

## Actualized action plan for implementation of principles, laid down in the Code and the Charter of Researchers

2016 – 2020

Action plan 2016-2020 aims to outline the further steps, which VFU team should be done for sustainable implementation and application of principles, laid down in the Code and in the Charter of Researchers. It also includes the new elements, mentioned in the reports of DG “Research and Innovation”, European Commission<sup>1,2</sup>.

Actualized plan was discussed and adopted by the University Council in Research on the 6<sup>th</sup> of April 2016.

Actualized plan was discussed and adopted by the Academic Council of VFU on 25<sup>th</sup> of November 2016.

### *a) dimension I: Ethical and Professional Aspects*

№	Principle	Planned Actions	Responsible / Deadline	Indicator
1	Research freedom, Ethical Principles and Professional Responsibility	<ul style="list-style-type: none"> <li>➤ Actualization of university research priorities according to national, European and international priorities;</li> <li>➤ Continuing the search of opportunities for conducting high level research through participation in international organisations and projects</li> <li>➤ Comply with ethical and professional norms</li> </ul>	Vice-rector R&I Vice-Rector IAPTD Deans, scientific Secretaries Commission for Academic Ethics  <b>Deadline:</b> permanent Start: September 2016	<ul style="list-style-type: none"> <li>- Yearly actualization of research plans and research priorities;</li> <li>- Increasing the number of projects with international research teams.</li> </ul>
2	Dissemination, exploitation of results	<ul style="list-style-type: none"> <li>➤ Keep up the established processes and initiatives allowing regular dissemination of scientific information through the available for researchers’ mechanisms and tools;</li> <li>➤ Publishing research results in prestigious scientific journals and scientific databases.</li> </ul>	Vice-rector R&I Deans, scientific Secretaries University Library University Publishers  <b>Deadline:</b> Permanent Start: September 2016	<ul style="list-style-type: none"> <li>- Increasing the number of publications in international scientific journals;</li> <li>- Increasing citation of VFU’s researchers;</li> </ul>

<sup>1</sup> Researcher’s Report 2014, Final Report, Deloitte, <http://ec.europa.eu/euraxess/index.cfm/general/researchPolicies>

<sup>2</sup> Report of the Working Group of the Steering Group of Human Resources Management under the European Research Area on Open, Transparent and Merit-based Recruitment of Researchers, 2015, [http://ec.europa.eu/euraxess/pdf/research\\_policies/OTM-R-finaldoc.pdf](http://ec.europa.eu/euraxess/pdf/research_policies/OTM-R-finaldoc.pdf)

3	Public engagement	<ul style="list-style-type: none"> <li>➤ Proposing attractive topics for research related to the economy needs;</li> <li>➤ Developing research and applied projects related to the business and community needs;</li> <li>➤ Involving researchers in establishing partnership with business, local and government authorities.</li> </ul>	<p>Vice-rector R&amp;I Institute for Doctoral Education Deans, scientific Secretaries Branch Trusteeships</p> <p><b>Deadline:</b> permanent Start: October 2016</p>	<ul style="list-style-type: none"> <li>- Proposed attractive topics for PhD-dissertations</li> <li>- Implemented research and applied projects by order of business;</li> </ul>
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*b) dimension II: Recruitment*

<b>№</b>	<b>Principle</b>	<b>Planned Actions</b>	<b>Responsible / Deadline</b>	<b>Indicator</b>
1	Recruitment, Selection, Transparency, Assessment's criteria	<ul style="list-style-type: none"> <li>➤ Introduction of the OTM-R checklist;</li> <li>➤ Implement the OTM-R checklist;</li> <li>➤ Continuing the policy for recruitment of foreign researchers;</li> <li>➤ Useful links to Bulgarian and foreign universities, institutes and research organizations on the university web-site to increase opportunities for work abroad.</li> </ul>	<p>Vice-rector R&amp;I "Human Resources" Office Technological Institute Departments</p> <p><b>Deadline:</b> permanent Start: October 2016</p>	<ul style="list-style-type: none"> <li>- OTM-R checklist published on VFU's web-site;</li> <li>- Cover most of the 23 indicators of OTM-R checklist;</li> <li>- Putted information about R&amp;I on the VFU's web-site;</li> <li>- Link with the EURAXESS web-site.</li> </ul>
2	Recognition of Mobility	<ul style="list-style-type: none"> <li>➤ Continuing motivation of the staff to mobility;</li> <li>➤ Motivation of PhD-Students to make mobility.</li> </ul>	<p>Vice-Rector in International Affair, Projects and Technological Development (IAPTD)</p> <p><b>Deadline:</b> permanent Start: October 2016</p>	<ul style="list-style-type: none"> <li>- At least 5 PhD-Students at mobility;</li> </ul>

*c) dimension III: Working Condition*

<b>№</b>	<b>Principle</b>	<b>Planned Actions</b>	<b>Responsible / Deadline</b>	<b>Indicator</b>
1	Gender Balance	<ul style="list-style-type: none"> <li>➤ Keeping a balanced ratio between recruited men and women;</li> <li>➤ Keeping a balanced ratio between men and women enrolled in doctoral programs at VFU</li> </ul>	<p>"Human Resources" Office Institute for Doctoral Education</p> <p><b>Deadline:</b> permanent</p>	Men/Women: 50%/50%
2	Stability and permanence of employment	<ul style="list-style-type: none"> <li>➤ Informing fixed-term researchers about implementation and abiding the social security principles for the period of their employment</li> </ul>	<p>"Human Resources" Office</p> <p><b>Deadline:</b> permanent</p>	
3	Intellectual property rights	<ul style="list-style-type: none"> <li>➤ Developing a monitoring system for</li> </ul>	Vice-Rector in R&I	- Developing a monitoring system;

		intellectual property rights and co-authorship	Faculty of Law, Technological Institute	- Publications in co-authorship with foreign researchers - 5 % from all publications, written by VFU researchers
4	Co-authorship	<ul style="list-style-type: none"> <li>➤ Developing a monitoring system for intellectual property rights and co-authorship.</li> <li>➤ Publications in co-authorship with foreign researchers</li> </ul>	<b>Deadline:</b> permanent Start: October 2016	

d) *dimension IV: Training*

<b>№</b>	<b>Principle</b>	<b>Planned Actions</b>	<b>Responsible / Deadline</b>	<b>Indicator</b>
1	Relation with supervisors; Supervision and managerial duties	<ul style="list-style-type: none"> <li>➤ Continue the efforts to improve the quality of supervisors of young researchers.</li> <li>➤ Encouraging students to develop themselves in research.</li> <li>➤ Proposing of attractive topics for research closely linked to the business needs.</li> </ul>	Vice-rector R&I Institute for Doctoral Education Deans, scientific Secretaries Branch Trusteeships  <b>Deadline:</b> permanent Start: October 2016	<ul style="list-style-type: none"> <li>- Increasing the number of enrolled PhD-students;</li> <li>- Proposing attractive topics for PhD-dissertations</li> </ul>
2	Continuing professional development	<ul style="list-style-type: none"> <li>➤ Monitoring on career development of PhD-students after their graduation.</li> </ul>	Career Center  <b>Deadline:</b> permanent Start: October 2016	<ul style="list-style-type: none"> <li>- Yearly publication of information about alumni graduate PhD at VFU (on paper or on the university website)</li> </ul>