BULGARIAN ACADEMY OF SCIENCES

INSTITUTE FOR POPULATION AND HUMAN STUDIES

HR EXCELLENCE IN RESEARCH

Action plan

Updated for the period September 2022 – September 2024

Approved by the Scientific Council of IPHS with Protocol No 12 as of 17.08.2022

Priorities (as expressed in the IPHS' HRS4R)	Measures /Actions	Persons responsible	Timing	Indicators/Expected results
Priority N 1 **To create opportunities for conducting scientific research at a high level by involving more researchers from IPHS in**	1. Synchronization of IPHS-BAS' research priorities with current scientific research priorities at national, European, and international levels. 2. Organizing seminars for scientific research priorities,	Director Scientific Secretary, Heads of departments, Heads of research units, Secretary - Information	September 2022 - September 2024	- Initiated cross-team collaborative projects of researchers from IPHS in cooperation with universities, NGOs, and other organizations at national European, and international levels; - Organized regular round-tables on specific research topics. - Participation in networks of scientific and

international projects and research networks	scientific achievements, and best practices in Europe and worldwide. 3. Building a network of scientific and research cooperation at the national and international level, incl. from a distance. 4. Encouraging researchers to participate in national and EU projects. 5. Promotion in Open Science policy and practice of the scholarly journals published by IPHS	provision Editors-in Chief and editorial boards of 'Psychological research (in the Balkans)' and 'Naselenie review'		research cooperation at the national and international level, incl. from a distance. - Participated in and initiated scientific and L&D projects with national and international collaborators. - Submitted and/or approved projects with national or EU funding - Transition to open access publications of the journals of IPHS and encouraging researchers to publish in journals following Open Science policy
Priority N 2 **To construct plans for increasing researchers' competences needed for their career development and for their continuing professional development**	1. Informing researchers at every stage of their professional development for the opportunities for career development. 2. Encouraging and supporting researchers at every stage of their professional development for career growth and lifelong learning. 3. Encouraging researchers at all levels to participate in	Director Scientific Secretary, Heads of departments, Heads of research units, Secretary - Information provision	September 2022 - September 2024	- Performed seminars, workshops, participation in scientific forums - Number of certificates for participation - Number of realized scholarships and specializations - Number of researchers that have realized career promotion - Number of publications in journals with impact factor - Number of researchers lecturing at national

	conferences, workshops, seminars, training courses, etc. to improve their professional skills. 4. Encouraging researchers to spread their research results and experience by teaching at Universities and publication of teaching materials. 5. Encouraging researchers to publish in journals with IF, indexed in WEB OF SCIENCE, SCOPUS, ERIH+ after a procedure of evaluation of the request by the Head of the Research Unit and the Director of IPHS for allocation of financial resources for the review process			universities and number of taught courses - Number of researchers who received funding from the Institute, the National Scientific Fund or other projects to cover publications costs in journals with IF
Priority N 4 **To create opportunities for researchers' active public engagement while preserving their degree of**	1. Activating researchers in collaboration with business, local and state authorities, civil sector. 2. Continuation of regular practices of IPHS in promotion of scientific results in press conferences	Director Scientific Secretary, Heads of departments Heads of research units Researchers	September 2022 - September 2024	- Meetings with representatives of business, local and state authorities - Signed Agreements for collaboration - Accomplished press conferences presenting research results - Media presentations, performances

independence	and various formats of social media; 3.Establishing regular practices for spreading of research results among stakeholders such as governmental institutions (ministries, agencies), companies, civil organizations			
Priority N 5 **To provide autonomy and creativity of researchers with a special focus on opportunities for early stage researchers and for postdoctoral students**	1. Encouraging graduate doctoral students in IPHS who are interested in research activities to participate in competitions for "assistant professor" and to remain part of the team of the Institute. 2. Strengthening of constructive and supporting relationships between senior and young researchers to enhance their professional skills and career development through participation in joint research projects, etc. 3. Exercising permanent control by the scientific supervisor, head of the research unit and the	Director, Scientific Secretary Scientific supervisors of PhD students, Mentors of postdoctoral researchers, Heads of research units, Secretary –Information	September 2022 - September 2024	- Number of accepted PhD students per year - Number of defended PhD theses -Number of certificates for participation at national scientific forums including a national school for PhD students - Number of certificates for participation at international scientific forums - Number of early stage researchers involved in national and international projects - Number of publications of PhD students and early stage researchers

	department on the stages of the doctoral development. 4. Active involvement of doctoral students in projects carried out at the Institute in order to enhance their research skills.			
Priority N 7 **To provide better working environment in terms of: compliance with ethical principles, gender balance, non-discriminatory working environment, better work-family balance, better technical facilities**	1. Strict compliance with the principles and norms of the Code of Ethics in scientific work. 2. Promotion of equal gender opportunities policy in the recruitment of researchers. 3. Setting up an organization for safe working conditions. 4. Preventing potential conflicts, complaints and appeals through workshops and discussion of the problems as well as improvement the psychological climate in the Institute, through teambuilding and joint events. 5. Improvement of	Commission on Professional Ethics in IPHS, General Assembly, the Scientific Council of IPHS, Director Assistant Human Resources, Researchers Human resource officer	September 2022 - September 2024	- Prepared Regulation for implementing the law on protection against discrimination in IPHS. - Strict visiting hours and provided opportunities for individually organized schedule of research activities - Renewal of office furniture and equipment and the conditions of the working premises - Regulation of distant work and online communication and meetings in crisis situations and for better life work balance of the employees

	institutional research base. 6. Regulation and optimization of remote work and online communication in crisis situations as well as for better work life balance of the IPHS staff.			
Priority N 8 **To provide better conditions for adequate remuneration and judging individual merits**	1. Wider informing of the researchers about funding opportunities. 2. Encouraging researchers to participate in national and EU projects. 3. Establishing a more differentiated system of remunerations taking into account the results of the individual attestation. 4. Informing the academic staff of IPHS about the additional financial support provided under K2 Component of BAS for high publication activity in journals with IF, indexed in Web of Science, SCOPUS, ERIH+.	Attestation Commission, Scientific Council, Scientific Secretary, Heads of Departments, Director, Researchers	September 2022 - September 2024	- Participation at information seminars related to national and European programs - Presentation of information at the IPHS' General Assembly - Submitted and/or approved projects - Revised evaluation form for individual attestation - Accomplished system of differentiated payment - Number of publications and citations in journals with IF, indexed in Web of Science, SCOPUS, ERIH+