>
<td>Introduction of advisory bodies made up of respectable researchers and professionals of different competencies from Croatia and abroad (according to scientific areas and fields). Introduction of a wider span of selection procedures.</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>15</td>
<td>Transparency (Code)</td>
<td>Defining the rulebook on election procedure, employment, and selection criteria at the level of the University.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Carried out in accordance the procedure for recruitment as defined by law.</td>
</tr>
<tr>
<td>15</td>
<td>Transparency (Code)</td>
<td>Candidates should be informed in detail about the selection procedure, as well as about the outcome in written form.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>All candidates are regularly informed by letter about the results of individual stages in the process and the outcome of the election.</td>
</tr>
<tr>
<td>16</td>
<td>Judging merit (Code)</td>
<td>Establishing independent advisory bodies with a peer-review role. Defining the criteria on the basis of which candidate’s whole potential (independence, creativity, etc.) could be evaluated.</td>
<td>/</td>
<td>Suspended</td>
<td>Advisory bodies and criteria are defined for each case that is needed.</td>
</tr>
<tr>
<td>16</td>
<td>Judging merit (Code)</td>
<td>It is necessary to ensure the procedures in which the election committees could objectively evaluate candidate’s whole potential as a scientist (creativity, independence, etc.)</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Prescribed official laws and regulations.</td>
</tr>
<tr>
<td>17</td>
<td>Variations in the chronological order of CVs (Code)</td>
<td>Defining clear instructions on pause treatment in career, or variations in CVs chronological order in selection criteria</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Prescribed official laws and regulations.</td>
</tr>
<tr>
<td>17</td>
<td>Variations in the chronological order of CVs (Code)</td>
<td>Encouraging changes in legislation prone to terminate the obligation of advancement through titles election.</td>
<td>4Q-2011</td>
<td>Done</td>
<td>Achieved through the relevant agencies and offices in the Ministry of Science's</td>
</tr>
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<tr>
<td>18</td>
<td>Recognition of mobility experience</td>
<td>Creating a personal data collection in order to observe (and award) mobility.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Partially accomplished. Tracking available, but not rewarding</td>
</tr>
<tr>
<td>18</td>
<td>Recognition of mobility experience (Code)</td>
<td>Stimulating practice of postdoc specialization abroad and at the institutions in the Republic of Croatia with adequate evaluation of specialization.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>18</td>
<td>Recognition of mobility experience (Code)</td>
<td>Encouraging PhD and postdoc mobility.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Achieved through encouraging participation in the realization of research projects, by using service Euraxess and the ERASMUS Programme.</td>
</tr>
<tr>
<td>18</td>
<td>Recognition of mobility experience (Code)</td>
<td>Encouraging professional specialization and other means of mobility through creating institutional possibilities of researchers’ absence</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Under the law and regulations.</td>
</tr>
<tr>
<td>19</td>
<td>Recognition of qualifications (Code)</td>
<td>Inciting formation of legislature on the national level in the field of acknowledging competences acquired through formal and informal education.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Encouragement is done through participation in the national working groups and committees.</td>
</tr>
<tr>
<td>19</td>
<td>Recognition of qualifications (Code)</td>
<td>Drafting of rulebook for recognition of competences acquired through formal and informal education.</td>
<td>/</td>
<td>Suspended</td>
<td>Not made our own Rulebook.</td>
</tr>
</tbody>
</table>

We use the information available on the website of the Agency for Science and Higher Education and the ENIC / NARIC Office (www.azvo.hr).
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<tr>
<td>19</td>
<td>Recognition of qualifications (Code)</td>
<td>Drafting of information package for researchers containing these data.</td>
<td>/</td>
<td>Suspended</td>
<td>Not made our own Rulebook.</td>
</tr>
<tr>
<td>20</td>
<td>Seniority (Code)</td>
<td>Informing and awareness rising about the importance of the lifelong professional development, introduction of good practice abroad (informational packages, brochures, round tables, workshops, etc.)</td>
<td>4Q-2012</td>
<td>Done</td>
<td>achieved through information on the meetings of the Senate, websites and activities of the Research Office (monthly &quot;Information e-mail&quot;).</td>
</tr>
<tr>
<td>20</td>
<td>Seniority (Code)</td>
<td>Inciting respectful attitude towards scientific career</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>21</td>
<td>Postdoctoral appointments (Code)</td>
<td>Defining an initiative towards national legislation regarding the definition of status and financing of postdocs’ employment.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>22</td>
<td>Recognition of the profession</td>
<td>Further encouragement of the University of Zadar Code of Ethics, the Charter and the Code principles through informing about these documents, public lectures, workshops, etc.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>23</td>
<td>Research environment</td>
<td>Encouraging allocation for science at the national level (campaigns, public lectures, etc.).</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>23</td>
<td>Research environment</td>
<td>Establishing a Career Office with an aim of connecting with industry and wider community in mutual projects.</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>23</td>
<td>Research environment</td>
<td>Encouraging the use of EU funds through education and informing.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
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<tr>
<td>23</td>
<td>Research environment</td>
<td>23.4. Creation of funds at the level of the University intended to finance the initial phase of work of newly established group leaders along with definition of clear allocation criteria</td>
<td>2Q-2011</td>
<td>Done</td>
<td>Regulations on the selection and evaluation of research projects at the University of Zadar.</td>
</tr>
<tr>
<td>24</td>
<td>Working conditions</td>
<td>24.1. Encouraging allocation for science at the national level (campaigns, public lectures, etc.)</td>
<td>/</td>
<td>Suspended</td>
<td>no longer under the jurisdiction of the University</td>
</tr>
<tr>
<td>24</td>
<td>Working conditions</td>
<td>24.2. Encouraging flexibility in every aspect with efficient control of the use of working hours introducing the periodic and independent evaluation of persons' scientific and professional work. Initiatives aiming at defining and advancement of national legislation.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Self-evaluation is carried out at university departments.</td>
</tr>
<tr>
<td>24</td>
<td>Working conditions</td>
<td>24.3. Ensuring adequate health and retirement insurance (including coverage for sick-leave, and parental benefits) in accordance with the existing legislation.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Under the law and regulations.</td>
</tr>
<tr>
<td>25</td>
<td>Stability and permanence of employment</td>
<td>25.1. Launch an initiative for national legislative change – abolition of advancement obligation in scientific-teaching titles and allow the possibility of remaining at the obtained level, along with more severe criteria for the title election.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>The initiative is achieved through the active participation of representatives of the University of the working groups MSES.</td>
</tr>
<tr>
<td>25</td>
<td>Stability and permanence of employment</td>
<td>25.2. Launch an initiative for establishing financial and other tools and instruments by which the most successful researchers are selected and encouraged.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Rector's Award, financing from own resources of the University.</td>
</tr>
<tr>
<td>25</td>
<td>Stability and permanence of employment</td>
<td>25.3. Launch an initiative for a change in advancement criteria at the national level in a way for it to be more qualitative and adapted to specific qualities of scientific fields, less quantitative and regulate the assistants' status (temporary contract presents a problem in financial matters-e.g. bank loan).</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Letters of recommendation, a public debate on the professional bodies in the university</td>
</tr>
<tr>
<td>26</td>
<td>Funding and salaries</td>
<td>26.1. Launching an initiative at the national level in order to ensure that salaries of the researchers do not lag compared to the industry’s salaries; better differentiating and increasing the personal incomes of scientific-teaching personnel with clear difference between science and teaching obligations.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>It depends on the economic situation,</td>
</tr>
<tr>
<td>No.</td>
<td>Field</td>
<td>Actions required</td>
<td>When</td>
<td>Status</td>
<td>Note</td>
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</tr>
<tr>
<td>26</td>
<td>Funding and salaries</td>
<td>26.2. Introduce the possibility to increase the share of science or teaching in the overall norm and according to the research needs, employee attitudes and needs of the institution.</td>
<td>/</td>
<td>Suspended</td>
<td>The inability of implementation due to legal restrictions.</td>
</tr>
<tr>
<td>26</td>
<td>Funding and salaries</td>
<td>26.3. Establishing a procedure of evaluation which will enable the successful group leaders and researchers to be rewarded and obtain the larger part of the budget for further research.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Defined by internal acts</td>
</tr>
<tr>
<td>26</td>
<td>Funding and salaries</td>
<td>26.4. Encouraging the increase in the financial means by using the EU funds and partnership with industry projects.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>26</td>
<td>Funding and salaries</td>
<td>26.5. Encouraging the just and attractive conditions warranty as well as income at all levels of the career regardless of the contract type.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>27</td>
<td>Gender balance</td>
<td>27.1. Further strengthening of awareness among employees, employers and means providers (public lectures, research, and workshops).</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>27</td>
<td>Gender balance</td>
<td>27.2. Encouraging employment in science on part-time (50%) basis in cases of need to harmonize family and professional obligations.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Under the law and regulations.</td>
</tr>
<tr>
<td>28</td>
<td>Career development</td>
<td>28.1. Encouraging and accelerating the introduction of personal data collection for each employee which will enable monitoring of achievements and making a basis for objective evaluation of advancement on the institutional level.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>The data listed in the Register of scientific staff (at national level).</td>
</tr>
<tr>
<td>28</td>
<td>Career development</td>
<td>28.2. Developing strategies of advancement for researchers in various science fields</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>in preparation</td>
</tr>
<tr>
<td>28</td>
<td>Career development</td>
<td>28.3. Making clear plans for development of individual science fields with strategic points to build their competitiveness upon, and defining systematic and realistic human resources and positions planning.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>in preparation</td>
</tr>
<tr>
<td>29</td>
<td>Value of mobility</td>
<td>29.1. Ensuring conditions and inciting mobility of postdocs.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>29</td>
<td>Value of mobility</td>
<td>29.2. Encouragement of professional training and other means of mobility of all the researchers through the creation of institutional possibilities of absence, which requires, above all, adequate national and institutional regulation, but also financial monitoring.</td>
<td>1Q-2013</td>
<td>Done</td>
<td>Under the law and regulations.</td>
</tr>
<tr>
<td>No.</td>
<td>Field</td>
<td>Actions required</td>
<td>When</td>
<td>Status</td>
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<tr>
<td>29</td>
<td>Value of mobility</td>
<td>29.3. Initiative for introducing encouraging national and institutional framework (quotes, defining the obligations in teaching which enable mobility).</td>
<td>1Q-2012</td>
<td>Done</td>
<td>At the national level: Erasmus +, quotas defined by the Agency for the mob and EU programs; Cepus - defined by the application of certain network - Requirements greater than the available quota - Institutional level: Defined by regulations of the University.</td>
</tr>
<tr>
<td>29</td>
<td>Value of mobility</td>
<td>29.4. Covering progress in mobility improvement and its stimulation through reward system on the basis of introduction of personal data collection.</td>
<td>/</td>
<td>Suspended</td>
<td>Because of changes in the method and volume of financing of the University, it cannot be implemented.</td>
</tr>
<tr>
<td>29</td>
<td>Value of mobility</td>
<td>29.5. Ensuring financial means from the EU funds and industry partnership projects.</td>
<td>3Q-2012</td>
<td>Done</td>
<td>Partially accomplished Funding depends on the decision of the Agency for Mobility</td>
</tr>
<tr>
<td>29</td>
<td>Value of mobility</td>
<td>29.6. Simplifying the contractual employment and increase in transparency of calls for foreign residents.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>website of the University. Workshops.</td>
</tr>
<tr>
<td>30</td>
<td>Access to career advice</td>
<td>30.1. Establishing the Career Office – with an aim of advising and career managing for students and scientists and/or the Service for Planning and Development of Human Resources.</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>30</td>
<td>Access to career advice</td>
<td>30.2. Creating a detailed institutional regulation for mentoring, along with financial instruments.</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>30</td>
<td>Access to career advice</td>
<td>30.3. Acquiring knowledge on international institutions of the kind through EU funded projects.</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>31</td>
<td>Intellectual Property</td>
<td>31.1. Establishing the Technology Transfer Office.</td>
<td>2Q-2012</td>
<td>Done</td>
<td>Technology transfer activities are allocated to the Research Office.</td>
</tr>
<tr>
<td>No.</td>
<td>Field</td>
<td>Actions required</td>
<td>When</td>
<td>Status</td>
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</tr>
<tr>
<td>31</td>
<td>Prava intelektualnog vlasništva</td>
<td>31.2. Continuing the regulation development for protection and Intellectual Property income allocation.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>IPR is regulated in accordance with national laws and separate contracts (University - Researcher) for each case.</td>
</tr>
<tr>
<td>31</td>
<td>Prava intelektualnog vlasništva</td>
<td>31.3. Developing mechanisms of informing and education on regulation application.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td>32</td>
<td>Co-authorship</td>
<td>32.1. Clearer definition of co-authorship citing criteria according to the role in research within the national regulation and institutional rules (defining criteria for advancement that would emphasize the quality)</td>
<td>1Q-2012</td>
<td>Done</td>
<td>The Code of Ethics (University). Law of authorship.</td>
</tr>
<tr>
<td>32</td>
<td>Co-authorship</td>
<td>32.2. Encourage the cooperation and co-authorship with foreign research groups.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Through the partnership in the international projects, joint research and co-authorship.</td>
</tr>
<tr>
<td>32</td>
<td>Co-authorship</td>
<td>32.3. Encourage the co-authorship practice in the field of social sciences and humanities.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>by encouraging interdisciplinary</td>
</tr>
<tr>
<td>33</td>
<td>Teaching</td>
<td>33.1. Encouraging and accelerating the making of the personal data collection, which will enable monitoring of teaching, science and mentoring share in overall work load.</td>
<td>3Q-2012</td>
<td>Done</td>
<td>continuously monitored. Internal records are available at the Office for quality.</td>
</tr>
<tr>
<td>33</td>
<td>Teaching</td>
<td>33.2. Introduction of possibility of increased share of teaching or science in overall load, according to research needs, employee attitudes, and requirements of the institution.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Under the law and regulations.</td>
</tr>
<tr>
<td>33</td>
<td>Teaching</td>
<td>33.3. Especially regulating the share of teaching in the overall work load of young researchers to avoid the disturbance of scientific research; young researchers should not be allowed to teach at other universities.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Under the law and regulations.</td>
</tr>
<tr>
<td>33</td>
<td>Teaching</td>
<td>33.4. Developing obligatory specialization and education mechanisms of young researchers (assistants and research assistants) in order to obtain teaching skills.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Gaining teaching competencies through the center “Stephen Maticević”</td>
</tr>
<tr>
<td>34</td>
<td>Complaints/appeals</td>
<td>34.1. Establishing the Career Office with an aim of advisory and research career leading service, and/or service for planning and development of human resources.</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td>No.</td>
<td>Field</td>
<td>Actions required</td>
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<td>Status</td>
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<tr>
<td>34</td>
<td>Complaints/</td>
<td>Creation of plan or strategy of development for young researchers’ careers which defines in detail the roles of mentor and relations to young researchers.</td>
<td>/</td>
<td>Suspended</td>
<td>Partially regulated by internal acts.</td>
</tr>
<tr>
<td></td>
<td>appeals</td>
<td>34.2.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>34</td>
<td>Complaints/</td>
<td>Encouragement of the Ethical Committee in further improvement of advisory function in possible disputes (introducing ombudsman or a special advisor institution).</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Person for Mediation (advisor) is appointed</td>
</tr>
<tr>
<td></td>
<td>appeals</td>
<td>34.3.</td>
<td></td>
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<tr>
<td>35</td>
<td>Participation in decision-making bodies</td>
<td>Encouraging and accelerating the making of the personal data collection, which will enable monitoring of participation in relevant bodies (in overall work load).</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Defined by internal acts</td>
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<tr>
<td></td>
<td>35.1.</td>
<td></td>
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<tr>
<td>35</td>
<td>Participation in decision-making bodies</td>
<td>Elaborating evaluation system (financial and other kinds) for participation in relevant bodies at the constituents, university, and national level institutions</td>
<td>/</td>
<td>Suspended</td>
<td>Not applicable. Participation in the activities of administrative bodies is a regular activity that does not involve financial and other rewards.</td>
</tr>
<tr>
<td></td>
<td>35.2.</td>
<td></td>
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</tr>
<tr>
<td>35</td>
<td>Participation in decision-making bodies</td>
<td>Launching an initiative for introduction of this principle and rulebooks on advancement at the national level.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>regular activity that does not involve financial compensation.</td>
</tr>
<tr>
<td></td>
<td>35.3.</td>
<td></td>
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<tr>
<td>36</td>
<td>Relation with supervisors</td>
<td>analysis of practice at the constituents and quality improvement of mentor and PhD students relations where needed.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Periodic evaluation of postgraduate studies are conducted</td>
</tr>
<tr>
<td></td>
<td>36.1.</td>
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<tr>
<td>36</td>
<td>Relation with supervisors</td>
<td>Establishing efficient means of horizontal and vertical communication.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>in progress</td>
</tr>
<tr>
<td></td>
<td>36.2.</td>
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<tr>
<td>36</td>
<td>Relation with supervisors</td>
<td>Establishing a contractual relationship between the mentor and the PhD student.</td>
<td>4Q-2011</td>
<td>Done</td>
<td>Carried out in accordance with legislation.</td>
</tr>
<tr>
<td></td>
<td>36.3.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>36</td>
<td>Relation with supervisors</td>
<td>Introducing clear rules on student work evaluation during the writing of PhD thesis, as well as success of the mentor.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>in progress</td>
</tr>
<tr>
<td></td>
<td>36.4.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>37</td>
<td>Supervision and managerial duties</td>
<td>Sharpen the criteria of excellence and teacher advancement (senior researchers) in order to select the best, able to lead the group and conduct all the duties.</td>
<td>1Q-2012</td>
<td>Done</td>
<td>Defined by internal acts</td>
</tr>
<tr>
<td>No.</td>
<td>Field</td>
<td>Actions required</td>
<td>When</td>
<td>Status</td>
<td>Note</td>
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</tr>
<tr>
<td>38</td>
<td>Continuing Professional</td>
<td>38.1. Encouragement of researchers’ education at eminent foreign institutions,</td>
<td>2Q-2012</td>
<td>Done</td>
<td>Erasmus programme</td>
</tr>
<tr>
<td></td>
<td>Development</td>
<td>as well as at the University of Zadar and other institutions in the Republic of</td>
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<td>Croatia.</td>
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<tr>
<td>38</td>
<td>Continuing Professional</td>
<td>38.2. Stimulating introduction of new programs of life-long education.</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>in progress</td>
</tr>
<tr>
<td></td>
<td>Development</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>38</td>
<td>Continuing Professional</td>
<td>38.3. Creation of financial instruments to encourage the development of skills</td>
<td>4Q-2012</td>
<td>Done</td>
<td>The funds of the University. Funds and programs of the European</td>
</tr>
<tr>
<td>38</td>
<td>Continuing Professional</td>
<td>38.4. Stimulating the education of teachers in teaching activities and e-learning</td>
<td>3Q-2011</td>
<td>Done</td>
<td>Training for the introduction of new technologies in teaching are</td>
</tr>
<tr>
<td></td>
<td>Development</td>
<td>at the level of the University.</td>
<td></td>
<td></td>
<td>carried.</td>
</tr>
<tr>
<td>38</td>
<td>Continuing Professional</td>
<td>38.5. Establishing the Career Office with an aim of advisory and career leading</td>
<td>/</td>
<td>Suspended</td>
<td>Priorities of operation at the University have changed</td>
</tr>
<tr>
<td></td>
<td>Development</td>
<td>service for scientists.</td>
<td></td>
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</tr>
<tr>
<td>39</td>
<td>Access to research training</td>
<td>39.1. Encouraging the continuous improvement of researchers through rules and</td>
<td>4Q-2011</td>
<td>Done</td>
<td>Defined by internal acts</td>
</tr>
<tr>
<td></td>
<td>and continuous development</td>
<td>practices at the University and its constituents.</td>
<td></td>
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<tr>
<td>39</td>
<td>Access to research training</td>
<td>39.2. Creating financial instruments for encouraging the development of skills</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Carried out in accordance with the financial capabilities</td>
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<td></td>
<td>and continuous development</td>
<td>and competencies.</td>
<td></td>
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<tr>
<td>40</td>
<td>Supervision</td>
<td>40.1. Supervisors should be relieved of a share of teaching work in order to</td>
<td>/</td>
<td>Suspended</td>
<td>The inability of implementation due to legal restrictions.</td>
</tr>
<tr>
<td></td>
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<td>devote themselves to the activities related to education and monitoring of PhD</td>
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<td>students’ work.</td>
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<tr>
<td>40</td>
<td>Supervision</td>
<td>40.2. Initiatives towards line ministry for opening new positions in the</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
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<td>educational process, enabling creation of space for more intense scientific</td>
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<td>research.</td>
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</tr>
<tr>
<td>40</td>
<td>Supervision</td>
<td>40.3. Elaborating regulations for young researchers/ PhD students’ monitoring,</td>
<td>4Q-2015</td>
<td>To be completed</td>
<td>Continuous activity.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>as well as the monitoring of mentor’s success.</td>
<td></td>
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</tbody>
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