

Human Resources Strategy for Research

Initial phase



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ACTION PLAN

Actions	GAP Principles	Timing	Responsible Unit	Indicators/Targets
No.1 – Development of a new OTM-R framework (revising the current regulation 1/2018 concerning academic and research staff, so that it can function as an OTM-R policy, trainings for staff involved in recruitment, translation of the career website into English and design of new KPIs for recruitment controlling)	3 - Professional responsibility 12 - Recruitment 13 – Recruitment (Code) 14 – Selection (Code) 15 – Transparency (Code) 16 – Judging merit (Code) 17 - Variations in the chronological order of CVs (Code) 20 - Seniority (Code)	2026/08	HR Directorate	1) Launch of a communication campaign 2) Training sessions for hiring managers and HR staff 3) Annual questionnaire-based survey among HR referents regarding recruitment principles and selection practices, to assess the extent to which OTM-R parameters are reflected in practice 4) Career platform translated into English 5) Recruitment KPIs monitored on a yearly basis
No.2 - Improving the annual report on female researchers (deepening data reporting on female researchers to support a more nuanced understanding beyond headcount figures, examination of trends in salaries, teaching workload, and the duration of career progression cycles among female and male researchers, yearly analysis from 2021)	27 - Gender balance	Data analysis 2025/10 then every year in May Proposal 2026/05	HR Directorate	1) Annual production of data and presentation of the report to senior management 2) Formulating a proposal on the topics identified through the analysis for the Equal Opportunities Committee and the Secretariat of the Rector's Cabinet
No.3 - Reviewing the compensation package of researchers (support the deeper understanding of researcher remuneration and making it visible to leadership, preparation of	22 - Recognition of the profession 26 - Funding and salaries	Data analysis 2026/06 Proposal 2026/11	HR Directorate	1) Annual production of data and presentation of the report to senior management 2) Formulating proposals with consideration to best practices,

a comprehensive report that highlights the difference between base salary and total income, as well as the components of total income, baseline for this analysis should be the state prior to the institutional model change (2020), yearly analysis of the data)				HR professional perspectives, and expectations arising from the legal framework for senior management
No.4 - Collecting employee benefits (unified communication of available university services on the planned sub-website for PTE employees)	23 - Research environment	2026/05	Relations Directorate	1) Gathering information 2) Creation of sub-website for PTE employees at the main PTE domain 3) Communication campaign
No.5 - Analysing the utilisation of sabbatical leave (with the involvement of collaborating researchers review of the legal framework for sabbatical leave, including a survey among researchers who have participated in sabbatical leave, and a survey among professional supervisors on the perceived advantages and disadvantages of current practices, based on the findings, a development proposal should be formulated and presented to senior management)	24 - Working conditions	2026/06	HR Directorate and Faculty of Humanities and Social Sciences	1) Focus group survey on the experiences and opinions of participating researchers 2) Questionnaire-based survey on the experiences and opinions of professional supervisors 3) Formulation and presentation of a professional proposal to senior management
No.6 - Introducing a coaching programme for researchers with career advisory focus (the target group is university lecturers and researchers especially R2 and R3 levels, establishing a PTE coaching pool by inviting internal coaches, developing guidelines for accessing the service, and launching a communication campaign to support its introduction)	22 - Recognition of the profession 28 - Career development 30 - Access to career advice 39 - Access to research training and continuous development	2026/02 start of the coaching pool	HR Directorate	1) Development of coaching pool guidelines 2) Communication of the coaching pool launch 3) Annual monitoring of coaching sessions, with a focus on the distribution among researchers
No.7 - Introducing a leadership training programme with coaching support for researchers developed	3 - Professional responsibility 37 - Supervision and	first leadership training in 2025/11-	HR Directorate	1) Development of a custom-designed training curriculum for research group leaders

and performed by professional trainers (development of a PTE-specific, custom-designed training curriculum with the involvement of professional leadership development trainers, and the establishment of a leadership club)	managerial duties	2026/06 every second year		2) Implementation of a multi-module training programme lasting a total of ten days, for a maximum of 12 participants 3) Establishment of a leadership club (regular case discussion sessions for leaders)
No.8 - Creating a burnout programme based on diagnosis with professional consultants (designing a questionnaire for the diagnosis with the involvement of collaborating researchers, implementing actions based on the results, follow-up)	24 - Working conditions	2025/10 results of the first survey 2026 actions 2028/10 results of the follow-up survey	HR Directorate	1) Identification of risk areas and target groups based on the results of the diagnosis (with responses from at least 200 participants) 2) Formulation of actions based on the identified aspects 3) Repetition of the questionnaire after three years to measure the effectiveness of the implemented actions
No.9 - Creating an internal training portfolio for researchers (collecting existing internal training programmes and training needs, establishing an internal training system supported by an online platform, and formulating a procedural framework)	4 - Professional attitude 7 - Good practice in research 38 - Continuing Professional Development 39 - Access to research training and continuous development	2025/10 first training calendar for the academic year	HR Directorate and Innovation Management and Economic Relations Directorate Research Support	1) University-wide central training calendar, featuring at least 10 training sessions and a minimum of 100 participants in the first year 2) Development of a digitalised central internal training framework
No.10 - Health screening test for researchers (providing a mobile screening unit on each campus regarding essential health screenings)	23 - Research environment	2025/05 first stop of screening roadshow for 2 faculties, then 2 faculties per semester	Clinical Centre HR	1) All faculties participated in the screening until the end of 2026 2) Involving two faculties per semester in the screening programme 3) Coordinating communication with other benefits and services offered by PTE, as featured on the employee sub-page mentioned in Action No.4
No.11 - Analysing the improvement potential of publication and data repository: 1) assessment of database needs and a forum about this topic for the deans	23 - Research environment	1A) publication database needs 2025/07 1B) forum about the	Library and Knowledge Centre incl. Innovation Management and Economic Relations	1) All faculties involved in the assessment of needs and in the database forum 2) Formulating professional recommendations on publication

and vice-deans for science, 2) publication repository proposal with professional design content, 3) data repository proposal with professional design content		publication database system 2025/04 2) publication repository proposal 2025/08 3) data repository proposal with professional design content 2026/06	Directorate Research Support + IT Directorate	and data repository matters for senior management and for the HRS4R Working Group
No.12 - Gathering the softwares and applications supporting research activity (collecting and presenting currently available research-supporting software and applications relevant to the research environment on the research support website to be developed)	23 - Research environment	2026/06	Innovation Management and Economic Relations Directorate Research Support incl. IT Directorate, Digital Education and Learning Support Centre, University Library and Knowledge Centre	A unified list of research- supporting software and applications, along with their terms of use, available to researchers on the research support website
No.13 - Creating a research support website (the main activity of the newly established research support function is to strengthen the flow of information between central support units and faculty researchers, with the creation of the research support website serving as a key tool in this effort)	5 - Contractual and legal obligations 30 - Access to career advice 34 - Complains/ appeals 39 - Access to research training and continuous development	2025/10	Innovation Management and Economic Relations Directorate Research Support	Development of a new website, aiming to reach 400 visits by the end of 2026
No.14 - Creating a researcher mailing list (another key communication tool of the research support function is the creation of a dedicated mailing list for	3 - Professional responsibility 5 - Contractual and legal obligations 30 - Access to career	2026/01	Innovation Management and Economic Relations Directorate Research Support	Sending at least five newsletters via the new researcher mailing list by the end of 2026, with a minimum open rate of 30%

researchers, aimed at highlighting research-related news and preventing it from being lost in general newsletter traffic)	advice 39 - Access to research training and continuous development			
No.15 - Creating a Research Forum event series (to strengthen connections among researchers and between researchers and research support staff, a series of researcher forum events will be established, these events will provide opportunities to present faculty research, initiate interdisciplinary collaborations, and showcase central support services)	3 - Professional responsibility 5 - Contractual and legal obligations 30 - Access to career advice 39 - Access to research training and continuous development	first Research Forum in 2026/04 then two forums in every semester	Innovation Management and Economic Relations Directorate Research Support	Organising two Research Forum events by autumn 2026, with a total of 60 participants and a satisfaction survey conducted on the topics covered
No.16 - Improvement of the institutional internal regulatory system (streamlining administration through digitalisation, strengthening paperless research project management, and enabling online procurement processes)	5 - Contractual and legal obligations 23 - Research environment	2026/06	Innovation Management and Economic Relations Directorate Research Support	Submission of an analytical report to decision-makers, including the proportion of processes that can be handled electronically
No.17 - Reviewing the researcher positions concerning job responsibilities mirroring useful time for research (reviewing faculty practices to assess how working time is distributed among teaching (including contact hours, preparation, exams and student counsel), research, and administrative duties, and formulating recommendations aimed at optimisation)	1 - Research freedom 24 - Working conditions 28 - Career development 29 - Value of mobility 33 - Teaching	2026/06	Innovation Management and Economic Relations Directorate Research Support	Presentation of an analysis-based proposal outlining potential optimisation measures to the HRS4R Working Group
No.18 - Reviewing the research funding system (reviewing the current system of research support funds and proposing the establishment of new funds, taking into account best practices,	6 - Accountability 9 - Public engagement 23 - Research environment 25 - Stability and permanence of	2026/06	Innovation Management and Economic Relations Directorate Research Support incl. Funding and	Presentation of the analysis-based proposal outlining potential optimisation measures to senior management

including financial support aligned with the professional goals of research groups, as well as funding for the procurement of materials, equipment, and software necessary for research)	employment		Project Management Directorate	
No.19 – Measuring the impact of the HRS4R actions: devising an HRS4R data analytics tool and dashboard with collaborating researchers to track changes in the fields where HRS4R actions have an impact, which can include repeating the revised version of the researcher survey conducted in 2023, in the year 2027	all of the above principles	2027/11	HR Directorate	Data analytics tool and dashboard A questionnaire-based survey conducted among academic staff and researchers

GAP Principles: (for reference in the second column)

1. Research freedom
2. Ethical principles
3. Professional responsibility
4. Professional attitude
5. Contractual and legal obligations
6. Accountability
7. Good practice in research
8. Dissemination, exploitation of results
9. Public engagement
10. Non discrimination
11. Evaluation/ appraisal systems
12. Recruitment
13. Recruitment (Code)
14. Selection (Code)
15. Transparency (Code)
16. Judging merit (Code)
17. Variations in the chronological order of CVs (Code)
18. Recognition of mobility experience (Code)
19. Recognition of qualifications (Code)
20. Seniority (Code)
21. Postdoctoral appointments (Code)
22. Recognition of the profession
23. Research environment
24. Working conditions
25. Stability and permanence of employment
26. Funding and salaries
27. Gender balance
28. Career development
29. Value of mobility
30. Access to career advice
31. Intellectual Property Rights
32. Co-authorship
33. Teaching
34. Complaints/ appeals
35. Participation in decision-making bodies
36. Relation with supervisors
37. Supervision and managerial duties
38. Continuing Professional Development
39. Access to research training and continuous development
40. Supervision