BULGARIAN ACADEMY OF SCIENCES

INSTITUTE FOR POPULATION AND HUMAN STUDIES

HR EXCELLENCE IN RESEARCH

Action plan

Updated for the period September 2023 – September 2025

Approved by the Scientific Council of IPHS with Protocol No 1 as of 18 January 2024

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 2023 - September 2025	- 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 the 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 Internal group for information about international applications	September 2023 - September 2025	- Organizing 2 annual seminars on capacity building for international projects - Number of participation of IPHS researchers' participation in international consortiums (new and continuing ones) - Number of certificates for participation in international forums – approximately 20 certificates - Increase of the number of realized scholarships and specializations - Number of researchers that have realized career

	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			promotion – approximately 6 promotions. - Number of publications in journals with impact factor – at least 5 publications per year. - Number of researchers lecturing at national universities and number of taught courses – 10 researchers, 10 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 – at least 5 publications per year.
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 2023 - September 2025	- 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			- Creation of an annual calendar of IPHS events and its publication on the IPHS site.
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 2023 - September 2025	- 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 - Number of participations in seminars on opportunities for international mobility organized by the Bulgarian Academy of Sciences and international organizations

	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. 5. Organizing annually a seminar on opportunities for international mobility (e.g. MSCA, WIDERA, COST, European Universities/Alliances) for the early-stage researchers and post-doctoral students. 6. Participation in seminars on opportunities for international mobility organized by the Bulgarian Academy of Sciences and international organizations.			
Priority N 7 **To provide better working environment in terms of: compliance with ethical principles, gender balance, non-discriminatory working environment,**	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	Commission on Professional Ethics in IPHS, General Assembly, the Scientific Council of IPHS, Director Assistant Human Resources, Researchers	September 2023 - September 2025	- 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

better work-family balance, better technical facilities	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 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. Improvement of access to online data and platforms in case of remote work.	Human resource officer		communication and meetings in crisis situations and for better life work balance of the employees - Conducting every year a survey on administrative and research staff feedback on needs and gaps. Dissemination and discussion of the analysis of the survey at the Annual meeting of the IPHS' General Assembly. - More accessible online data in remote work due to consultations with IT specialists from the BAS. - Introducing hybrid work formats – for the research units' meetings, the General Assembly meetings, the Scientific Council meetings.
Priority N 8 **To provide better conditions for adequate remuneration and judging individual merits**	1. Wider informing the researchers about funding opportunities. 2. Establishing a more differentiated system of remunerations taking into account the results of the	Attestation Commission, Scientific Council, Scientific Secretary, Heads of Departments, Director,	September 2023 - September 2025	- 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

	individual attestation. 3. 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+.	Researchers		attestation - Accomplished system of differentiated payment - Number of publications and citations in journals with IF, indexed in Web of Science, SCOPUS, ERIH+