

- SENATE -

Number: 01-13-24/21

Sarajevo, 17 July 2024

Pursuant to Article 61 of the Law on Higher Education (Official Gazette of Sarajevo Canton, No. 36/22) and Article 64 of the Statute of the University of Sarajevo, based on the initiative by the Commission for monitoring the revision process of the Human Resources Strategy for Researchers (HRS4R) with the Action Plan dated 12 February 2024, at its 71st session held on 17 July 2024, the Senate adopted the following

DECISION**I**

The Senate **adopts** the revised Action plan of the HRS4R strategy, and the OTM-R Policy within the process of preparation of the Report on II Internal Evaluation of the implementation of the University of Sarajevo HRS4R Strategy.

II

This Decision implies publication and implementation of the revised Action plan of the Human Resources Strategy for Researchers (HRS4R) in accordance with the instructions by the European Commission within the process of evaluation of activities of the University of Sarajevo toward the renewal of the *HR Excellence in Research Award*.

III

This Decision shall be valid as of the day of its adoption.

Explanation:

In January 2019, the European Commission granted the *HR Excellence in Research Award* to the University of Sarajevo which the EC awards to the research organisations making efforts to ensure improved conditions and stimulating environment for research activities in accordance with the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*.

For the purpose of internal assessment of the HRS4R process, the University of Sarajevo conducted an analysis and evaluation of the implementation of the Action Plan in the beginning of 2021, and revised the document in line with the key results of the analysis. The revised Action Plan anticipated continuation of the activities to fully implement the HRS4R strategy over the next 36 months, starting in February 2021, as well as monitoring the progress and implementation of activities, based on the set of progress indicators defined by the revised Action Plan.

In order to maintain the *HR Excellence in Research Award*, University of Sarajevo has to conduct internal evaluation of the implementation of the HRS4R Strategy and its Action Plan, to prepare and submit the Report on status of the activities from the 2021 Revised Action Plan, and to define new activities for improvement for the following period of 36 months (2024 – 2027).

In accordance with the recommendations from the 2021 Evaluation Report, activities have been initiated to prepare and submit to the Senate's approval the following documentation:

- Revised Action Plan of the Human Resources Strategy for Researchers (which is also the Report on II internal evaluation of the HRS4R implementation, and includes proposal of the new activities for the period 2024-2027);
- University of Sarajevo Policy on Open Transparent and Merit-based Recruitment of Researchers, as integral part of the HRS4R documentation.

Documentation was prepared by the Commission for Monitoring the Revision Process of the Human Resources Strategy for Researchers (HRS4R) with the Action Plan and its Implementation, supported by the Team for Preparing the Report on 2nd Internal Evaluation of the Implementation of the University of Sarajevo Human Resources Strategy for Researchers (HRS4R) with the Action Plan.

Following the submission of the University's Report on II Internal Evaluation of the HRS4R implementation via the HRS4R e-tool, the University shall be required to organise visit by the external EC evaluators to additionally establish the level of the implementation of the activities planned by the Action Plan in order to make fact-based decision on renewal of the award (*Renewal with site visit*).

In accordance with the above stated the Senate decides as in the wording of the decision.

RECTOR

/signed/

/Round stamp of the University of Sarajevo/

Prof. dr. Rifat Škrijelj

To be delivered to:

- Commission for Monitoring the Revision Process of the Human Resources Strategy for Researchers (HRS4R) with the Action Plan and its Implementation,
- Research Support Office
- Senate documentation
- Archive