			YEAR 3				YEAR 4				YEAR 5			
Responsible Unit/Work Group Name	**Action**	**Tasks**	**Q1**	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**
The Senate, Career Development Application and Research Centre, Career Office, International Office, and EURAXESS Center	**Action 1: Improving mobility opportunities and mechanisms**	Task 1: Organize workshops to advertise mobility opportunities, available resources and funding.												
		Task 2: Seminars regarding services of EURAXESS will be organized.												
		Task 3: Creating institutional mobility agreements with targeted universities, research centers, and industry partners.												
Senate, Faculties, Departments, Directorate of Personnel Affairs	**Action 2: Ensuring the balance between teaching and research activities**	Task 1: Review faculty workloads and policies to ensure equitable distribution of teaching, research, and service responsibilities.												
		Task 2: Recruitment of new teaching staff												
		Task 3: Seminars on increasing efficiency in preparation of teaching materials.												
Resarch Directorate; Library and Documentation Directorate	**Action 3: Improvement of Open Science practices**	Task 1: Institution-wide workshops on FAIR principles and open data.												
		Task 2: Incorporation of open science principles to orientation program.												
		Task 3: Seminars on GCRIS database use.												
Implementation Committee	**Action 4: Orientation Program for new faculty**	Task 1: Training modules from all relevant bodies in the university.												
		Task 2: Online orientation program for new faculty.												
		Task 3: Monitoring of the completion of the orientation program and collection of feedback.												
Career Development Working Group	**Action 5: Mentorship and Career Advising Program**	Task 1: Training program for R3-R4 level mentors will be finalized.												
		Task 2: Training sessions with selected mentors.												
		Task 3: Preparation of individualized career development plans for R2 level researchers.												
		Task 4: Monitoring and documentation of mentorship and career advising program.												
Vice Rector for Education; International Relations Office; Human Resources Working Group	**Action 6: Improving gender balance**	Task 1: Regular institution-wide gender equality trainings and awareness raising activities.												
		Task 2: Public seminars on women in science.												
		Task 3: Informal meetings with women academics.												